

Griffith City Council Annual Report 2020/2021





We acknowledge the traditional owners of the land on which we live, and pay our respects to Wiradjuri elders past, present and future.

CONTENTS

Section 1:	About this report	4
	
	Message from the Mayor	5
	
	Message from the General Manager	6
	
	Our Vision	7
	
	Integrated Planning and Reporting	8
	
	Our Community	10
	
	Economic Profile of Griffith	11
	
	Our Councillors	12
	
	Organisation Structure	13
	
	Our Services	14
	
Section 2:	Achievements	16
	
	Capital Works	18
	
	Economic and Organisational Development	20
	
	Business, Cultural and Financial Services	31
	
	Sustainable Development	41
	
	Infrastructure and Operations	47
	
	Utilities	53
	
Section 3:	Statutory Reporting	59
	
Section 4:	Delivery Program and Operational Plan	75
	
Section 5:	Appendices	144
	
Appendix A:	Audited Financial Reports	
	
Appendix B:	End of Term Report 2016-2021	



ABOUT THIS REPORT

This Annual Report provides an overview of Griffith City Council's operational and financial performance during the period 1 July 2020 to 30 June 2021. In particular, this report focuses on Council's work and achievements in implementing the strategies detailed in our four year Delivery Program and Operational Plan.

These strategies and actions are developed by Council in response to the expectations of the community resulting from extensive community engagement expressed as objectives in the Community Strategic Plan "guiding Griffith 2040".

These objectives are summarised into four focus areas reflecting the priorities of our community. These are Leadership, Love the Lifestyle, Growing our City and Valuing our Environment.

The Annual Report showcases a variety of events, programs, services and projects that promote an inclusive, connected, innovative and thriving city that delivers on the needs and expectations of the local community.

This report also contains statutory reporting as prescribed by the Local Government Act 1993 and Local Government (General) Regulation 2021 as well as other legislation for which Council is required to report annually.



MESSAGE FROM THE MAYOR

I am pleased to present the Griffith City Council Annual Report for 2020/21 which provides a snapshot of Council's achievements over the past 12 months. Council continues to work through the targets set out in the Community Strategic Plan (CSP) "guiding griffith 2040".

There have been many highlights throughout the year, including:

- Opening of the new 50m pool at the Griffith Regional Aquatic Leisure Centre in February 2021
- Qantas Airlines flights commenced in February 2021
- Hanwood Cycleway and the upgraded Henderson Oval Playspace both unveiled, May 2021
- Bright Lights on Banna Project
- Adoption of the Economic Development Strategy, Evolve Griffith 2020 – 2025
- Implementation of the Griffith Destination Tourism Plan (GDTP) 2021- 24
- The major expansion of the Westend sports facilities work commenced May 2021
- The Southern Industrial Link Road (City Bypass) project is proceeding with work currently focusing on the northern end of Bromley Road and its intersection with the Kidman Way
- Progress has been made on the Lake Wyangan project to improve water quality, with funding only recently received for a pipeline from the Water Reclamation Plant to the South Lake

- The new Community Centre is an important facility for Griffith

These, and a whole host of other infrastructure, community and service improvements highlighted in this report aim to meet our "guiding griffith 2040" goals.

As this will be my final Annual Report as Mayor of Griffith City Council, I extend a sincere thank you to the residents, community groups, local businesses and volunteers of Griffith. Your contribution to our vibrant and diverse City is very much appreciated and by working together we all help to make it a wonderful place in which to live.

It has been a pleasure and a privilege to lead this Council and community.

I am proud of the many worthwhile projects we have been able to bring to fruition.

I would like to thank all of the Councillors for their support and commitment to the City over the past year.

I would also like to thank all the staff at Council for their passion and dedication to serving Griffith.

Our City is full of potential and I am honoured to have been the leader of a team that continues to work towards a better tomorrow for future generations.

Regards, Cr John Dal Broi
Emeritus Mayor

MESSAGE FROM THE GENERAL MANAGER

It has been another big year for Griffith City Council as we continue to work closely with our community to deliver on our shared aspirations for the City's future.

The community-focussed budget for 2020/21 resulted in Council investing in critical infrastructure and facilities that will benefit not only the residents of today, but future generations. The community has certainly faced disruption and uncertainty as a consequence of the COVID-19 pandemic. Council's budget included several initiatives to assist ratepayers during these difficult times including rate rebates on every rate notice. The rebate ensured that the overall rate burden on the community did not increase from 2019/20 to 2020/21.

Housing remained a key focus of our activities, with the Griffin Green Affordable Housing project, a partnership between Council and Argyle Housing, to provide new affordable housing options in Griffith, now underway. It is through partnerships and close cooperation with other levels of government, in this case Commonwealth funding secured from the Building Better Regions Fund, that we have been able to progress this important project.

Community consultation continued to be a central focus for Council throughout this year, with members of the public providing valuable feedback on a range of issues affecting the City's future. This included input into our Community Strategic Plan, which is currently being reviewed. There were many other topics we asked for input into including, the Lake Wyangan Village Masterplan, Henderson Oval and Wood Park Playgrounds, Cemetery Masterplan, our Residential Development Control Plan (DCP) and Local Strategic Planning Statement (LSPS), our Disability Inclusion

Action Plan, Community Climate Resilience Strategy, Kooyoo Street Upgrade, Master Locksmiths Access Key (MLAK) System and Glow2680 - Christmas. These were all very different subjects requiring valuable input from our community and we are extremely grateful to those who had their say and helped to shape our City for the years ahead.

In 2020-21, we also saw many exciting improvements being delivered for the City. The opening of our new 50m pool at the Griffith Aquatic Leisure Centre in January 2021, being a wonderful highlight. Work on Boorga and Dickie Roads has commenced. This \$7.3M project is funded by a NSW/Federal Government partnership of \$5.7M, with Council and Rombola Family Farms each contributing \$800,000. The construction of our Community Centre, which has now opened, is also a major achievement for all involved.

Stage 3 of the CBD (Yambil Street) Upgrade Project is currently being undertaken. Unfortunately, we have faced some unexpected challenges in this section of the project including the discovery of water seepage in the underlying soil. I acknowledge the disruption this unavoidable delay has caused and I cannot thank the business proprietors located in Yambil Street enough for their patience while these works are underway. In closing, I would like to note that none of the great work being achieved right across our Local Government Area would be possible without the dedication and enthusiasm of our Councillors, employees, contractors, volunteers and wider community. Once again, I'd like to thank everyone who has helped to shape this vision for our future.

Regards, Brett Stonestreet



OUR VISION

Our Community vision is designed to encourage commitment to our future and a sense of common purpose and responsibility. It reflects the kind of community we will be in 2040.

The concept of a regional capital is a Federal Government initiative and Griffith is currently recognised as the regional capital of Western Riverina. Our vision will be achieved through the implementation of the strategies based on the four core themes of “guiding Griffith 2040”:

- Leadership
- Love the lifestyle
- Growing our City
- Valuing our Environment

These themes are clearly interwoven and impact upon each other. They are the cornerstone for our community’s progress and success. Overall, it is the people of our community that makes us unique. It is important our vision contains quality of life, prosperity and connectivity.



Griffith is a thriving and innovative regional capital with a vibrant lifestyle and diverse economy. We embrace our community, heritage, culture and environment.

INTEGRATED PLANNING AND REPORTING

Local councils in NSW are required to undertake their planning and reporting activities in accordance with the Local Government Act 1993 and the Local Government (General) Regulation 2021. The Integrated Planning & Reporting (IP&R) framework enables councils to integrate their various plans together, understand how they interact and get the maximum leverage from their efforts by planning holistically for the future. Under the IP&R framework Council is required to prepare the following documents:

Community Strategic Plan “guiding griffith 2040”

The purpose of the Community Strategic Plan is to identify the community’s main priorities and aspirations for the future and to plan strategies for achieving these goals. While Council has a custodial role in initiating, preparing and maintaining the Community Strategic Plan it is not wholly responsible for its implementation. Other partners such as State agencies and community groups may also be engaged in delivering the long term objectives of the plan.

Delivery Program

The Delivery Program is a statement of commitment to the community from each newly elected council. The Delivery Program outlines the principal activities to be undertaken by Council to implement the strategies established by the Community Strategic Plan within the resources available under the Resourcing Strategy over the four year term of Council. Essential elements for the Delivery Program include:

- The Delivery Program directly addresses the

objectives and strategies of the Community

- Strategic Plan and identifies principal activities that Council will undertake
- The Delivery Program must inform and be informed by the Resourcing Strategy
- The Delivery Program must address the full range of Council operations
- The Delivery Program must allocate high level responsibilities for each action or set of actions
- financial estimates for the four year period must be included in the Delivery Program.

Operational Plan

The Operational Plan has been prepared as a sub-plan of the Delivery Program. It directly addresses the actions outlined in the Delivery Program and identifies projects, programs or activities that Council will undertake within the financial year towards addressing these actions. Essential elements for the Operational Plan include:

- It must directly address the actions outlined in the Delivery Program
- It must identify projects, programs or activities that Council will undertake within the financial year towards addressing these actions
- The Operational Plan must allocate responsibilities for each project, program or activity
- It must identify suitable measures to determine the effectiveness of the projects, programs and activities undertaken
- The Operational Plan must include a detailed budget for the activities to be undertaken in that year.



Resourcing Strategy

The Community Strategic Plan, the Delivery Program and Operational Plan must be supported by a Resourcing Strategy.

The Long Term Financial Plan, Workforce Plan and Asset Management Plan combine to form Council's Resourcing Strategy.

The Long Term Financial Plan provides information about the financial sustainability of Council to address its current and future needs. The Long Term Financial Plan is used to inform decision making during the development of the Delivery Program and must be for a minimum of 10 years.

The Workforce Plan must address the human resourcing requirements of Council's delivery Program for a minimum timeframe of four years.

The Asset Management Plan informs on the current condition and ability of the community assets that exist for delivery of services to the community. Council must account for and plan for all the existing assets under its ownership and any new asset solutions proposed in its Delivery Program. The Asset Management Plan must be for a minimum timeframe of ten years. When integrated, all these plans will ensure Council delivers the expressed levels of service to its community through optimal utilisation of its resources.

Annual Report (this document)

The Annual Report is a report to the community of Council's performance and achievements in relation to the objectives outlined in the Community Strategic Plan "guiding griffith 2040", Council's Delivery Program and Operational Plan. The Annual Report focuses on Council's implementation of the Delivery Program and Operational Plan as these are the plans that are wholly Council's responsibility and also includes some information that is prescribed by the Local Government (General) Regulation 2021.

A report outlining achievements against the actions and performance measures detailed in the Operational Plan are included in Section 4 - Our Performance. It covers the period from 1 July 2020 to 30 June 2021.

There were 265 performance measures addressed within the 2020/21 Operational Plan and as at 30 June 2021, 74.33% of these were delivered and achieved, while the remaining 20.38% were reported as ongoing or progressing and 5.29% behind target. However, some of those reported as behind, were identified as multi-year projects and were to continue for delivery in the 2021/2022 financial year.

End of Term Report

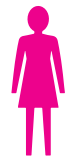
The End of Term Report outlines Council's achievements in implementing the Community Strategic Plan over the previous five years and forms an appendix to this year's Annual Report.



OUR COMMUNITY



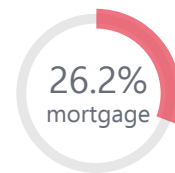
49.9%



50.1%

10%
university
educated\$1,330
median
weekly
household
income

19% born overseas

21% speak a language
at home other than English9,343
households31%
couples with children78.2%
households contain 2
or more people24.9%
children under 18 years22%
lone person households61%
workforce participation\$228
median rent
p/w\$339
median weekly
mortgage repayment21%
trade qualification
(certificate)

Data from economyid.com.au/griffith and
communityid.com.au/griffith

ECONOMIC PROFILE OF GRIFFITH



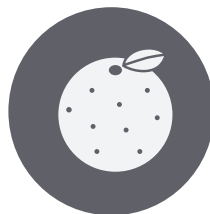
Over the last 5 years Griffith has had an increase from 2,402 GST registered businesses to 2,759



Griffith saw a 31% increase in Health Care and Social Assistance workers in the last 5 years



Construction output in Griffith has almost doubled over the last 5 years



Griffith's agricultural sales comprise of 14% of total sales compared to Regional NSW at only 3%

\$1.68 billion exported output in 2020 to over 60 countries



2021 Major Industries



Manufacturing
\$894 million output
2,477 employees



Agriculture
\$927 million output
1,704 employees



Construction
\$424 million output
1,273 employees



\$140 million commercial investment in 2021



\$57 million residential investment in 2021

OUR COUNCILLORS 2020/21



Cr John Dal Broi
Mayor



Cr Glen Andreazza



Cr Simon Croce
Deputy Mayor - Sept 2020/21



Cr Doug Curran
Deputy Mayor - Sept 2019/20



Cr Deb Longhurst



Cr Eddy Mardon



Cr Rina Mercuri



Cr Anne Napoli



Cr Mike Neville



Cr Brian Simpson

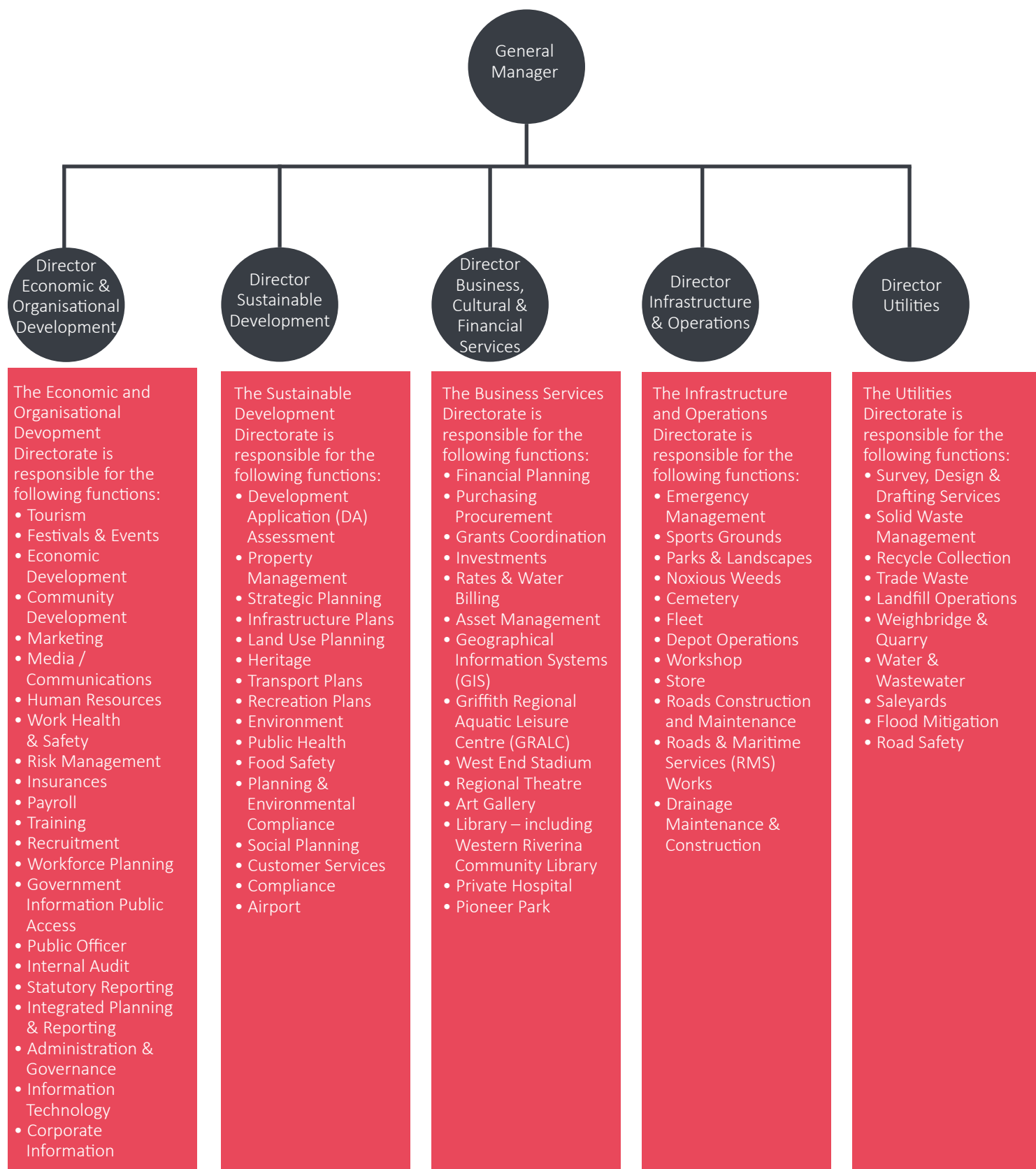


Cr Christine Stead



Cr Dino Zappacosta

ORGANISATION STRUCTURE





OUR SERVICES

Parks & Gardens

- Sports Grounds
- Parks & Landscapes
- Noxious Weeds
- Cemetery



Waste Services

- Waste Management
- Recycling
- Landfill operations
- Weighbridge
- Quarry

Economic Development & Tourism

- Event Coordination
- Promotion of Griffith
- Tourism & Destination Marketing
- New Development Facilitation and Promotion
- Business Support
- Economic Growth Initiatives
- Affordable Housing
- Freight Options

Facilities

- Griffith Regional Aquatic Leisure Centre
- Griffith City Library
- Griffith Regional Theatre
- Griffith Regional Art Gallery
- Westend Stadium
- Pioneer Park Museum

Environment & Health

- Food & Skin Penetration Premises Services
- Environmental Services and Projects
- Public Health Services

Urban Design

- Project Design & Management
- Strategy Development



Infrastructure & Operations

- Road Construction & Maintenance
- Cycleways & Footpaths
- Carparks
- RMS Works
- Drainage Maintenance & Construction







SECTION TWO
2020/21 ACHIEVEMENTS

AWARDS



Local Government NSW (LGNSW) Excellence Award

Griffith City Council's Village Pathways project won the Asset and Infrastructure Projects Award for projects under \$1.5 million at the 2021 NSW Local Government Excellence Awards.

Innovation and Resilience LG Professionals Australia

Council's Griffith Pioneer Park Museum received a Highly Commended Award in the Innovation and Resilience category for the From the Collection video project. They also took out a prestigious Imagination Award for the Vintage Voices project in the NSW Museums and Galleries annual IMAGinE Awards in November 2020.



NSW Tourism Industry Council - finalist

Inaugural NSW Tourism Industry Council Top Tourism Town Awards 2021, finalist.

CAPITAL WORKS PROJECTS SNAPSHOT



Griffith Southern Industrial Link Road Strategy

- Bromley/Kidman Way Southern Bypass - Underway



Boorga Road/Dickie Road sealing project

- Underway



Hanwood Cycleway – RMS Active Transport

- Construction completed



Griffith CBD Upgrade Program

- Yambil Street Stage 3 - in progress
- Upgrade CBD Roads/ Kerb and Guttering/ Drainage



Henderson Oval Playspace

- Completed



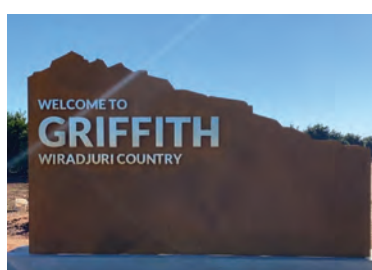
Stronger Country Communities Program Rnd 2

- City Park Toilet Upgrade
- Community Gardens Stage
- Completed



Stronger Country Communities Program Rnd 2

- Jubilee Oval Amenities Block – Underway



Entrance signs Local Road & Community Infrastructure

- Completed



Affordable Housing Strategy Building Better Regions Rnd 4

- Griffin Green Pioneer Affordable Housing Civil works commenced

NSW Government Regional Sports Infrastructure Fund & Commonwealth Building Better Regions Fund



Griffith Regional Sporting Precinct

- 50m swimming pool completed & Westend Oval - underway



Yoogali Culvert upgrade

- Underway



Bright Lights on Banna

- Completed



Lake Wyangan and Catchment Rehabilitation Strategy

- Water Reuse project - underway
- Rehabilitation - underway



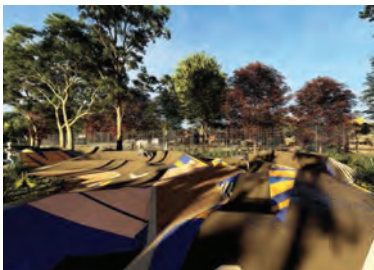
Collina Infrastructure Works

- Detention Basin, storm water drainage, road improvements, sewer pump station and rising main - underway



Griffith Community Centre & Country Universities Centre

- Underway



Stronger Country Communities Rnd 3

- Pump Track, Olympic Street underway



Merrigal Street Pedestrian Bridge Local Road & Community Infrastructure Rnd 1

- Completed



Railway Street Carpark West Local Road & Community Infrastructure (LRCI) Rnd 1 Railway Street Carpark East LRCI Rnd 2

- Underway



ECONOMIC & ORGANISATIONAL
DEVELOPMENT

GOVERNANCE

Council is required to undertake its planning and reporting activities in accordance with the Local Government Act 1993 and the Local Government (General) Regulation 2021 as well as complying with a number of other Acts and legislation. Council has met all of its statutory governance reporting obligations in a timely manner including Integrated Planning and Reporting, Code of Conduct, Public Interest Disclosures, Government Information Public Access Act and Disclosures of Interest requirements.

The Delivery Program and Operational Plan 2020/21 was adopted in June 2021 with progress reports presented to Council quarterly.

The Community Engagement and Communication Strategy was reviewed and adopted in March 2020 and a Community Survey was also undertaken that year. Due to COVID-19 and the postponement of the 2020 Council Elections to 4 December 2021, the Integrated Planning and Reporting requirements for Council to prepare an End of Term Report and commence a review of its Community Strategic Plan were postponed until 2021. Council Meetings were conducted using audio visual technology and live streamed to provide access to members of the public. Committee meetings have been held throughout 2020/21 both in person and via zoom when required.

A review of existing Economic and Organisational and Utilities Directorate policies were undertaken this year. In addition to these policy reviews the following new policies were adopted, Delegations Policy, Extreme Heatwave Policy, Roadside Reserves Vegetation Management Policy, Model Asbestos Policy and Litter Reduction and Community Clean

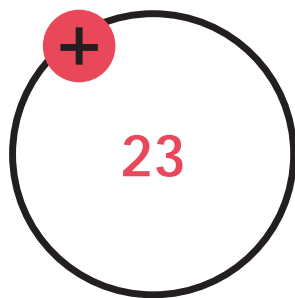
Ups Policy.

Independent reviews of Council's internal procedures and policies were conducted by Council's internal auditor as directed by the Audit, Risk and Improvement Committee. The following reviews were conducted in 2020/21: Corporate Credit Cards, Gifts and Benefits, Pecuniary Interest Returns, Skin Penetration and Food Premises Compliance Testing, Physical Security Review, Policy Management, Investments and GIPA Review

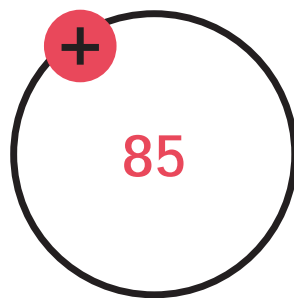
Local Government Week was held from 3 to 9 August 2020. Governance staff coordinated activities including events, virtual tours and shared information aimed at helping the community learn more about how Council operates. The COVID-19 pandemic and ongoing restrictions meant the Week had to be marked a little differently.

Online Virtual Tours via Facebook took residents behind the scenes of Council facilities to show what Council does. These included the Water Reclamation Plant, segments from the Griffith Visitor Information Centre, Griffith Aquatic Leisure Centre, Griffith Pioneer Park Museum, Griffith Regional Theatre, Griffith City Library and Griffith Regional Art Gallery. Details of major projects were also shared. Griffith City Council delivered resource packs to local primary schools throughout the week. Each school received information on Council services, activity sheets and library books.

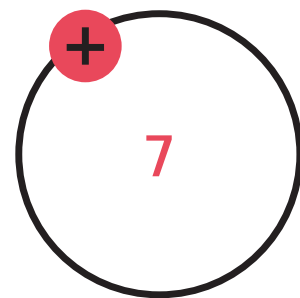
Council staff wrapped up the week with Council Café, an information stall in Griffith Central shopping centre on Friday, 7 August from 10am to 1pm, with give-aways including native and herb seedlings, coffee vouchers and balloons.



COUNCIL MEETINGS
HELD



COMMITTEE &
WORKING GROUP
MEETINGS HELD



GIPA APPLICATIONS

ACCESS TO COUNCIL

Council Meetings

Council meets on the second and fourth Tuesday of the month at 7pm in the Council Chambers, 1 Benerembah Street, Griffith. With COVID-19 restrictions in place, there was a change to the schedule of meetings and some meetings were held remotely using Zoom and livestreamed via Facebook. Council Meetings continue to be livestreamed to increase accessibility by members of the public.

Council Business Papers

Council Business Papers are available on Council's website (www.griffith.nsw.gov.au) for viewing or printing prior to each Council meeting. Business Papers are also available at the Customer Service section of Council and can be viewed at the Griffith City Library. An audio version of Council Meetings can be accessed on the Council's website the day after the meeting is held.

Website

The Council website has become the main point of contact for the community. Annual page views: 314,034.

Print

Council publishes the weekly newsletter Council Catch Up, both online and in print. Along with the website, this will continue to be the focus of communication by Council with the community.

Enews

Council Catch Up and Community Opinion Group (COG) are reaching on average 2,500 per edition through e-News. Printing of more than 400 copies per week. Social media reaches over 5K per week.

Social Media

Facebook continues to be a popular medium for engaging with the community. Over the 2020/21 period we had 7.2k followers and Instagram 1.1K followers. Social media has proven to be an important communication tool for Council in the wake of COVID-19.

Radio

Radio is another popular medium, with the weekly Council call-ins remaining relevant and providing current information.

Committees & Working Group Members

It is the role of Council appointed Committee and Working Group members to act in consulting, liaison, advisory and promotion roles for the management and development of the relevant facility/activity, for the benefit of the community.



242

Media
Releases
distributed



130k

Website
sessions



1,600+

e-News
subscribers



7,200

Facebook
followers

COMMUNICATION

Council recognises that community engagement and participation processes are a vital part of local democracy.

Council is committed to timely, consistent and genuine community engagement that will inform responsible decision making for the benefit of the community. Council acknowledges and appreciates the important voluntary contribution of members who provide advice across 15 Committees and 10 Working Groups.

Committees and Working Groups include the Audit, Risk & Improvement Committee, Business Development & Major Projects Committee, Communities Committee, Cultural Facilities Committee, Disability Inclusion & Access Committee, Floodplain Management Committee, General Facilities Committee, Griffith Community Centre Committee, Lake Wyangan and Catchment Management Committee, Local Emergency Management Committee, Tourism & Events Committee, Traffic Committee, Transport Committee, Western Riverina Country University Centre Board, Australia Day Working Group, Build More Dams Working Group, CBD Working Group, Christmas Working Group, Spring Fest Working Group, Griffith Pound & Rehoming Centre Working Group, Rose Garden Working Group, Cemetery Working Group and Senior Citizens Centre Working Group.

Council offers residents the opportunity to be the first to know about a variety of topics through its weekly online newsletter Community Opinion Group (COG) and Council Catch-Up. Social Media has proven to be a great way to consult and engage with the community, with consultation sessions being held through Facebook live where appropriate.

Council completed a review of website operations, content, design and layout which went live the final quarter of 2020/21. The website has been well received within the community, has additional functionality, links with social media, and is far more accessible. Content is added and reviewed regularly to ensure the website is current, relevant and user friendly.

A review of the Community Strategic Plan – Guiding Griffith 2040 has been undertaken, with a variety of consultation sessions held.

Engagement activities included:

- Local Government Week 2020, from 3 to 9 August 2020 provided community engagement opportunities for residents. Council staff were also profiled on Facebook throughout the week, Council Café was held, with give-aways including seedlings, coffee vouchers and balloons
- Members of the public were invited to join an online live streamed Q&A information session in relation to the Draft Budget 2021/2022, held on 13 May 2021. This new method of engaging residents proved popular with 627 views
- Other online forums included Kooyoo Street and the Land Use Strategy
- A number of online community surveys were conducted to ascertain the community's opinion on projects, including Henderson Oval, Climate Change Resilience Strategy, Glow2680, Christmas Satisfaction, Entrance Signs, Disability Inclusion Action Plan and Community Strategic Plan Review.





COUNCIL CAFE

Each month Council Café is held at various locations across the LGA. Residents are invited to join Councillors and staff for a cuppa to let to Council know what's on their mind, with Feedback Forms available.

A range of different items are listed on the 'menu' each month for consultation including:

August 2020: Council Cafe was held in Griffith Central Shopping Centre during Local Government Week.

September 2020: Main Street Kiosk: Plans for the new Griffith Community Centre, Winter Delights in Kooyoo Street and Christmas Lights were on display.

October 2020: The Griffith Tourism Team took over Council Cafe at the Banna Avenue Kiosk to promote events such as Spring Fest.

November 2020: Main Street Kiosk: Plans for Christmas 2020. New light installations, Glow bracelets to giveaway and Glow2680 Launch Night. Members of the Compliance Team were also on hand to discuss Companion Animals and Development Compliance.

December 2020: Memorial Park: Council joined service providers as part of the Community Expo.

February 2021: Main Street Kiosk: Community Strategic Plan (CSP) Review consultation commenced.

March 2021: Main Street Kiosk: Celebrated Harmony Day and CSP Review continued.

April 2021: Alma Bamblett Centre, Pioneer. Remediation works consultation and CSP Review.

May 2021: 14 & 15 May Riverina Field days, Griffith Showgrounds. 20 May Street Scapes, Kooyoo Street.

June 2021: Griffith City Library, Census information and CSP Review.

ECONOMIC DEVELOPMENT

Griffin Green Housing Project - Council, in partnership with Argyle Housing, was successful in receiving funding from the Federal Government for a \$12M housing and subdivision project. Civil works have commenced with 20 town houses to be constructed and approximately 42 housing lots to be developed.

Evolve – Economic Development Business Newsletter - The Economic Development Team produce a monthly Business Newsletter titled “Evolve” that includes useful statistics, business activities in Griffith, business grants, upcoming events, workshops, initiatives and other assistance for local businesses.

Griffith Economic Development Strategy - Council’s five-year plan to support the vibrancy, diversity and sustainability of the City of Griffith, to 2025 and beyond. Council is committed to supporting sustainable population and employment growth. Retaining and growing Griffith’s population will support local service delivery, attract government funding and support stable, or even higher property prices.

Western Riverina (WR) Connect - Western Riverina Connect is an established Intermodal Freight Terminal located at Wumbulgal between the major manufacturing centres of Leeton and Griffith and

already servicing the Western Riverina. Griffith City Council and Leeton Shire Council have received confirmation that WR Connect will proceed to Gate 4 business case analysis under the Inland Rail Interface Improvement Program.

Griffith Now Hiring - Griffith Now Hiring promotes job availabilities in Griffith via a dedicated website, Google Adwords, Facebook, Instagram and e-newsletters to attract skilled workers to Griffith. The newly updated Griffith Now Hiring website now includes a job search function and we have over 20 partners as part of the 2021 program.

Glow2680 - Glow2680 was a festive initiative from Griffith City Council to celebrate the season after what was a challenging year.

In conjunction with local businesses Council presented the Glow2680 festive light up event on Friday, 27 November 2020. Businesses throughout Banna Avenue were invited to open their doors for late-night shopping and food and drink, while family-friendly activities were held in Memorial Park before the Christmas lights were officially switched on.

Despite COVID-19 restrictions limiting activities, this event proved popular adding a welcome festive atmosphere and economic stimulus.





TOURISM, EVENTS & MARKETING

With a surge in regional travel, July 2020 - June 2021 was very promising for Griffith tourism. In particular, September and October saw visitor numbers higher than a normal year, prior to the COVID-19 pandemic.

Despite border closures and event cancellations, NSW residents were still able to travel and it encouraged these travellers, particularly from the inner circles of Sydney, to come and experience the true essence of the wonderful City and region.

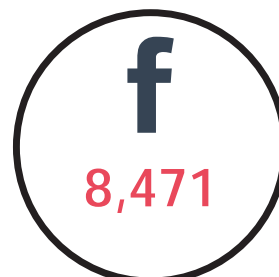
Operators too, saw this spike and the positive economic benefits it had on business and the community as a whole. There was a boost in regional produce being sought after which created numerous opportunities for marketing, as well as increasing the products on offer at the Visitor Information Centre, to align with the strong demand.

Griffith Easter Party 2021 weekend kicked off the first of the festive weekends since COVID-19 and all events were booked out. Visitor numbers throughout the weekend were up by at least one third compared to 2019. Feedback from retailers was that it was one of the busiest Easter Saturdays in recent years.

This surge over the past 12 months created great momentum amongst local operators, who embraced the value of tourism in their business operations to meet the needs of the visitor economy. As a result, Griffith now has many more bookable experiences than ever before allowing Griffith to up-sell through the many marketing initiatives invested in throughout the year. Importantly, these experiences then entice visitors to come to the City, stay longer, and in turn inject millions of dollars into the local community.

Some of the achievements accomplished:

- Griffith Destination Tourism Plan 2021-24 developed and adopted
- Griffith named a Finalist in the NSW Tourism Industry Council Top Tourism Town Awards
- QantasLink commenced flights to and from Sydney in March 2021 and doubled the number of flights within the first 8 weeks of commencement, due to strong demand.



VISIT GRIFFITH
FACEBOOK
FOLLOWERS



VISITORS TO THE
CENTRE

YOUTH AND COMMUNITY DEVELOPMENT



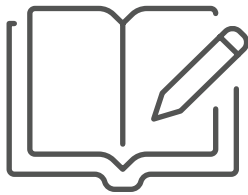
112

New citizens



\$42k

Awarded
through
Community
Grants



\$100K

COVID relief
grants
awarded



5

Youth
projects



80

Care packs
distributed to
vulnerable
youth

Throughout the 2020/21 year, Council's Community Development Team, in partnership with numerous stakeholders across the community and the region, worked towards a more inclusive and engaged community. While some planned activities were cancelled or postponed due to COVID-19, those that were held brought people together from all ages and diverse backgrounds.

A key focus area included youth activities such as the Elevate Youth – Youth Week event held in partnership with headspace at the PCYC.

Other activities included a pop-up tent with Aboriginal Medical Service (AMS), School Holiday Dogs Day Out with Youth Interagency, a Harmony Day celebration with Murrumbidgee Regional High School and 80 care packs distributed to vulnerable youth.

Council helped raise awareness for the Suicide Reference Group, partnering with Wellways for Sock it to Suicide Day.

Young people were invited to contribute ideas for new infrastructure projects including the BMX Pump Track and were invited to take part in photo and art competitions as part of the Community Strategic Plan review process.

Council commenced the review of the Disability Inclusion Action Plan, consulting with the community to develop an inclusive plan.

Despite the COVID-19 pandemic, a successful Australia Day awards ceremony was held and over 100 new citizens were welcomed.



Staffing

The total number of Full Time Equivalent Positions (FTEs) as at 30/6/2021, as approved in the organisation structure; 293. (this included term appointments)

Total Employees Salary & Wages (Includes allowances, overtime leave payments & terminated employees): \$23,692,345.

Full time staff employed as at 30 June 2021: 224

Casual staff employed as at 30 June 2021: 193

Part time staff employed as at 30 June 2021: 47

Staff Service Awards

Each November, Council holds an annual staff function to celebrate employees who have been in Council's employment for 10, 20 and 25 years. In November 2020, two staff members celebrated 10 years of service, 10 celebrated 20 years of service and one celebrated 25 years of service.

Fourteen staff members celebrated more than 25 years of employment.

Work Health & Safety & Risk Management

Accident & Incident Reporting

This financial year has seen a slight decrease in the reported number of accidents, incidents and near misses. This continues to show that staff are working towards a culture that seeks to identify and control hazards. Council continues its proactive approach through training and development to ensure staff have an understanding of WHS legislation, regulation, codes of practice and to work towards

HUMAN RESOURCES AND RISK

a culture that seeks to identify and control hazards. The information provided to staff regarding potential hazards enables Council to reduce risks and potential for harm. Number of reported incidents/safety concerns 2020/21: 270.

Workers Compensation

Council has continued to maintain a low number of Workers Compensation Claims, with a rise in the number of lost work hours. Council's Recover at Work Program encourages injured workers to recover at work. This program ensures Council maintains the skills and knowledge of an experienced worker and keeps the employee engaged in the workplace during recovery.

Council continues its proactive approach through training and development in the management of workers compensation to ensure early and safe return to work.

	2018/19	2019/20	2020/21
Total number of claims lodged	2	6	6
Total lost work hours	299.51	341.50	1,743

Staff Health & Well Being

A number of Health and Well-being initiatives were held during 2020/2021 which included Skin and Health Checks, RU OK packs, Step Challenge, Movember and Mental Health training through Lifeline Australia.



Training & Development

Council's training programs ensure employees are adequately trained to improve workplace safety and meet organisational and legislative requirements. Council is also continuing to "grow our own" for difficult to fill positions by recruiting trainees and apprentices in key areas, such as Civil Engineering, Building Inspection and Plumbing. Council has four School Based Trainees who are undertaking work experience while studying for their Higher School Certificate. Council invested \$262,000 on the training, development and education of staff (including apprentices and trainees), during the 2020/21 period.

Council encourages staff to increase their skills by supporting them through Tertiary Education Assistance Policy. Staff gain qualifications including Cert III, IV and Diplomas as well as truck licences etc. This gives them the opportunity to then apply for other positions within Council.



INFORMATION MANAGEMENT

Information Management provides efficient and accurate registration of incoming daily correspondence to Council, along with training, support, and advice to all staff on records management best practice.

In 2020/21, 135,491 records were registered into Council's electronic document management system showing a substantial increase of over 15,000 records compared to the previous fiscal year.

Strategic focus areas:

As part of Council's adopted Business Continuity Plan, Information Management have developed a Records Risk Register and a suite of disaster recovery plan documents that were endorsed by Council's Senior Management Team in February 2021. The purpose of these is to clearly identify Council's vital and corporate records, and to ensure that in the event of a disaster affecting Council records, clear procedures and recovery equipment are in place.

The pro-active release of Government open access information in relation to land and property application records has been a strategic focus area for Information Management in the past twelve months. Working collaboratively with departments

such as Customer Service, Governance, Development Administration, Planners and Information Technology, property application records are now being successfully uploaded to Council's website for viewing through the live Development Application Tracker. The Information Privacy Commission provide Council with clear guidelines to ensure relevant legislative regulations are observed with the pro-active release of this information.

Technology:

The NSW Planning Portal was successfully implemented in Council in the second reporting quarter of 2020, involving Information Management working in collaboration with Customer Service, Development Administration, Planners, and Building Certifiers & Information Technology. The portal has improved the way Council manages incoming records and data created for development application and building submissions, and provides external customers with standardised submission practices across New South Wales. 2021/2022 will see the next phase of the NSW Planning Portal implemented, with the installation of integration software to act as middleware between the portal and Council's

business and electronic document management systems.

A digitisation trial of Council's valuable physical property files was conducted by Information Management staff from March to June in 2021. These vital records were identified as being at a high-risk of loss or destruction. The results of the trial showed that these files can successfully be digitised in-house according to NSW State Archives & Records recommended specifications, using existing equipment and staff resources. To mitigate the identified risk, Council's Senior Management Team have endorsed the continuation of this digitisation project, subject to budget constraints and staff availability.

Training & Development:

Information Management staff conducted training sessions covering various topics during 2020-2021. These sessions were well attended by staff, with the benefits clearly evident in the increased and more effective use of Council's electronic document management system. Training sessions held:

- Thirty-six records management induction sessions with new staff
- Two refresher training sessions with existing staff
- Sustainable Development staff workgroup training – seventeen attendees
- Library staff workgroup training - five attendees
- Digitised Council Minutes searching - eight attendees
- Advanced searching - 20 attendees.

INFORMATION TECHNOLOGY



During the 2020/21 financial year Council's Information Technology (IT) Department was able to successfully extend existing infrastructure and upgrade systems to allow employees to have a seamless transition to Work from Home during the COVID pandemic.

This allowed staff to continue servicing the community while carrying out their duties at home during and after the pandemic. At the peak, 35% of Council staff utilised the Work from Home facilities, with minimal impact.

Live streaming of Council Meetings was introduced

and meeting rooms within the Council Chambers building were outfitted with additional technology installed and upgraded to support both Work from Home and allow for Council to collaborate and meet effectively with its staff and community in an online environment.

Council was successful in obtaining a grant of \$405,000 to upgrade the CBD CCTV System. This grant provides for an additional 81 cameras to be installed in Banna Avenue, Yambil and Olympic Streets to enhance public safety. Additional cameras were also installed in Memorial Park, City Park and the Community Gardens.



BUSINESS, CULTURAL & FINANCIAL
SERVICES

FINANCE

Griffith City Council has an annual operating budget in the vicinity of \$59.8M.

As with the 2019/20 budget, the 2020/21 budget was also impacted by the COVID-19 pandemic in a number of ways, including the closure of Council facilities, refunds of memberships and tickets, concessions to operators, the Ratepayer Support Package and the timing of some Capital Works projects.

Despite the effects of COVID-19 Griffith City Council remains in a sound financial position.

Council has received an extension of time for the preparation and auditing of the annual financial statements that form part of this Annual Report (section 416(5)). This information will be added following the 13 December 2021 extension date.

OPERATING BUDGET SNAPSHOT



\$2,075K
3%

Governance



\$8,420K
14%

Administration



\$1,322K
2%

Public Order
& Safety



\$923K
2%

Health



\$4,036K
7%

Environment



\$590K
1%

Community
Services &
Education



\$5,015K
8%

Housing &
Community
Amenities



\$7,613K
13%

Water
Supplies



\$7,453K
12%

Sewerage
Services



\$10,667K
18%

Recreation &
Culture



\$9,799K
16%

Transport &
Communication



\$1,902K
3%

Economic
Affairs

GRANTS

Throughout the 2020/21 financial year Council continued to explore funding opportunities to help Griffith realise a range of exciting new events and facilities.

Below is a list of some of the successful grants secured.

Project	Grant Funding Secured (\$)	Details
Crown Reserve Management Fund 2020-21	\$182,000	Sewer Upgrade at Pioneer Park
Everyone Can Play Program 2020-21	\$155,650	Upgrade to Wood Park Playground
Streets as Shared Spaces	\$401,512	Winter Delights Activation of Kooyoo Street Pilot Program
Healthy Streets Program	\$3,000	Activation of Kooyoo Streets, design and fabricate modular mobile furniture
Foundation for National Parks and Wildlife Community Conservation Small Grants	\$10,000	Campbell's Swamp revegetation and walkway replacement
Your Higher Streets Program 2020-21	\$1,000,000	Construction of new civil infrastructure in Kooyoo Street, including new storm water drainage, level road and footpath, new architecture and landscaping, furniture and smart lighting
Building Better Regions Fund	\$4,500,000	Construction of the Griffith Sports Precinct (new 50M Pool and Sports Stadium)
Regional Sports Infrastructure Fund	\$10,000,000	Construction of the Griffith Sports Precinct (new 50M Pool and Sports Stadium)
The Festival of Place Summer Fund	\$10,000	Activate the Griffith Easter Party CBD
Regional NSW Planning Portal Scheme	\$50,000	Integration of DA planning portal with Griffith City Council's software systems
Flood Plain Grant Scheme	\$476,000	Yoogali McCormack Rd Levee Stage 1 upgrade
Griffith Health Precinct Masterplan	\$72,727	Define a health precinct around public and private hospital and surrounding areas
Youth Week 2021	\$10,000	Deliver youth activities in partnership with Headspace
Bright Lights on Banna 2020	\$340,000	Fairy Lights installed in trees along main street



GRIFFITH CITY LIBRARY

The ever-changing environment and regulations under COVID affected many businesses and services in the community, including the Library. The Library is fortunate to have a highly motivated and skilful team of staff and volunteers who worked hard to respond, adapt, and ensure a continuation of Library services wherever possible. New and adapted services aimed at improving community engagement and remote access services include:

- Increased digital collections: purchasing of additional eBooks and eAudiobooks. Transition to new eMagazine app, Libby, with a greater range of eMagazine titles. Adoption of Choice eMagazine, available online or through the Flipster app
- Pivoting between in-house to online delivery of programs as needed: including Rhyme Time, Storytime, Science, Technology, Engineering, Art, Maths (STEAM) activities, and author talks
- Expansion of the Home Library delivery service to include seniors, disabled, chronically ill, and their carers
- Seniors Brain Strain: new weekly program for seniors to socialise over sudoku, crosswords, and colouring in on either paper or iPads.

Program highlights include:

- Book Week 2020: The Design Your Own Bookmark competition generated 859 entries from local students. Three winners were selected with the bookmarks professionally printed and distributed during Book Week. An awards ceremony for the winners was hosted by Griffith Mayor, Councillor John Dal Broi in October
- Festive photo backdrop: In lieu of Christmas events, the Library transformed the Children's area to create a cozy Christmas scene for free family photos
- Anita Heiss author visit: Anita is a proud member of the Wiradjuri nation and one of Australia's most prolific authors. Along with special guests from the local Wiradjuri community, Anita launched her latest novel Bila Yarrudhanggalangdhuray through an evening of stories and song. The June event was dedicated to the memory of highly respected community member, Roger Penrith.



73,593

Visits to the Library



211

Events held



92,057

Items loaned



11k +

Library members



14,587

PC/WIFI sessions



28,371

E loans



33,494

Mobile Library loans



18,619

WRL website visits

GRIFFITH REGIONAL THEATRE

Despite a tumultuous 2020, the Theatre was able to end the year with regular dance concerts and school presentation days, albeit socially distanced or filmed and viewed from home.

A highlight of late 2020 was several sell-out performances of “Sunshine Super Girl” a play produced by Performing Lines, and supported by Griffith Regional Theatre, about the life and career of Evonne Goolagong Cawley, who was born and raised in this area. This took place at Westend Stadium which was transformed into a tennis court for the production, complete with court-side seating. Around these performances, the Yarruwala Wiradjuri festival was staged, incorporating several events in the region celebrating local Wiradjuri culture.

2021 got off to a great start, with the Season Launch in February full to (75%) capacity, followed soon after with a sell-out performance of Bangarra Dance Theatre.

Shortly thereafter, the Theatre was back up and running at full capacity with several shows selling well including Bluey’s Big Stage Show, A Taste of Ireland, My Life – the Billy Joel Show, the Griffith Comedy Showcase, Melinda Schneider and the highlight, two sold out shows of Human Nature.

The first part of the calendar of fantastic season shows included two Morning Melodies shows, Jekyll & Hyde, shake and stir’s brilliant Animal Farm, two school shows of The Midnight Gang, and the delightful Margaret Fulton The Musical - including a

70s themed cocktail party for members.

Murrumbidgee Regional High School staged five performances of “Cinderella” showcasing the amazing talent in the community. Drama workshops were also held, providing a creative outlet for young people. The NSW Training Awards night was well received by all those in attendance.

Unfortunately, at the end of June 2021, due to COVID-19 restrictions the Theatre had to cancel or reschedule many season shows including key events - Opera Australia’s Carmen, Sydney Dance Company’s Impermanence and Bell Shakespeare’s Much Ado About Nothing. Many hirers also had to reschedule.

This has been a very difficult time for the performing arts industry. Thinking ahead positively, next year is shaping up to be one of the biggest years ever. With many shows from this year re-booked for next year, as well as several exciting new shows. Hopefully it will be jam-packed.

Thank you to Season Sponsors – Griffith City Volkswagen, who have supported through thick and thin, as well as the many monthly member sponsors who support use through donations for members.

Thanks also to members, who have showed up to many events this year, regardless of the circumstances, your support is appreciated.



GRIFFITH REGIONAL ART GALLERY

Griffith Regional Art Gallery curates its annual exhibitions program to tailor a wide variety of interests in the visual arts and crafts. Exhibitions are sourced for larger touring exhibitions, local artists – including group and solo exhibition, inquisitional prizes and collection based exhibitions.

Despite the devastating impact of COVID-19 on the arts industry, Griffith Regional Art Gallery was lucky enough to be able to present a COVID safe exhibition program of 9 exhibitions with accompanying public programs during the 2020/2021 financial year.

Highlights included the ever popular Archibald Prize on its regional tour, The National Contemporary Jewellery Award (the Gallery's bi-annual flagship inquisitional art prize) and Custodian by local Sculpture, Hape Kiddle.

The Gallery continues to develop the skills of local artists and crafts people with a range of classes and public programs such as: after school art classes, life drawing, 'en plein ait' painting workshop and carving workshops. The Gallery also held regular floor talks, lectures and school groups to broaden the community's knowledge of the visual arts in general. The Gallery has three permanent collections, the National Contemporary Jewellery Collection, the Couture Collection and the Civic Art Collection. All of these collections are regularly exhibited in annual exhibition programs.



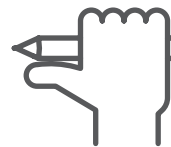
9

Exhibitions



5,683

Visitors



2,734

Archibald
regional tour
patrons

24

School visits



34

Programs
and events

GRIFFITH PIONEER PARK MUSEUM

50th Anniversary

The Museum's 50th Anniversary was celebrated on 12 April 2021. A break in the COVID situation allowed a week-long celebration program to proceed.

The theme for the celebration was 'One Man's Dream'; the book written about Charles Sharam and volunteers about the development of the Museum. The program incorporated events including, projections on to the water tower of old Museum footage, One Man's Dream Exhibition – Treasures of Griffith Pioneer Park Museum, Sharam Square Sign and Volunteer Story Board unveiling, the Anniversary Luncheon with family of original volunteers, 50 year souvenir booklet published showcasing buildings, items and Museum history, Birthday Morning Tea celebrated on 12 April and the QR Code Exhibition.

Tourism

While COVID-19 affected travel and therefore tourism numbers in 2020/2021, when the State was not in lockdown and the Museum open, there was a substantial rise in regional tourism. Although no organised tour groups or bus groups recommenced, walk-in tourism went to an all-time high. A snapshot of this shows an increase of over 200 visitors in November 2020, an increase in April to 266 and June 131. The cancellation of Spring Fest in October 2020 also had an impact. January to March 2021 tourism saw a 65% increase from the previous year. The confidence to travel inland with a push by Destination NSW to explore regional tourism is considered a large factor in this increase. A total of 4,899 tourists were welcomed through the doors for the year, a pleasing 41% increase from the previous year and 665 above the 5 year average.

Community use and visitation numbers were the most affected by the ongoing COVID-19 pandemic and the major influence on annual visitation statistics. The requirement of social distancing saw the cancellation of all major functions and events in 2020/21.

Event cancellations including Good Friday Action Day and the Salami Festival, drastically reduced numbers.

The key focus of the Museum is community use with the aim to engage more diverse communities.

When COVID restrictions allowed, Pioneer Park Play Group, Pioneer Park Painters, big Wednesday Wine Club and Murrumbidgee Ukulele Group Strummers (MUGS) regularly used the venue.

IMAGinE

Griffith Pioneer Park Museum was recognised in the NSW Museums and Galleries annual IMAGinE Awards, receiving a Highly Commended Award in the Innovation & Resilience category for the From the Collection video project and taking out a prestigious Imagination Award for the Vintage Voices radio play and display project. The IMAGinE Awards recognise outstanding practice and excellence in museums and galleries across NSW. The 2020 awards focused on celebrating resilience, innovation and creativity of institutions in dealing with the challenges of COVID-19.

Todd Shed

The Todd Shed was officially opened in November 2020. The display showcases the horse-drawn and motorised vintage vehicles of the late Ian Todd.

School programs

The end of the 2020 lockdown saw excursions recommence and Pioneer Park Museum welcomed a number of school groups in the latter part of 2020 and early 2021. Both primary and secondary schools enjoyed excursions at the Museum, taking part in educational programs that cater to age groups,

curriculum studies and subjects.

Digital engagement

The new website was completed in June 2020. Since launching there have been 19,336 collective website page views (June 1 2020 to June 30 2021).

The site includes a variety of information about the Museum with a list of historic buildings as well as significant collection items, with an education page for teachers/schools to access education programs and resources and to book excursions.

Digital Museum tours have proved an engaging experience. The website has been used to host information that can be accessed through QR codes or simply URLs. This digital tour is cost effective, very accessible and offers visitors more variety in the way they access the information. Since its launch on 5 April 2021 this guided tour has had 640 page views.

Vintage Voices

A series of 10 radio plays based on the history of Griffith were produced in collaboration with the Griffith and Regional Association of the Performing Arts, (GRAPA), and were broadcast on local community radio station 2MIAFM 95.1 from October to December 2020. The radio plays are now available on CD and online through the Pioneer Park Museum website.

Social media

Social media was used to actively promote the facility to both local and out of town visitors. Videos were a popular resource, helping increase engagement. Griffith Pioneer Park Museum's Facebook page had over 2.5K followers and Instagram 739 followers. Griffith Pioneer Park Museum is ranked number 1 as a Tourist Attraction in Griffith and has been awarded a Tripadvisor Award of Excellence.



CANCELLED

Salami
Festival



SOLD OUT

A Few Quiet
Ales



CANCELLED

2020
Action Day



2.5K

Facebook
followers

GRIFFITH REGIONAL AQUATIC LEISURE CENTRE

Griffith Regional Aquatic Leisure Centre (GRALC) facilities were used by members of the community and various professional and community groups over the last 12 months.

Some of the highlights included:

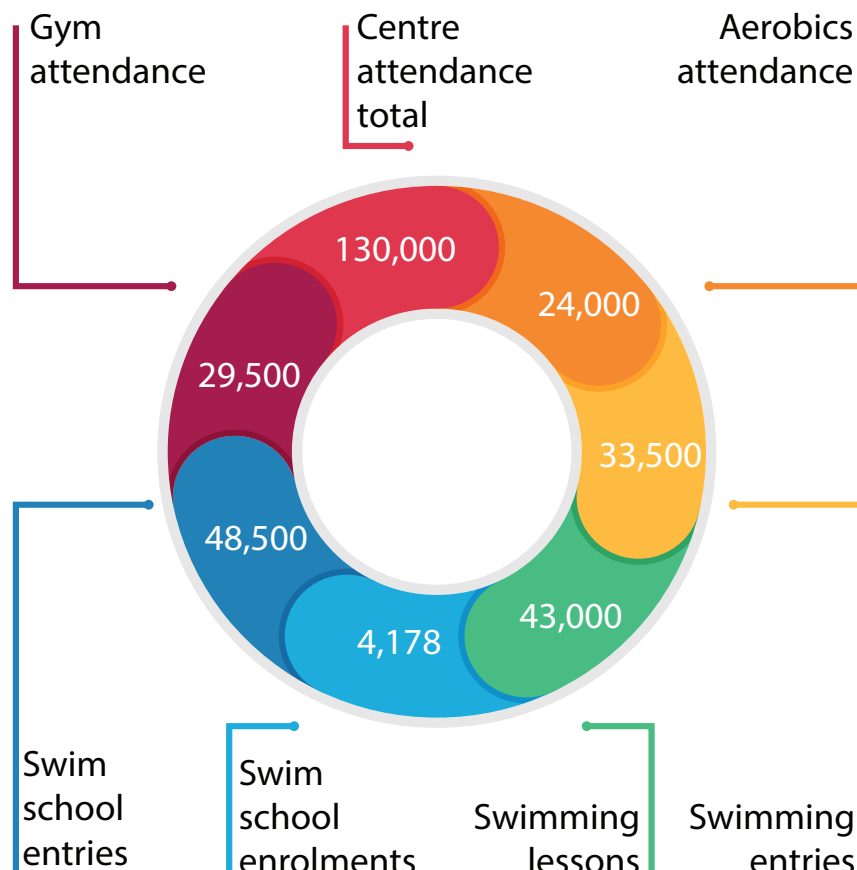
- Construction on the new 50m pool and change rooms completed in early February and the new facilities opened to the public for February and March beginning with a an opening party attended by over 800 people. The new pool has proved very popular and helped contribute to a 34% increase in pool entries in those months compared to last year
- A local Physiotherapist continues to offer Hydrotherapy several times per week.
- Sporting groups including, Griffith Swimming Club and local clubs from every football code
- All local schools used the centre for school sport, swimming lessons and swimming carnivals, while the Multiple Sclerosis (MS) Support group utilised the pools for physical therapy.

Major expenditure in 2020/21 included:

- Replacement of the water heater for the entire indoor complex
- Refurbishment of one of the indoor family/accessible change rooms as part of the new development
- New pool vacuums

Overall use across the year has been down on previous years due to a reticence on the part of users to get back into public spaces whilst the threat of COVID19 remains. Term 3 was the first term where swim school numbers were comparable to previous years after several terms of lower attendances.

Throughout the year GRALC operated within the budget set by Council.



WESTEND SPORTS STADIUM

The Westend Sports Stadium accommodates two basketball courts, two netball courts, eight badminton courts and three volleyball courts.

The beginning of the financial year was challenging with a number of events unable to proceed. However, as the year progressed there was a return to 'normal'.

Of particular note, and a first for Westend Stadium, was the staging of a "Sunshine Supergirl" a play about local tennis great Evonne Goolagong (Cawley) which was held "in the round" in the centre of the stadium from 19 September to 9 October 2020.

Even though COVID restrictions remained in place, this event was extremely well attended and received by the people of Griffith.

The Stadium continues to host a wide range of events including sports such as Basketball, Badminton, Lifeball, Volleyball, AFL and Netball training as well as youth group events.

The current stadium will be closed to the public from mid-November 2021 to mid-January 2022 while the roof is replaced and other upgrades take place in conjunction with the construction of the new courts and sporting infrastructure at Westend Oval.



6,000

School visits



4,000

Other users/
sports



10,000

Entries



ASSET MANAGEMENT AND GEOGRAPHICAL INFORMATION SYSTEMS

Over the past 12 months the Asset Management team has worked to improve Council's asset management and geographic information systems and processes. Some of the major projects completed during the 2020/21 period include:

Business Process Documentation

The assets group is continuing maintenance of a library of procedures and associated documentation that increase efficiency and consistency of assets and GIS services provided to internal and external customers.



Asset Valuations

The following asset classes were revalued in accordance with Office of Local Government and Australian Accounting Standards Board requirements for the valuation of infrastructure assets. Assets are valued at Fair Value, which reports the current value of the asset adjusted for lost service potential.

- Water and Sewer assets (Comprehensive Revaluation)
- Transport (Roads, Footpaths, Bridges) (Desktop Revaluation)
- Stormwater Drainage (Desktop Revaluation)
- Parks and Gardens (Desktop Revaluation)
- Buildings (Desktop Revaluation)
- Operational Land (Desktop Revaluation)

Tree Mapping

A mapping system was implemented to enable Parks and Gardens staff to capture tree data. This enables Council to efficiently collect data and report on these items for ongoing management and maintenance.

Water Network Revision

A major review of the water reticulation (water mains, hydrants etc) was completed in conjunction with Utilities staff. This increases the accuracy of the mapping and is useful for design, repair and reporting on water infrastructure assets.

IntraMaps and GIS

Ongoing enhancement of Council's GIS and IntraMaps systems has increased the usefulness of spatial data (i.e. maps) for all Council staff. The system provides accessible information for many areas of Council's service delivery. This includes planning information, such as the LEP plans, asset maps for example roads, water mains and services such as garbage collection and bin collection days etc. Work has commenced on a review of the Rural Fire Service's Bushfire Prone Land Mapping for use in land use planning and development assessments.

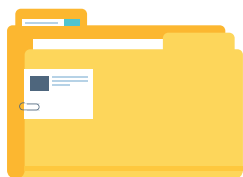
Drone Operations

Griffith City Council utilised the Council owned drone for a variety of tasks to assist in planning. Some of the projects include Lake Wyangan and Yambil Street.



SUSTAINABLE DEVELOPMENT

HIGHLIGHTS



366
certificates issued
- 218 construction
- 124 occupation
- 24 subdivision



412
Development
Applications
processed



\$227.9M
Development
Applications
value

Applicant and Description	Amount
Re-development of Stubbings poultry production farm	24,000,000
Sport Precinct Redevelopment - Westend Oval	22,882,751
Re-development of Fitzsimons Poultry Production Farm	22,000,000
Re-development of Potts Poultry Production Farm	18,000,000
Alteration/Addition to existing School	8,853,000
Two Lot Subdivision & proposed Manufactured Housing Estate	7,662,600
Workshop Replacement Works	6,247,952
Community Centre and Carpark Development	4,499,907
Alterations/Addition to existing Registered Club	4,290,000
Proposed 83 Lot Residential Subdivision	4,000,000
Installation of windbreak structures	3,300,000
New Multiple Dwelling	2,951,400
Multiple Dwelling Housing Development - (Nine Dwellings)	2,616,000
Centre-based Child Care facility	2,400,000
Alterations/additions to existing licenced premises	2,234,157
24 New 276kL Wine Storage Tanks	2,130,000
Subdivision - Community Title & 6 Dwellings	1,789,100
Subdivision for 42 Torrens Title Lots and Concept for dwellings	1,502,000
Fitout of a supermarket tenancy within an existing mall	1,501,244
Subdivision of 33 Lots for Stage 4 Clifton Gardens	1,244,000



LAKE WYANGAN

Griffith City Council is committed to improving the health of Lake Wyangan North and developing recreational opportunities for the community, with the first priority to improve water quality.

Ongoing monitoring of Lake Wyangan water quality was conducted throughout the year, including in-lake sampling and sampling of the water quality parameters of water entering Lake Wyangan as a result of rainfall and Council requested inflows.

Council delivered a total of 4500ML between 1 July

2020 and 30 June 2021 into Lake Wyangan, resulting in the Lake being filled to full capacity at 30 June 2021.

Water quality indicator signs have been installed at key approaches to facilities at Lake Wyangan to provide appropriate information on water quality risks.

A carp reduction program commenced. During 2020/2021, in excess of 3800kg of carp was removed from Lake Wyangan North.



ENVIRONMENT & HEALTH

Council has a responsibility to look after the health and safety of the community. Some of the ways Council does this is through public health inspections. A total of 252 food business inspections were completed for the 2020/21 period, of these 116 were high risk, 20 medium risk, 16 temporary premises and 19 mobile premises. Some of the other tasks undertaken include:

- 59 chemical and 40 microbiological water quality samples taken and analysed from local Griffith Public Pools, City Park Splash Pad and Motel pools operated for public use
- 'NSW Arbovirus and Mosquito Monitoring Program' delivered within the Griffith Local Government Area. Undertook 36 separate mosquito trappings and extracted 210 Arbovirus detection samples from a flock of 15 Sentinel Chickens (November – May) for Arbovirus detection
- Allocated 1 cooling tower with a unique identifying number (UINs) and received 10 Risk Management Plans (RMPs) in line with legislative changes to legionella control within the Public Health Act 2010 and Public Health Regulation 2012
- A total of 157 Council staff members were vaccinated as part of the Annual Flu Vaccination program across two separate day clinics during 2020/2021
- As part of a regional Resource Sharing Alliance Agreement with Hay Shire Council, Griffith City Council delivered 48 inspections of High and Medium Risk food businesses and motel pools within the Hay Shire Council.

CUSTOMER SERVICE

Council strives to deliver professional, reliable and consistent customer service that meets the community's expectations.

Customer Service is the first point of contact for any enquiries and applications with regards to Council's services, whether it is development, rates, compliance, utilities, waste, cemetery, parks and gardens.

During the last financial year and since COVID-19, service has been progressively delivered with less face-to-face contact, and more interactions via phone and email. During the year Customer Service started to process the lodgement of development and building applications online through the NSW Planning portal.

Type of Enquiry

General Enquiry	19%
Planning Building Engineering	16%
Rates, Water	10%
Compliance, Environment & Health	12%
Water & Sewerage	7%
Waste	6%
Works	4%
Cemetery	3%
Parks and Gardens	3%
Finance	3%



29,088

calls to
Customer
Service



87.5%

service level

COMPLIANCE

In the 2020/2021 financial year the Griffith Pound and Rehoming Centre carried out a number of improvements to the facility.

This included works to the old Pound area with four exercise yards constructed for outdoor exercising of dogs outside of their pens and interaction with staff. It also serves as a 'meet and greet' area for adopters.

The appointment of the newly created position of Animal Rehoming Officer was finalised, resulting in the placement of a member of staff dedicated to the welfare of the animals and operation of the facility. The Animal Rehoming Officer position is responsible for the management of the day to day operations, together with ensuring the provision of high quality customer and animal care services, with a strong emphasis on animal welfare, re-uniting lost animals with their owners and successful re-homing of

animals that enter the facility.

A free microchipping day at Dave Taylor Park for local residents was a success, with 30 dogs being microchipped by Compliance Officers. It allowed a meet and greet with residents and Council staff, and an opportunity to talk about responsible pet ownership. Members of the Griffith Pound and Rehoming Centre Working Group were on board assisting with a free sausage sizzle and discounted desexing vouchers.

Griffith Pound and Rehoming Centre continues to work closely with rescue groups to ensure the best outcomes for impounded cats and dogs.

Members of the Griffith Pound and Rehoming Centre Working Group also meet as needed to discuss issues, provide support and feedback.

URBAN DESIGN

The 2020/21 financial year was busy one for the Urban Design team. Projects included:

- Bright Lights on Banna - 22 fairy lit trees were installed in Banna Avenue, power upgrades underway, coloured flood lights being installed in Banna Avenue underway
- Olympic Street Carpark - brand new 24 car space carpark including 2 accessible car spaces
- Ulong laneway upgrades - upgrading the Ulong Lane behind the old Area News building with asphalt
- Griffith Tesla Charging station - 2 new Tesla Charging stations were installed at the Visitor Information Centre, providing free charging to Electric Vehicles (EV), opening Griffith to EV tourism. These chargers are offset with Council's extensive solar generating systems
- Youth Precinct Masterplanning - a master planning exercise was undertaken for Olympic Street, concentrating on the future development of the youth precinct and Griffith Regional Aquatic Leisure Centre
- Community Stage and Amphitheatre - a brand new state of the art outdoor performance stage was developed that can house large scale performances and outdoor musical acts
- Street Scapes - Street Scapes debuted in 2021 showing Griffith what urban activation and place making can do for the city. Focusing on Kooyoo Street, the program of activation brought vibrancy and culture to an under-utilised part of the City
- Jubilee Oval amenity and carpark construction
- PumpTrack - Design and construction underway
- City Park Toilet Construction
- Yenda Skate Park - Council assisted with the delivery of the brand new skate park that was community driven
- Henderson Oval Playground - Successful grant application, completion of design and construct of playspace including the recycling of pine trees from Jubilee oval development
- Wood Park Playspace Upgrade - Successful grant application, design and community consultation
- Women's Land Army Exercise Equipment - Successful grant application for the project
- Borland Leckie Playground - Submitted grant application
- Involved in Yambil Street Stage 3 and 4
- Community Centre - construction of a brand-new state-of-the-art centre which will house much needed community services and resources
- Community Centre Cafe - construction of a brand new cafe and commercial kitchen which will be used as a training facility for youth to train in how to operate a commercial cafe
- Country Universities Centre - Construction of a brand new state of the art study centre was developed in Olympic Street, combining with the new Community Centre. The facility has a large lecture hall, 2 tutorial rooms, a large study hall with workstations, and a break out study zone for independent study
- GLOW 2680 - Delivered a spectacular Christmas spirit in Griffith with the large bauble. This was complemented by a brand new Christmas trees, shooting stars for the villages
- Griffith Regional Theatre Upgrades - Construction completion new toilet facilities and upgrades to the existing change rooms, and bathrooms as well as new air conditioning and acoustic panelling
- Neville Place Amphitheatre - Delivered a brand new outdoor performance space outside the Theatre, with seating and lights for spectators, this project included refurbishments to the existing Theatre facade, improved footpaths, and an incredible indigenous mural and signage for the Theatre, painted by local indigenous artist Veronica Collins
- Healthy Streets project - A partnership with Murrumbidgee Local Health district to deliver temporary urban improvements to Kooyoo Street that included trees, seats and traffic bollards. This was evaluated using the healthy streets tool kit which showed an improvement in street health during the intervention program
- Aboriginal Cultural Heritage investigation at Lake Wyangan to determine the feasibility of creating wetland around the edges of the Lake
- Kooyoo Street Upgrades - Successful grant funding, design and community consultation

- Old Griffith Bowling Green development - an extensive masterplanning activity was carried out for the old bowling green in collaboration with the Rose Garden Working Group. This saw a vibrant and diverse community park designed for that area
- Jubilee Oval Masterplan - an extensive masterplan was carried out that saw a more efficient and functional design of the sports fields, this includes 5 full size rugby fields, 2 competition level cricket fields, a walking track, new toilet and club facilities
- Banna Lane Arts Festival - Council partnered with Banna Lane Arts Festival to transform Banna Lane into a vibrant and activated gallery. This was launched with a “Light up the Lane” event in May 2021 which saw 1000+ people converge on the laneway to see the amazing new outdoor artworks
- Memorial Park Masterplan - an extensive masterplan was developed for the Memorial Park site that looks at redeveloping the space into a vibrant civic plaza and park lands that connects Olympic street to Banna Avenue
- Urban Design Engagement Exercises - Council has been engaging with local schools utilising emerging technology such as virtual reality and augmented reality. The urban design team executed engagement sessions with local primary schools to consult and engage in regards to upcoming projects such as Henderson Oval. Council also partnered with the Murrumbidgee Regionnal High School STEM program that saw Council mentor the team during a 2021 international smart cities challenge
- Henderson Oval Colouring Competition - Council launched a colouring in competition in conjunction with its Henderson Oval redevelopment that included some amazing submissions of students envisioning how their new playground might look
- Street Scapes Colouring Competition - Council launched a colouring competition with the general public to create a life sized mural on the side of the Quest Building, this is scheduled to be drawn in 2021 and the winners projected on to the side of the building
- Entrance Signage - Design, fabrication and installation
- Griffin Green Park - Assisted on concept design
- Willandra Estate Playground - concept to improve playspace
- CWA Park Metallophone - Installation of musical instrument in the CWA Park in partnership with Murrumbidgee Lachlan Group, Country Women’s Association of NSW
- CCTV Memorial Park - Installation of two poles for CCTV cameras for surveillance
- CCTV Community Gardens - Installation of CCTV cameras for surveillance.

PLANNING |

Griffith City Council planning staff have been busy with a number of projects to support growth and the provision of affordable housing, including:

- Carrying out detailed design work and contribution planning for the Lake Wynagan Growth Area
- Commencing a master planning exercise to develop land to the east of Hanwood Village
- Preparing a Large Lot Residential Strategy
- Preparing Planning Proposals to rezone lands identified in the Griffith Local Strategic Planning Statement
- Providing planning support for the Griffin Green Affordable Housing Project
- Revising Bushfire Prone Land mapping
- Early implementation of the NSW Planning Portal.



INFRASTRUCTURE AND OPERATIONS

ROADS – CONSTRUCTION AND MAINTENANCE

Construction	Status	2020-2021 \$
Griffith Southern Industrial Link – Stage 2a Thorne Road	In Progress	217,712
Griffith Southern Industrial Link – Stage 2b Kidman Way/Thorne Road	In Progress	2,806,069
Griffith Southern Industrial Link – Stage 5b,6a & 6b	In Progress	53,381
Jones Road Causeway - Upgrade	In Progress	1,591,840
Upgrade CBD roads, drainage, kerb & gutter (Yambil Street)	In Progress	308,458
RMS Main Roads - Ordered Works (Kidman Way, Irrigation Way, Burley Griffin Way)	Ongoing	25,153
Kerb & Guttering construction	Ongoing	1,877,531
Guardrail Construction	Ongoing	355,817
Total		8,511,174
Maintenance	Status	2020/21 \$
Sealed Roads - Local, Regional (including ancillary works - K&G and line-marking)	Ongoing	1,741,697
Unsealed Roads - Urban & Rural (including roadside vegetation control)	Ongoing	1,675,904
Reseals - Local & Regional Roads	Ongoing	1,088,353
Additional Resealing Program Rural Roads funded by R2R	Ongoing	223,321
Gravel Resheeting	Ongoing	1,555,192
RMS Main Roads – maintenance	Ongoing	280,812
Total		6,565,281

Traffic & Safety, Footpaths and other works, Drainage		Status	2020-2021
Traffic & Safety (including traffic facilities, emergency callouts, bus bays, parking areas)			\$
Road Callouts – including accidents/incidents & grape spills	Ongoing		49,535
Carparks maintenance, reseals and resheets	Ongoing		2,739
Bus Shelter – new & maintenance	Ongoing		203.55
Traffic facilities (signage & line marking), & miscellaneous works	Ongoing		120,893
Street lighting - new & maintenance	Ongoing		463,868
		Total	637,240
Footpath & Other Works		Status	2020/21
Construction and maintenance of shared paths & footpaths			\$
Footpath & CBD path construction (Pedestrian Bridge Merrigal Street)	Ongoing		111,993
Footpath & CBD path maintenance	Ongoing		55,793
Hanwood Cycleway	In Progress		231,145
Griffin Green	In Progress		8,075
		Total	407,007
Drainage		Status	2020-2021
			\$
Drainage maintenance & weed control	Ongoing		\$ 89,421
Drainage improvements /replacements	Ongoing		2,825
Drainage improvements /Yoogali Culvert	In Progress		331,271
Drainage improvements /Griffin Green	In Progress		36,146
		Total	447,517

PARKS, RESERVES AND SPORTSGROUNDS

- Completion of Henderson Oval – Yoogali. Playground upgrade.
- Construction of a new toilet facility building at City Park.
- Installation of new rubber soft fall areas under playground equipment at City Park.
- Completion of concrete paths through Memorial Park – Yenda.
- Installation of additional tables and seats at Memorial Park – Yenda.

CEMETERIES

- Completion of two new Lawn Beams at the Yenda Cemetery.
- Completion of a new Lawn Beam at the Griffith Cemetery- Lawn Four.
- Installation of additional irrigation lines at the Yenda Lawn Cemetery.

GRIFFITH AIRPORT

Griffith Regional Airport operates in accordance with the acts and regulations from Civil Aviation Safety Authority (CASA) and Department of Home Affairs - Aviation and Maritime Security (AMS) Division.

The aviation industry has heavily impacted by the COVID-19 pandemic with reduction in flight movements and passenger numbers. However, an increase in flights and passenger activity after restrictions lift and the pandemic is over, is expected.

Regular Public Transport (RPT) flights operating at Griffith Regional Airport are REX Airlines, Qantas and Sharp Airlines.

QantasLink (subsidiary of Qantas) commenced flights from 1 March 2021 (Sydney - Griffith - Sydney)

Griffith Airport total passenger numbers for 2020/21 (Sydney and Melbourne): 21,450.

Griffith Airport total flight movements for 2020/21 (Sydney and Melbourne): 736.

New aircraft parking plan established to accommodate bigger aircraft type commonly known as the Dash 8.

New Airport Boundary Security fence completed and established, delineating airside and landside. Decommissioned airport electric line fence has been removed.

Aircraft tie-down steel cable area refurbished and tightened at the General Aviation parking area on unsealed aprons.

The Griffith Aero Club held a successful Open Day at the Airport. All airside hangars are currently leased.



FLEET OPERATIONS

Council's plant and vehicles are kept in good condition and are regularly maintained. Council has an extensive maintenance program to ensure that maintenance is carried out and vehicles and plant items are safe to operate.

Council has a long term plant replacement program which aims to replace plant and vehicles before these items reach their economic lifespan.

Relocation/renewal of the emulsion facility took place this year and the Parks and Gardens Depot temporarily relocated to another site. Construction

works commenced on the new Parks and Gardens Administration and storage sheds in the Jensen Rd Depot, with completion expected later in 2021.

New vehicles and plant purchased during the 2020/21 financial year included:

13 x Passenger and light commercial/SUV vehicles
1 Backhoe, 1 Motor Grader, 1 Multityred Roller,
1 Forklift, 3 mowers, 1 Tractor, 1 x 0.8 Tonne Mini
Excavator, 5 Trailers and 1 Skid Steer Loader.

BIOSECURITY WEED CONTROL

The 2020/21 season was a challenging time with COVID-19, plus the increased inspections of high risk pathways such as highways and channels, drains, creeks, ornamental dams/ponds and storage dams looking for Parthenium Kidney Leaf Mud Plantain and Alligator Weed in particular.

Weed control was difficult to achieve due to COVID-19, with wet weather also making it difficult for contractors and staff, however a lot work was carried out successfully and follow-up work an ongoing commitment.

Riverina Field Days was held this year after being cancelled the year before and the Griffith City Council Biosecurity Weeds Officer again hosted the Biosecurity Weeds Tent, inviting other Weeds Officers from the surrounding Local Government Areas (LGA) and Local Land Services (LLS) offices, to participate in helping the public understand the importance of controlling weeds, with giveaway literature, weeds merchandise and a display of listed Priority Weeds. WeedWise posters displaying QR codes for the NSW WeedWise app for smart phones was a big success with over 50 people downloading the app over the two days.

Kidney Leaf Mud Plantain (*Heteranthera reiniformis*)

Comprehensive inspections were carried out during Spring and Summer of all water bodies in a 10km radius of the LGA. Kidney Leaf Mud Plantain was identified as an infestation site in Leeton Shire. No plants have been found to date. More inspections will be carried out in the coming Spring and Summer.

Alligator Weed (*Alternanthera philoxeroides*)

Alligator Weed inspections of Barren Box Swamp and surrounding properties have found small infestations that were controlled promptly. Regular inspections will be carried out in the warmer months and a field day involving the surrounding Biosecurity Weeds officers, the LLS and the Department of Primary Industries (DPI) is planned in the Spring/Summer months.

Parthenium (*Parthenium hysteroporus*)

The vast amount of fodder being carted through the LGA to drought affected areas, triggered regular inspections of high risk pathways, with no Parthenium found.

Coolatai Grass (*Hyparrhenia hirta*)

The infestation of Coolatai Grass still persists on the road reserve along Rifle Range Road. A new strategy will be implemented in the coming months to eradicate this problem weed.

Paterson's Curse (*Echium plantagineum*)

Drought has affected the numbers of Biocontrol Bugs such as the Leaf Mining Moth (*Dialectica Scalariella*) and the Crown Weevil (*Mogulones Larvatus*), resulting in an increase in Paterson's Curse infestations. Inspections of the infestation proved that the Biocontrol bugs were still present, but in decreased numbers due to the drought and a wetter season this year.

Bridal Creeper (*Asparagus asparagoides*)

Bridal Creeper is on the increase in the Griffith area, with chemical control and manual removal difficult to achieve good results. Biocontrol using the Leafhopper, (*Zygina* sp) has been sourced from the Snowy Rivers Council as they have a large nursery at Adelong Falls that escaped the bush fires. This will be collected and released into the difficult terrain areas of infestations in Spring.

St John's Wort (*Hypericum perforatum*)

Historic infestation sites are decreasing as many sites have been eradicated. Constant inspections for new infestations along local roadside reserves are being carried out and if found manually removed, bagged and incinerated. Larger infestations are sprayed.

African Boxthorn (*Lycium ferocissimum*)

Control work has achieved good results, projects to date have been;

- 14km of Whitton Stock Route Road had the second round of control complete with great results
- 12km of Gum Creek Road had the third round of control completed. The 3kms at the Walla Avenue end received its first round of spraying with excellent results thus far achieved.

Other roads also currently receiving their first round of spray since mechanical removal include;

- Barber, Nelson, Clark, Lockhart, Dossetor, Drew and Tyson Roads, weather permitting.

Sweet Briar Rose (*Rosa rubiginosa*)

Infestations around the Lake Wyangan village area have almost been eradicated with a small number on the channel area to be addressed.

Prickly Pear (*Opuntia* species)

Prickly Pear around Scenic Hill and Scenic Hill Drive has reduced with the help of the Community Service Order participants and bush walkers. Further control work is planned.

Mallinson Road infestations have been significantly depleted. These good results have been due to control work by the Crown Lands, Local Aboriginal Lands Council and private landowners. McCann roadside reserve infestation is down to just a few seedlings and follow up control work by the Crown Lands Department in the adjacent Crown Land is ongoing.

Wumbulgal Hill area 12Ha, on Irrigation Way was successfully sprayed, with work ongoing. The Yenda Common Prickly Pear infestation was treated and a follow-up program is in place. Mallee Point Road roadside reserve is underway.



UTILITIES

YAMBIL STREET

Stage 2 works were completed late September 2020 and Stage 3 works commenced on the northern side in early December 2020. Stage 3 extends from Ulong Street to Daines Street, with a new roundabout to be constructed at the Yambil Street/Daines Street intersection. The final stage, Stage 4, continues from Daines Street to Kookora Street and is scheduled to commence in January 2022 with completion expected in June 2022. As in the previous stages, Stage 3 includes the renewal of water mains, the replacement of stormwater drainage with greater capacity systems and property stormwater systems being connected directly to the main stormwater pipe underground, replacement of kerb, gutter and footpaths, reconstruction of new asphalt roads and new furniture and landscaping for the streetscape.



Providing pedestrian access to businesses and customer parking during the works has been a priority for Griffith City Council. At the commencement of Stage 3 works, Council was able to negotiate the use of a private vacant lot to be used as a temporary public car park during the works. This vacant lot also provided access to a health services' private parking lot which greatly assisted their staff in accessing their vehicles and continuing to provide an essential health service.

During the preliminary road works for Stage 3 which involved the removal of the subgrade soil in the travel lane, the discovery of water seepage in the underlying soil caused delays while additional geotechnical investigations were undertaken. The recommended action of excavating and removing additional soil below the road pavement was undertaken. This soil was replaced with more suitable material to ensure a suitable base for the road and a geofabric layer was installed under the returned soil to prevent any underground seepage from rising up to the road pavement level. Subsoil drainage was installed along the northern side of Stage 3 along with a sump and electric pump to drain any underground seepage from under the road. The same measures will be repeated on the southern side. This additional work extended the completion date for Stage 3 to late December 2021. Council also relined the sewer line in Stage 3 to renew this asset and ensure longevity. Improvements to Daines Street also include additional stormwater systems and kerb and gutter.

Once works on the northern side of Stage 3 have been completed, this side will be re-opened to through traffic and the southern side will be closed off for construction works.

In Stage 2, construction of a new bus shelter area in the McCook car park has greatly enhanced this area with a new concrete entrance and improvements such as a large double-sided bus shelter with seating and solar lighting and a small garden area.

In Stage 1, a new ramp installed on the eastern side of Kooyoo Street to provide a loading area for vehicles accessing the adjoining short term parking space was constructed in direct response to requests from surrounding businesses to provide improved accessibility for users. Council wishes to express its appreciation to the affected business in Stage 3 for their patience and support especially during the footpath works.

URBAN WATER SUPPLY



Griffith City Council continued to supply high quality potable water in compliance with the Australian Drinking Water Guidelines. During 2020/21 Griffith Water Treatment Plant (GWTP) produced over 6,833 ML of drinking water for the City's supply. Council has completed refurbishment of sand filters at the GWTP. The refurbishment of auxiliary components plant has commenced and will be completed by November 2021.

During the 2020/2021 financial year, Council:

- Installed 124 new water meters
- Replaced 860 water meters
- Installed 73 new Backflow Prevention Devices (BFPD) on medium and high hazard connections
- Replaced 24 BFPD during regular maintenance
- Installed over 2200m length of water mains to service new developments
- Renewed over 1770m length of existing water mains
- Renewed over 1750m length of existing raw water mains
- Refurbished filters, filter inlet channel, filter valves and actuators at the GWTP
- Refurbished Yenda Water Treatment Plant (YWTP) raw water pump station.
- Extensive chemical trials/testings for Coagulants were carried out to ensure the water quality

from GWTP meets NSW Health requirements at all time.

With support from NSW Health, Council also conducted a detailed investigation on the Trihalomethane (THM), Total Organic Carbon (TOC) and Dissolved Organic Carbon (DOC) level in the water supply network, with all these parameters found to be well within the NSW Health limits.

Council also commenced Water Network Modelling to understand the capacity of the water network, water pressure, water quality, and also plan for the infrastructures that can meet the future water demand of growing Griffith.

Council continued to renew, service, and maintain water assets, for example, water mains, pressure relief valves, hydrants and pumping stations to meet the standard levels of service and to ensure the quality and protection of the drinking water supply.

Council provided water rebates on water saving devices including \$20 rebate each for shower roses and a \$50 rebate each for dual flush toilet suites.

Council is committed to providing water supply services to the customer as per their need and requirements in a sustainable manner.



860

Water Meters
replaced

SEWERAGE

Griffith City Council continued operation of Griffith Water Reclamation Plant (GWRP), Yenda Sewage Treatment Plant (YSTP) and Bilbul Sewage Treatment Plant (BSTP) as per the EPA guidelines.

During the 2020/21 financial year, GWRP treated sewage from Griffith, Lake Wyangan, Hanwood and Yoogali catchments and produced over 2,225 ML of a high quality effluent of which 147 ML was used on site as a recycled water, and the YSTP treated over 35 ML of sewage from Yenda village as per the Environmental Protection Authority guidelines.

Also during the 2020/2021 financial year, Council:

- Installed over 1100m length of gravity sewer mains to service new sub-divisions mainly Collina

- Relined over 160 m length of sewer gravity mains
- Installed 7 grinder pumps to service new developments, and
- Replaced 10 grinder pumps during regular maintenance.

Council continued to renew, service, and maintain sewer assets, for example, sewer mains, and sewage pumping stations to meet the standard levels of service and to ensure the protection and the reliability of the sewerage system.

Council is committed to providing sewerage services to the customer as per their need and requirements in a sustainable manner.

FLOOD MITIGATION

Following adoption of Griffith Main Drain J and Mirrool Creek Floodplain Risk Management Study and Plan (FRMS&P) in September 2015. Council prioritised flood mitigation measures recommended in the FRMS&P through the Floodplain Management process and completed the following flood mitigation projects:

Yenda

- Installation of flood warning devices at Barellan Road bridge site and Yenda East Mirrool Regular (EMR) site
- Integration of the flood warning system into Bureau of Meteorology's flood forecasting system
- Establishment of a set of EMR Emergency Breaching Protocols and Decision Support Framework for the management of Mirrool Creek flood waters at the Murrumbidgee Irrigation Main Canal East Mirrool Regulator site
- Construction of automated flood gates at the East Mirrool Regulator (EMR) site.

Yoogali

- Construction of a culvert at Bosanquet - McCormack Road junction
- Construction of a culvert at Burley Griffin Way – McCormack Road junction was delayed due to COVID-19 and now scheduled to be completed by December 2021
- Council received funding under the National

Flood Mitigation Infrastructure program 2021/22 for Yoogali flood mitigation works. Currently the funding agreement is being finalised.

Hanwood

- Construction of a Stormwater pump and associated pipe works: Council has secured funding from the Department of Planning, Industry and Environment (DPIE) for the project. The project is scheduled to be completed by December 2022
- Council received funding under the National Flood Mitigation Infrastructure program 2021/22 for Hanwood flood mitigation works. Currently the funding agreement is being finalised.

WASTE MANAGEMENT

Council provides the community with a kerbside collection service for both domestic waste and dry recyclables. For those residents in the community who do not have access to the kerbside collection of dry recyclables, Council has an ongoing commitment to providing residents with the opportunity to recycle by subsidising drop-off bins at Griffith Recycling located in Hams Street, Griffith.

In the 2020/21 financial year 2,423 residents took advantage of the 'Dump For Free' weekend, these events were held under COVID restrictions. The figure was on par with the previous year.

There was an increase in the amount of dry recyclables collected in the kerbside pick-up and a decrease in waste product recycled from the landfill due to COVID restrictions. This product has been stockpiled on site ready for removal.

Council is currently in the planning phase of developing the new landfill site and the closure and rehabilitation of the existing landfill. There were a number of large capital works projects completed in this financial year, which ensures that the Waste Management Centre continues to meet the guidelines set out by the Environment Protection Authority.



415

tonnes
diverted from
landfill



9,636

tonnes of
domestic
waste to
landfill



1,115

tonnes of
kerbside
recycling
collected



2,423

residents used
'dump for
free'



35,772

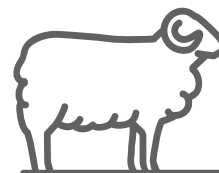
tonnes
of waste
processed

GRIFFITH LIVESTOCK MARKETING CENTRE

Sheep sales at the Griffith Livestock Marketing Centre totalled 405,056 during 2020/21, up 13,826 from the previous year.

Construction work on the new truck wash started in the first half of the 2019 financial year and it has now been completed and is up and running.

Griffith City Council continued improving the Centre's operations in accordance with its 10 year improvement plan to ensure that it could offer the region's livestock sellers and agents a high quality marketing facility. These include ongoing improvements in shade structures for sheep yards and concreting of sheep pens.



sheep sold

405,056



sales

\$80M

ROAD SAFETY

Council continued its commitment to road safety across the region by recently renewing a four year funding agreement (until June 30, 2025) with Transport for NSW under the Local Government Road Safety Program. The partnership acknowledges Council is well placed to plan, implement and deliver relevant localised road safety projects within the community with the view of reducing road trauma. A new four year Road Safety Action Plan covering the period of the agreement has also been developed and uses road crash statistics, stakeholder engagement, NSW Police liaison and local knowledge as a basis for the focus of road safety projects within the Local Government Area.

Council's Road Safety and Traffic Officer delivers road safety projects targeting areas such as speeding, safe interaction around heavy vehicles, rural/remote roads, learner and senior driver safety, as well as undertaking Road Safety Audits to identify safety deficiencies on the road network which then allows for corrective engineering actions to be implemented to improve road user safety.

Despite a reduction in the average annual number of casualty crashes over the past five years, there were still 16 major crashes within the Griffith LGA during 2020 which resulted in 17 persons sustaining serious injuries and unfortunately three people losing their lives. It is because of these figures that Council continues to urge road users to take responsibility for their actions as everybody has a part to play to ensure our roads are safe.

Heavy Vehicle Access

As the delegated Road Manager under Heavy Vehicle National Law - Griffith City Council is responsible for assessing and processing applications for heavy vehicle access on Council managed roads within the LGA. During the 2020/21 fiscal year, Council processed 403 permit applications from operators seeking to access roads in heavy vehicles that covered an array of sizes and combinations, a number which almost doubled the 2019/20 figure (2011.) Almost 1 in 5 applications related to access on the upgraded Southern Industrial Link which now provides an efficient freight corridor from the Burley Griffith Way/Irrigation Way at Yoogali to the Kidman Way via Kurrajong and Thorne Road. This number of heavy vehicle access applications demonstrates a connection between the increases in the freight task across the LGA with the positive growth in productivity associated with the diverse industries the Griffith Local Government Area sustains. Notwithstanding the increase in heavy vehicle movements, from a road safety perspective there has been a significant decrease in heavy vehicle crashes over the past 5 years. During the 2020/21 year - there was only one recorded casualty crash involving a heavy vehicle (secondary unit) which shows there is a better understanding by all road users of the need to share the road safely around heavy vehicles.



SECTION 3 - STATUTORY REPORTING

Statutory reporting includes the information that is prescribed by the Local Government (General) Regulation 2012. This information has been included because the Government believes that it is important for community members to know about it – to help their understanding of how Council has been performing both as a business entity and a community leader.

Within 5 months after the end of (financial) year, prepare a report as to council's achievements in implementing its delivery program and the effectiveness of the principal activities undertaken in achieving the objectives at which those principal activities are directed Local Government Act 1993 (Act) s 428(1)

A report on Council's performance for 2020/21 using outcomes from Griffith City Council's Four Year Delivery Plan 2017/2021 is presented in Section 4 - Our Performance.

The annual report of the year in which an ordinary election of councillors is held, must contain council's achievements in implementing the community strategic plan over the previous four years Act s 428(2)

A report on Council's achievements for 2020/21 in implementing the Community Strategic Plan is presented in Section: End of Term Report.

The annual report must be prepared in accordance with Integrated Planning and Reporting Guidelines (IP&R) Act s 428(3)

This annual report is a key point of accountability between Griffith City Council and our community. It focuses on Council's implementation of the Delivery Program and Operational Plan which are the plans that are wholly Council's responsibility.

The report also includes some information prescribed by the Local Government (General) Regulation 2021.

Must contain a copy of the council's audited financial reports prepared in accordance with the Local Government Code of Accounting Practice and Financial Reporting (may be an attachment) Act s 428(4)(a)

Council's audited financial reports for the 2020/21 financial year are presented from Section 5 - Financial Summary & Financial Statements.

Must contain other information as the IP&R Guidelines or the regulations may require Act s 428(4) (b)

This Annual Report has been prepared in accordance with the IP&R Guidelines.

Copy of the council's annual report must be posted on the council's website and be provided to the Minister for Local Government (via OLG). This can be done by notifying the OLG of a URL link Act s 428(5)

A copy of this annual report is available on Council's website, with a copy also provided to the Minister for Local Government (the Minister).

Include particulars of any environmental upgrade agreement entered into by the council Act s 54P (1)

Nil

Report on activities funded via a special rate variation of general income including:

- reporting requirements set out in the Instrument of Approval
- projects or activities funded from the variation
- outcomes achieved as a result of the project or activities

Nil

Special Rate Variation Guidelines* (SRV Guidelines) 7.1

Griffith City Council did not apply for any special variation of expenditure during the 2020/21 financial period.

Amount of rates and charges written off during year Local Government (General) Regulation 2021 (Reg) cl 132

In accordance with Clause 132 of the Local Government (General) Regulation 2021, set out below are details of rates and charges written off during the 2020/21 rating year.

Pensioner abandonments	
Rates	310,634
Charges	200,822
TOTAL	511,456
Other abandonments	
Rates	88
Rates Subsidy (Refer to Council's policy RTES – Payment of Community Organisations FS-CP-202)	47,997
Water Undetected Leak (Undetected Leak - Policy WS – CP-209)	15,533
Nature Strips Allowance	5,328
Charges	34,252
TOTAL	103,198
GRAND TOTAL	623,202

Overseas Travel

Details, including purpose of overseas visits by councillors, council staff or other persons representing council (including visits sponsored by other organisations) Reg cl 217(1) (a)

There were no overseas visits by Councillors, staff or other persons representing Council (Including visit by other organisations) in the 2020/21 year.

Total cost during the year of the payment of expenses of, and the provision of facilities to, councillors in relation to their civic functions. Reg cl 217(1) (i), (ii), (iii), (iv), (v), (vi), (vii), (viii)

Provision of services and equipment to Councillors

Below is a statement of the total cost during the year of the payment of expenses of, and the provision of facilities to, Councillors in relation to their civic functions.

Provision of dedicated office equipment allocated to councillors cl 217(1) (a1) (i)

Provision of dedicated office equipment allocated to Councillors: \$2,290.32 (2x iPads) \$109 (iPad accessories) Printing and stationery: \$414

Telephone calls made by councillors cl 217(1)(a1) (ii)

Telephone and Data (1 iPhone & 12 iPads) usage by Councillors: \$2,564
Membership/subscriptions/licence fees: \$20,059

Attendance of councillors at conferences and seminars cl 217(1)(a1) (iii)

Attendance of Councillors at conferences and seminars: \$8,192

Training of councillors and provision of skill development cl 217(1)(a1) (iv)

Training of Councillors and provision of skill development: \$840

Course	When	Councillors registered
LG NSW Annual Conference	23/11/20	Crs Dal Broi, Curran & Simpson
NSW ALGWA Conference – Shellharbour	18-20 March 2021	Crs Mercuri & Napoli
Murray Darling Association Annual Conference & AGM - Wentworth	16-19 May 2021	Crs Dal Broi, Zappacosta (Online)
LGNSW Destination and Visitor Economy Conference - Port Macquarie	26-28 May 2021	Cr Stead
IPWEA NSW Local Roads Congress - Sydney	7 June 2021	Cr Croce
MDBA Conference: River Reflections - Griffith	9-10 June 2021	Cr Dal Broi
Annual National General Assembly - Canberra	20-23 June 2021	Crs Dal Broi & Mercuri
ALGWA Forum for Candidates	July 2021	Crs Mercuri, Napoli, Stead, Dal Broi
Candidate Information Sessions x 2	July 2021	Offered to all Councillors
In addition to the above seminars and conferences, Councillors are provided with current information through a weekly Councillors Information Sheet which provides Councillors with OLG Circulars, OLG Media Releases, LGNSW Weekly newsletters, ALGA News, Murrumbidgee Local Health District Media Releases. Councillors are subscribed to publications issued by OLG, ALGA.		

Travel Expenses

Interstate visits by councillors, including transport, accommodation and other out-of-pocket travelling expenses cl 217(1)(a1) (v)

Interstate visits by Councillors, including transport, accommodation and other out of pocket travelling expenses: \$193

Overseas visits by councillors, including transport, accommodation and other out-of-pocket travelling expenses cl 217(1)(a1) (vi)

Overseas visits by Councillors, including transport, accommodation and other out of pocket travelling expenses: Nil

Expenses of any spouse, partner or other person who accompanied a councillor in the performance of his or her civic functions, being expenses payable in accordance with the Guidelines for the payment of expenses and the provision of facilities for Mayors and Councillors cl 217(1)(a1) (vii)

Expenses of any spouse, partner or other person who accompanied a Councillor in the performance of his or her civic functions, being expenses payable in accordance with the Guidelines for the payment of expenses and the provision of facilities for Mayors and Councillors: Nil

Expenses involved in the provision of care for a child of, or an immediate family member of, a councillor cl 217(1)(a1) (viii)

Expenses involved in the provision of care for a child of, or an immediate family member of, a Councillor: Nil

Other Expenses Incurred

Mayoral car running expenses: \$17,262

Council functions / Council meetings & workshops catering expenses: \$8,583.95

Travel expenses to and from Council meetings/workshops/other meetings within NSW: \$5,452

Details of each contract awarded for amounts greater than \$150,000 including:

- name of contractor (except employment contracts – contracts of service)
- nature of goods or services supplied
- total amount payable Reg cl 217(1)(a2) (i), (ii)

Contracts over \$150,000

Nature of goods or services supplied	Name of Contractor	Est. amount of the Contract (ex GST)
Construction of new Administration Building and Equipment shed and car parking – Jensen Road Depot	Regional West Constructions	\$1,422,115
Yambil Street Upgrade – Stages 3 & 4	B&C Plumbing	\$4,807,948
Olympic Street Car Park – Design and Construct	Hines Constructions	\$266,924
Supply and install fencing at Griffith Airport	Olympic Fencing NSW Pty Ltd	\$204,000
Griffith Regional Sports Precinct, Westend Oval	Hines Constructions	\$19,754,549
Construct DN355 sewer rising main Erskine Rd	B&C Plumbing	\$187,698

Legal Expenses

Summary of the amounts incurred by the council in relation to legal proceedings including:

- amounts incurred by council in relation to proceedings taken by or against council (including out of court settlements)
- summary of the state of the progress of each legal proceeding and (if finalised) the result **Reg cl 217(1) (a3)**

Council's total expenditure on legal expenses during 2020/21 was \$438,984.16 which was expended on items such as legal advice, lease, and licence and agreement preparation.

Legal proceedings undertaken during 2020/21 comprised:

Item	Status Complete/Ongoing	Amount
Debt Recovery - Rates	Ongoing	\$6,533
Debt Recovery - Accounts Receivable	Ongoing	\$1,645.94
Compliance Fines Expenses	Ongoing	\$20.13
Dog Control & Impounding	Ongoing	\$197.64
Litter Fines Legal Expenses	Ongoing	\$58.56
Parking Fines	Ongoing	\$23,504.52
Development Assessment	Ongoing	\$210,955.06
Governance – Legal Fees	Ongoing	\$87,200.74
Legal Expenses - Miscellaneous (Water Fund) Legal Fees	Ongoing	\$2,129
Waste Management Legal Fees	Complete	\$2,129
Union – Industrial Relations Legal Expenses	Ongoing	\$97,302.80
Aerodrome – Legal Fees	Ongoing	\$11.06
Lake Wyangan -environmental monitoring	Ongoing	\$1,360
Land Development – Legal Fees	Ongoing	\$5,936.71
TOTAL		\$438,984.16

Include resolutions made concerning work carried out on private land, including:

- details or a summary of any resolutions made under section, and
- details or summary of any work carried out, where the charge is less than the approved fee, the proposed fee to be charged and the total amount subsidised by council **Reg cl 217(1)(a4) & Act s 67, 67(2) (b)**

At the Ordinary Meeting of Council held on 22 June 2021, Council adopted its Delivery Program and Operational Plan 2020/21 including specific Fees and

Charges for private works to be undertaken in 2020/21.

During 2020/21 works were undertaken on behalf of private individuals in accordance with

Council policies. A resolution of Council was not required to undertake private works as Council did not charge an amount less than the approved fee for any of the works undertaken in 2020/21.

Total amount contributed or otherwise granted to financially assist others **Reg cl 217(1) (a5) & Act s 356**

During 2020/21 the total amount contributed by Council for contributions or grants under Section 356 of the Local Government Act 1993 was: \$302,795. This included a community grants program of: \$42, 800 and an additional \$100,000 COVID-Relief Grant fund. Sporting body subsidies and seed funding sponsorship were also awarded.

Statement of all external bodies, companies and partnerships exercising functions delegated by Council **cl 217(1) (a6)**

Council did not delegate any function to an external body in the 2020/21 financial year.

Statement of all corporations, partnerships, trusts, joint ventures, syndicates or other bodies in which Council held a controlling interest cl 217(1)(a7)

Council has once again been a member or a party to a number of cooperatives and partnerships.

Western Riverina Libraries (WRL)

WRL is a cooperative Library agreement between five member councils – Griffith City Council, Carrathool Shire Council, Hay Shire Council, Murrumbidgee Council and Narrandera Shire Council – operating since 1971. WRL comprises five branch libraries and two mobile libraries across the five Local Government Areas.

South West Zone Digital Library

WRL continues to be a member of the South-West Zone Digital Library (SWZDL). A consortium of public libraries in South West NSW, including WRL provide a digital library collection of eBooks, eAudiobooks and eMagazines.

Griffith Health Facilities Limited

Griffith City Council has a 100% controlling interest in Griffith Health Facilities Limited.

Country Universities Centre Western Riverina

CUC Western Riverina was officially opened in October 2019 as an affiliate of Country Universities Centre. Griffith City Council, Leeton Shire Council and NSW Government provide support so that regional and rural communities have access to quality opportunities to pursue their dreams and fulfil their potential through higher education without the need to relocate.

Griffith Community Centre

Council continues to work closely with relevant stakeholders to ensure a new state-of-the-art youth and community centre is delivered.

Griffith Affordable Housing Project

Council has partnered with Argyle Community Housing to develop affordable housing in the City.

Statement of all corporations, partnerships, trusts, joint ventures, syndicates or other bodies in which the council participated during the year Reg cl 217(1) (a8)

Murrumbidgee Irrigation

Council works closely with Murrumbidgee Irrigation (MI) in relation to water.

Transport for NSW (TfNSW)

Council works with TfNSW to ensure roads in the region are safe for motorists.

Department Communities and Justice

Council works in partnership to improve the wellbeing of people in social housing.

Griffith Local Aboriginal Land Council

Council works in partnership to improve land management techniques.

Easy to do Business (now Service NSW for Business)

Griffith City Council, in partnership with Service NSW, is making it easy to do business, with streamlined forms and one phone number to help fast track the approval process when opening a café, small bar or restaurant.

Riverina Local Land Services

Griffith City Council is part of the group of Councils who make up the Riverina Local Land Services.

Riverina and Murray Joint Organisation (RAMJO)

Griffith City Council is a member of the Riverina and Murray Joint Organisation (RAMJO).

Charles Sturt and Deakin University and TAFE Riverina

Together we actively support and develop higher education opportunities for the Griffith community.

Regional Development Australia – Riverina**Western Riverina Arts Inc****Murrumbidgee Field Naturalists****Statement of activities to implement its EEO management plan Reg cl 217(1) (a9)**

Griffith City Council remained committed to the principles of Equal Employment Opportunity (EEO) during 2020/21. Council is committed to providing an environment where employees and others in the workplace are treated fairly and with respect, and are free from unlawful discrimination, harassment, and vilification and bullying. We ensure that when employment decisions are made, they are based on merit, not on irrelevant attributes or characteristics that an individual may possess. Council also tries to create a work environment which promotes good working relationships. The Human Resources section continues to provide information to new staff on Council's associated policies and practices during Induction Programs promoting a workplace culture displaying fair workplace practices and behaviours, a diverse and skilled workforce and improved employment access and participation by EEO groups.

Statement of the total remuneration package of the general manager Reg cl 217(1) (b) (i), (ii), (iii), (iv), (v) including:

- total value of the salary component of the package
- total amount of any bonus, performance or other payments that do not form part of the salary component
- total amount payable by way of the employer's contribution or salary sacrifice to any superannuation scheme to which the general manager may be a contributor
- total value of any non-cash benefits for which the general manager may elect under the package
- total amount payable by way of fringe benefits tax for any such non-cash benefits

The total remuneration package for the General Manager for the 2020/21 period in respect of his employment was \$322,065 which includes: Salary component \$294,079 and superannuation and other \$27,986.

Statement of the total remuneration packages of all senior staff members, expressed as the total (not of the individual members) Reg, cl 217(1)(c) (i), (ii), (iii), (iv), (v) including:

- total value of salary components of their packages
- total amount of any bonus, performance or other payments that do not form part of salary components of their packages
- total amount payable by the council by way of the employer's contribution or salary sacrifice to any superannuation scheme to which any of the may be a contributor
- total value of any non-cash benefits for which any of them may elect under the package
- total amount payable by way of fringe benefits tax for any such non-cash benefits

Council employs six senior staff members, the General Manager, Director Utilities, Director Infrastructure and Operations, Director Sustainable Development, Director Business, Cultural & Financial Services, and Director Economic & Organisational Development.

All senior staff members are on performance based contracts (in accordance with the Local Government Act, 1993).

The total remuneration cost of senior staff members for the period 1 July 2020 to 30 June 2021 was: \$1,502,751.

The annual remuneration paid to directors for year ending 30 June 2021 was as follows:

Salary Component	\$1,058,667
Superannuation and other	\$121,978

Total \$1,180,684

A statement detailing the stormwater management services provided (if levied) Reg cl 217(1) (e)

Griffith City Council introduced a stormwater management charge at the commencement of the 2007/08 financial year at a rate of \$25 per assessment (both residential and business \$12.50 for Strata) in the identified urban areas of the Local Government area. The levy collected is used not to replace existing stormwater management services but to provide new or additional services or infrastructure. The stormwater management charge assists with Council's commitment to continual improvements of local urban stormwater drainage issues. It is utilised for larger projects that have been identified as a priority and that can provide an improvement for a high percentage of rate payers. Griffith City Council now has a number of completed Flood Studies and Floodplain Risk Management Study and Plans which assist in the strategic planning of Griffith and surrounding areas.

The most current studies and plans are available on Council's web page and are listed below:

- Aerodrome Overland Flow Flood Study 2010
- Aerodrome Overland Flow Floodplain Risk Management Study (2011)
- CBD Overland Flow Flood Study (2012)
- CDB Overland Flow Floodplain Risk Management Study (2013)
- Lake Wyangan Flood Study (2012)
- Lake Wyangan Floodplain Risk Management Study (2013)
- Griffith Main Drain J and Mirrool Creek Flood Study 2015 Vol 1 and Vol 2
- Griffith Main Drain J and Mirrool Creek Floodplain Risk Management Study and Plan 2015

A statement detailing the coastal protection services provided (if levied) Reg cl 217(1) (e1)

N/A

State of the Environment Report

In accordance with the Integrated Planning and Reporting framework, the State of the Environment Report is due the year of the ordinary Council election (every four years).

The State of Environment Report has been addressed in Council's End of Term Report, which is an appendix to this Report.

Detailed statement, prepared in accordance with such guidelines as may be issued by the Director-General from time to time, of the council's activities during the year in relation to enforcing, and ensuring compliance with, the provisions of the Companion Animals Act 1988 (CA Act) and the Companion Animal Regulation 2018, including:

- lodgement of pound data collection returns with the OLG (Survey of council seizures of cats and dogs).
- lodgement of data about dog attacks with the OLG.
- amount of funding spent on companion animal management and activities.
- community education programs carried out and strategies the council has in place to promote and assist the desexing of dogs and cats.
- strategies in place for complying with the requirement under s 64 of the CA Act to seek alternatives to euthanasia for unclaimed animals.
- off leash areas provided in the council area
- detailed information on fund money used for managing and controlling companion animals in its area

Reg cl 217(1)(f) Companion Animals Guidelines* (CA Guidelines)Statement of Companion Animals

Griffith Pound & Rehoming Centre Data 2020/21

Lodgement of Pound data collection returns with the Office of Local Government	Period 1 July 2020 - 30 June 2021 supplied to the Office of Local Government.
Lodgement of data relating to dog attacks with the Office of Local Government	Period 1 July 2020 – 30 June 2021 Information supplied to the Office of Local Government.
Amount of funding spent relating to companion animal management and activities	\$158,000
Companion animal community education programs carried out	Council continues to promote Companion Animals legislation through social media, website, various publications, the Working Group and continued participation at selected community events.
Strategies Council has in place to promote and assist the desexing of dogs and cats	Council has a number of strategies in place to promote and assist the desexing of dogs and cats, which includes the promotion of National Desexing Week. Council funded a discounted desexing program, facilitated by the Pound Working Group.
Strategies in place to comply with the requirement under section 64 (Companion Animals Act) to seek alternative to euthanasia for unclaimed animals	Alternatives to euthanasia include, local rescue groups, adoption and rehoming through the website and working with rescue organisations.
Off leash areas provided in the Council area	Council maintains an off leash free area located at the corner of Coolah Street and Murrumbidgee Avenue, Griffith and is investigating an additional location.
Use of companion animals fund money for management and control of companion animals in the area	Microchipping expenses incurred in 2020/21 was \$2,375.

Report on certain proposed capital works projects where a capital expenditure review had been submitted OLG Capital Expenditure Guidelines*

A capital expenditure review was conducted on the Griffith Regional Sports Precinct and approved by the Office of Local Government.

No review was required for the CBD Upgrade as this is existing Council civil infrastructure and a formal review is not required.

Councils considered to be ‘human service agencies’ under the CR Act (provide services directed at carers and/or people being cared for by carers) must report on compliance with the CR Act for the reporting period Carers Recognition Act 2010 (CR Act), s 8(2)

Griffith City Council has provided the following Home and Community Care services in relation to providing information, support and advocacy for people who care for family members with a disability, chronic illness or are frail aged.

These services are:

- Council provides home delivery of library material for those unable to attend the Griffith City Library
- Council staff are encouraged to volunteer during work hours to deliver meals on wheels to residents in need
- Funding provided to Aged Support Services to enable social outings and support group gatherings for the frail aged and carers of people with dementia
- Support provided to various groups through the Senior Citizens Working Group Meetings.

Information on the implementation of Council’s Disability Inclusion Action Plan and give a copy to the Minister for Disability Services Disability Inclusion Act 2014, s 13(1)

Disability Inclusion Action Plan

Griffith City Council’s Disability Inclusion Action Plan was reviewed in 2021. It outlines Council’s commitment to improving accessibility and inclusion opportunities for people of all ages who live with a disability. This ensures access to the full range of services and activities available in the community. The Plan was developed and has been reviewed by listening to people with disabilities, their families, carers and local organisations who work with people with disability.

Council’s Disability Inclusion & Access Committee meets regularly and includes individuals with a range of abilities and first-hand experiences that provide Council with valuable advice on a broad range of access and inclusion issues. Council implemented a number of new actions that directly support the needs of people with a disability during 2020/21.

Some notable improvements include:

- City Park now includes a disabled toilet facility
- Henderson Oval Park is inclusive including accessible playground equipment, seating, ramps and access
- Additional Footpath and Shared Pathways across the community and villages
- Streaming of Council meetings with caption option and audio available on Council’s website.

Particulars of compliance with and effect of planning agreements in force during the year Environmental Planning & Assessment Act 1979, s 7.5(5)

Nil.

Recovery and threat abatement plans - Councils identified in a plan as responsible for implementation of measures included in the plan, to report on actions taken to implement measures as to the state of the environment in its area Fisheries Management Act 1994, s220ZT (2)

Nil.

Details of inspections of private swimming pools Swimming Pools Act (SP Act) 1992, s 22F (2) Swimming Pools Regulation 2018 (SP Reg) cl 23

Swimming Pools Inspections Include:

- number of inspections of tourist and visitor accommodation.
- number of inspections of premises with more than 2 dwellings.
- number of inspections that resulted in issuance a certificate of compliance under s22D of the SP Act
- number of inspections that resulted in issuance a certificate of non-compliance under cl 21 of the SP Reg

Inspections 2020/21	Number of inspections
Inspection of tourist and visitor accommodation	3
Inspection of premises on which there are more than 2 dwelling	0
Inspections resulting in Council issuing a Certificate of Compliance	235
Inspections resulting in Council issuing a Certificate of Non-compliance	54

Information included on government information public access activity

- Government Information (Public Access) Act 2009, s 125(1) Government Information (Public Access) Regulation 2018, cl 8, Schedule

- Government Information (Public Access) Act 2009, s 125(1) Government Information (Public Access) Regulation 2018, cl 8, Schedule 2

- Public Interest Disclosures Act 1994, s 31 Public Interest Disclosures Regulation 2011, cl 4

The Government Information (Public Access) Act 2009 NSW (GIPA Act) aims to maintain and advance a system of responsible and representative democratic government that is open, accountable, fair and effective. The main objective of the GIPA Act is to make available government information available to the public by:

- Authorising and encouraging the proactive public release of government information by agencies.
- Giving members of the public an enforceable right to access government information.
- Restricting access to government information only when there is an overriding public interest against disclosure.

Council is subject to the GIPA Act and accordingly acknowledges the right of the public to obtain information about Council's structure, plans and policies; information about development applications; and any other information as prescribed by the GIPA Act and any accompanying regulations and guidelines.

Council makes information available to the public in a number of ways including mandatory, proactive, informal and formal release provisions.

As part of its legislative requirements of the GIPA Act, Council has an Agency Information Guide published on Council's Information held by Council web page which provides guidance on the types of information held by Council as well as outlining the different ways members of the public may access it. The Information Guide is reviewed annually to identify the kinds of information that should be made publically available. Under section 125 of the GIPA Act, Council is required to prepare an annual report meeting certain statutory obligations.

GIPA Annual Report

Clause 8A: Details of the review carried out by the agency under section 7 (3) of the Act during the reporting year and the details of any information made publicly available by the agency as a result of the review.

Reviews carried out by the agency	Information made publicly available by the agency
Yes	Yes

The Information Guide was reviewed and adopted by Council in May 2021. Review of information made publicly available on Council website includes: Information Held by Council page updated as well as the following documents: Graffiti Register, Contracts Register, Disclosure Log, Disclosures of Interests for Councillors and Staff, Annual Report, Integrated Planning and Reporting reports, Council Policies, Financial Reports and Auditor's Report, Register of Councillor Voting of DA's at Council Meetings, Register of Current Declaration or Disclosures of Political Donations, GIPA Report, Information Guide, Community Participation Plan.

Clause 8B: The total number of access applications received by the agency during the reporting year (including withdrawn applications but not including invalid applications).

Total number of applications received: 7

Clause 8C: The total number of access applications received by the agency during the reporting year that the agency refused either wholly or partly, because the application was for the disclosure of information referred to in Schedule 1 to the Act (information for which there is conclusive presumption of overriding public interest against disclosure).

Number of Applications Refused	Wholly	Partly	Total
	0	2	2
% of Total	0%	100%	0%

Schedule 2 Statistical information about access applications to be included in annual report.

Table A: Number of applications by type of applicant and outcome*

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Info. not Held	Info. already Available	Refuse to Deal with App.	Refuse to Confirm/ Deny whether info. is held	App. withdrawn	Total	% of Total
Media	0	0	0	0	0	0	0	0	0	0%
Members of Parliament	0	0	0	0	0	0	0	0	0	0%
Private sector business	0	0	0	0	0	0	0	0	0	0%
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0	0%
Members of the public (by legal representative)	0	3	0	0	0	0	0	0	3	43%
Members of the public (other)	1	2	1	0	0	0	0	1	4	57%
Total	1	5	1	0	0	0	0	0	7	-
% of Total	14%	71%	14%	0%	0%	0%	0%	0%	-	-

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of application and outcome*

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Info. not Held	Info. already Available	Refuse to Deal with App.	Refuse to Confirm/ Deny whether info. is held	App. withdrawn	Total	% of Total
Personal information applications*	0	0	0	0	0	0	0	0	0	0%
Access applications (other than personal information applications)	1	1	1	0	0	0	0	0	3	43%
Access applications that are partly personal information applications and partly other	0	4	0	0	0	0	0	0	4	57%
Total	1	5	1	0	0	0	0	0	7	-
% of Total	14%	71%	14%	0%	0%	0%	0%	0%	-	-

* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table C: Invalid applications.

Reason for invalidity	No of applications	% of Total
Application does not comply with formal requirements (section 41 of the Act)	0	0%
Application is for excluded information of the agency (section 43 of the Act)	0	0%
Application contravenes restraint order (section 110 of the Act)	0	0%
Total number of invalid applications received	0	0%
Invalid applications that subsequently became valid applications	0	0%

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of Act.

	Number of times consideration used*	% of Total
Overriding secrecy laws	0	0%
Cabinet information	0	0%
Executive Council information	0	0%
Contempt	0	0%
Legal professional privilege	15	100%
Excluded information	0	0%
Documents affecting law enforcement and public safety	0	0%
Transport safety	0	0%
Adoption	0	0%
Care and protection of children	0	0%
Ministerial code of conduct	0	0%
Aboriginal and environmental heritage	0	0%
Privilege generally - Sch 1(5A)	0	0%
Information provided to High Risk Offenders Assessment Committee	0	0%
Total	15	0%

*More than one public interest consideration may apply in relation to a particular access application and if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of Act.

	Number of times consideration used*	% of Total
Responsible and effective government	0	0%
Law enforcement and security	0	0%
Individual rights, judicial processes and natural justice	15	58%
Business interests of agencies and other persons	11	42%
Environment, culture, economy and general matters	0	0%
Secrecy provisions	0	0%
Exempt documents under interstate Freedom of Information legislation	0	0%
Total	26	-

Table F: Timeliness.

	Number of applications*	% of Total
Decided within the statutory timeframe (20 days plus any extensions)	7	100%
Decided after 35 days (by agreement with applicant)	0	0%
Not decided within time (deemed refusal)	0	0%
Total	7	-

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome).

	Decision varied	Decision upheld	Total	% of Total
Internal review	0	0	0	0%
Review by Information Commissioner*	1	0	1	33%
Internal review following recommendation under section 93 of Act	1	0	1	33%
Review by NCAT	0	1	1	33%
Total	2	1	3	0%
% of Total	67%	33%	0%	0%

*The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of the Act (by type of applicant).

	Number of applications for review	% of Total
Applications by access applicants	1	100%
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0	0%
Total	1	0%

Table I: Applications transferred to other agencies.

	Number of applications transferred	% of Total
Agency-Initiated Transfers	0	0%
Applicant - Initiated Transfers	0	0%
Total	0	

Public Interest Disclosures (PID) Annual Report

The Public Interest Disclosures Act 1994 sets in place a system to encourage people to report serious wrongdoing without fear of reprisal. Public Interest Disclosures can be made about:

- corrupt conduct
- serious maladministration
- serious and substantial waste
- a failure to comply with the system through which people can access government information
- a breach of local government pecuniary interest requirements.

Council is required to report annually on its obligations under the Public Interest Disclosures Act 1994. The Public Interest Disclosures Regulation 2011 outlines the information that must be included in Council's Annual Report.

1. Statistical information on PIDs 1 July 2020 to 30 June 2021

	Made by public officials performing their day-to-day functions	Under a statutory or other legal obligation	All other PIDs
Number of public officials who made PIDs	1	0	0
Number of PIDs received	1	0	0
Of PIDs received, number primarily about:			
Corrupt conduct	1	0	0
Maladministration	0	0	0
Serious and substantial waste	0	0	0
Government information contravention	0	0	0
Local government pecuniary interest contravention	0	0	0
Number of PIDs finalised	0	0	0

2. Commentary on PID obligations

2.1 Whether your public authority has established an internal reporting policy:

Yes – Internal Reporting (PID) Policy is available on Council's website. This policy was reviewed and adopted by Council 25 October 2019. Staff were advised of the review and subsequent adoption.

2.2 Whether the head of your public authority has taken action to meet their staff awareness obligations and, if so, how staff have been made aware.

PID guidelines/posters placed in prominent areas around Council offices and facilities, staff meeting rooms. Information on PID reporting promoted to Council staff through Council Capers newsletter. PID reporting presented to new staff at staff induction program.



SECTION 4 - DELIVERY PROGRAM AND OPERATIONAL PLAN

DELIVERY PROGRAM AND OPERATIONAL PLAN

Council's Community Strategic Plan, 'guiding griffith 2040', was developed around four core themes:

- Leadership
- Love the Lifestyle
- Valuing our Environment, and
- Growing our City

The actions, performance measures and achievements for this financial year, relating to these core themes are outlined in this section.





Annual Report 2020/21

2020/21 Operational Plan Actions, Performance Measures & Achievements for the Year

Council's Community Strategic Plan, 'guiding griffith 2040', was developed around four core themes:

- Leadership
- Love the Lifestyle
- Valuing our Environment, and
- Growing our City

The actions, responsibilities, performance measures and achievements for this financial year, relating to these themes are outlined as follows.

leadership

Develop an engaged and connected community

Provide clear and transparent communication to the community.

Provide a diverse range of mediums to communicate with the community.

Code	Action	Measure	Status	Annual Comment
1.1.1.1	Ensure regular communication provided through adopted measures.	<p>Number of Community Opinion Group (COG) s issued.</p> <p>Number of Media Releases vs % coverage.</p> <p>Number Social Media engagements - Facebook and Instagram.</p> <p>Number of Social Media followers - Facebook and Instagram.</p> <p>Minimum of 10 Community Catch-ups per quarter.</p>		<p>Council communicates with the community (and afar) using a variety of mediums including: the printed newsletter - Catch Up, 400 printed editions left at various locations throughout the Local Government Area(LGA), e-Edition Catch Up to over 2,500 people, Facebook has grown to 7.2K followers, Instagram now has 1.1K followers, 242 Media Releases were delivered to a variety of media outlets locally, regionally, state and nationally, radio advertising locally, as well as the weekly call in with Council.</p> <p>Council Cafe provides an additional opportunity to reach as many people as possible, with information sessions held each month at varying locations.</p> <p>Community Opinion Group (COGs) and Catch Ups issued: 40.</p>

Provide interactive websites for all Council facilities.

Code	Action	Measure	Status	Annual Comment
1.1.2.1	Review of current website design, functionality and content 2019/2020.	<p>New site rolled out during 2020/21.</p> <p>Number of website hits across the organisation.</p>		<p>Council undertook a review of website operations, content, design and layout which went live the final quarter of 2020/21. It has been well received within the community, has additional functionality, links with social media, and is far more accessible. Content is added and reviewed regularly to ensure the website is current, relevant and user friendly.</p> <p>Annual page views: 314,034</p> <p>Annual sessions: 132,307</p> <p>New users: 67,184</p>

Provide opportunities for the community to interact with Council and staff.

Code	Action	Measure	Status	Annual Comment
1.1.3.1	Provide Committees, Working Groups to enable community input to Council services and facilities.	Number of Committee and Working Group recommendations to Council.	●	Committee and Working Group structure in place. Structure to be reviewed after December 2021 election. 43 recommendations were made to Council.
1.1.3.2	Maintain an active social media presence; provide Workshops, interactive meetings and community engagement sessions in accordance with the Community Engagement Strategy.	Number of community engagement sessions per quarter.	●	Social Media has been an important tool for Council, with its use proving essential throughout COVID-19. Council Meeting live streaming has been a popular addition, as has interactive online and in person consultation sessions. Council is now reaching an audience not traditionally engaged with. Community engagement - 12 Council Café sessions held.

Inform community of Council decisions.

Code	Action	Measure	Status	Annual Comment
1.1.4.1	Council and Committee Agendas and Minutes prepared and distributed within agreed timeframes.	Council and Committee Minutes uploaded to Council website.	●	Council and Committee Agendas and Minutes uploaded to Council website. Agendas distributed at least three working days prior to Meeting.

Tourism and event information collated and distributed to the community.

Code	Action	Measure	Status	Annual Comment
1.1.5.1	Establish, grow and maintain communication channels throughout the community.	Number of Monthly Tourism Talk e-News, Number of Seasonal Event Guides and Quarterly Tourism Report.	●	Tourism and Event information collated and distributed to the community through Monthly Tourism Talk e-newsletters, Seasonal Event Guide and Quarterly Tourism Report. Since adoption of the Destination Tourism Plan in February 2021 the Tourism Team have provided quarterly action updates to the Tourism and Events Committee. Monthly radio chats on local radio segment Tourism Talk also take place.

Be well informed, proactive and responsive to current issues that impact our community.

Provide a robust Council Committee and Working Group of structure.

Code	Action	Measure	Status	Annual Comment
1.2.3.1	Implementation of a new Council Committee and Working Group structure.	Number of meetings postponed due to lack of quorum. Number of committee recommendations to Council.		Committee structure to be reviewed and implemented following consultation with new Council after the December 2021 election. There were no Committee meetings postponed due to a lack of quorum. There were 43 Committee recommendations made to Council.

Maintain two way dialogue with Community Opinion Group (COG).

Code	Action	Measure	Status	Annual Comment
1.2.4.1	COG is consulted on key projects and issues impacting the community.	Minimum 3 communications to COG per quarter.		Combining the Council Catch Up and Community Opinion Group (COG), on average 2,500 people are reached per edition through e-News. Distributing over 400 printed copies per week. Over 5,000 people are being reached per week through social media. Social media has proven to be an effective way to consult and engage with the community, with consultation sessions being held through Facebook live where appropriate. There were 11 COGs sent out in Quarter 1, 10 in Quarter 2, 10 in Quarter 3 and 9 in Quarter 4.

Keep abreast of emerging trends and issues through internal monitoring.

Code	Action	Measure	Status	Annual Comment
1.2.5.1	Investigate mediums and technologies to enable improved information flow and reporting.	Reports to SMT as required.		Council continues to use social media to reach a wide audience which is proving effective, especially when promoting items on exhibition and community consultation. Emerging trends and ideas to improve the flow of reporting are reported to Senior Management Team for consideration as they arise.

Investigate options to improve Councillor interaction with constituents.

Code	Action	Measure	Status	Annual Comment
1.2.6.1	Provide opportunities for Councillor interaction and investigate online communication options.	Number of Community Workshops/Mornings in the Mall held. Number of online sessions held. Number of Council Cafe sessions held.	●	Councillors and Senior Management are invited to attend the Council Cafe sessions held monthly. There were twelve held this year. Twelve online sessions were held covering a range of topics. Councillors provided a Councillor Column article in the Council Catch Up three times each during 2020/21.

Investigate ways to improve Internal Communications.

Code	Action	Measure	Status	Annual Comment
1.2.7	Provide Internal Communications such as staff newsletters and staff intranet.	Review Extranet functionality. Number of Staff Newsletters distributed.	●	During 2021/22 additions will be made to the extranet to provide access to those staff not on the internal Council network. Seven staff newsletters were distributed.

Work together to achieve our goals

Actively engage with State, Federal and non-government agencies in a local advocacy role.

Griffith City Council seeks leadership role with implementation of Joint Organisation of Councils (JOs) initiative.

Code	Action	Measure	Status	Annual Comment
2.1.1.1	Griffith City Council will take a proactive role in the strategic direction of the Riverina and Murray Joint Organisation (RAMJO) of Councils.	The Riverina Murray RAMJO was established in accordance with State Government framework.	●	Council participates in RAMJO initiatives and is represented by Mayor and General Manager at regular Board and Committee Meetings. The Mayor is Deputy Chair of RAMJO. Staff are members of working groups.


Council actively lobbies Government agencies to provide infrastructure to support our growing City of Griffith and Western Riverina.

Code	Action	Measure	Status	Annual Comment
2.1.2.1	Construct remaining sections of Griffith Industrial Link Road.	Griffith Industrial Link Road stages funded in operational budgets.		Southern Industrial Link Road - Widening of Kurrajong Ave. Application submitted by closing date of 5 March 2021 under Building Better Regions Program (Rnd 5). Kidman Way intersection with Bromley, Brogden and Brown Road (Lavender Bend) completed. Bromley Rd/Thorne Road/Walla Ave disrupted due to illegal earth works. Litigation progressing. Northern Industrial Link Road - Jones Road causeway upgrade completed.


Ongoing liaison with State and Federal and non-government agencies on matters of relevance.

Code	Action	Measure	Status	Annual Comment
2.1.3.1	Meetings held as required.	Number of meetings with State and Federal representatives with Mayor and or GM.		Meetings held as required.

Lobby with and on behalf of agencies to State and Federal governments on matters which affect the community.

Code	Action	Measure	Status	Annual Comment
2.1.4.1	Meet with key stakeholders and lobby State and Federal governments on current issues which affect the community.	Number of meetings and projects.		Meetings with relevant stakeholders and all levels of Government are held as issues affecting the community arise.

Work with Destination NSW, Destination Riverina Murray and the Kidman Way Committee whilst seeking opportunities with other tourism organisations.

Code	Action	Measure	Status	Annual Comment
2.1.5.1	Respond to marketing/media requests. Build relationships and attend all relevant meetings accordingly.	Collaborative projects established and meetings held/attended.		Tourism Team continues to work with Destination NSW (DNSW), Destination Riverina Murray (DRM) and the Kidman Way Committee as well as Local Government Areas within the destination network and the Accredited Visitor Information Centre (AVIC) network. Opportunities with other tourism organisations and stakeholders continually pursued. For example, in 2021, three large agricultural industries were approached to partner to deliver Everyday Gourmet - the cooking show. Several segments will air throughout July - November, promoting Griffith as the food bowl of Australia. The team has also been travelling to surrounding LGAs to experience what they have on offer and these have been added to the Coach Group offerings to upsell Griffith and region. These have been extremely well received, DRM also requesting to attend these families initiated by the team.

Partner with and provide support to organisations who deliver services and programs locally.

Explore opportunities to partner with NSW Department of Education in regard to Secondary Education investment in Griffith.

Code	Action	Measure	Status	Annual Comment
2.2.1.1	Seek funding partnerships with PCYC NSW to complete funding profile for Regional Sporting Precinct Project.	PCYC to make a decision regarding partnership with Griffith City Council.		Senior staff met with PCYC CEO on 15 June 2021. PCYC preparing a proposal to Council for possible partnership. To be considered by Council when received.

Construct Griffith Community Centre.

Code	Action	Measure	Status	Annual Comment
2.2.2.1	Construct Griffith Community Centre in partnership with Griffith Community Centre Inc.	Centre construction completed and operational.		Griffith Community Centre (Incorporating Western Riverina Country Universities Centre) in construction phase (completed after July).

Provide opportunities for community groups to access grant funding.

Code	Action	Measure	Status	Annual Comment
2.2.3.1	Deliver two rounds of Community Grant funding and four information sessions each year.	Number of grant applications received and number of grants awarded. Number of grant information sessions/workshops held.	●	22 community grant applications received. 21 community grants awarded. 38 COVID-19 Relief Grants applications received and 31 awarded.
2.2.3.2	Support Club Grants NSW to allocate funds.	Number of Club Grants allocated.	●	There were 34 Club Grants allocated.

Collaborate with local tourism operators by building and growing relationships.

Code	Action	Measure	Status	Annual Comment
2.2.4.1	Hold a quarterly Tourism Social Networking evening.	4 sessions held per year. Maintain growing attendance.	●	Due to public gathering restrictions enforced as a result of the COVID-19 pandemic Tourism Social Nights were not able to be held in each quarter. The Griffith Tourism Team hosted a Tourism Social Night in Q3, resulting in an attendance of 44 tourism stakeholders, networking over social drinks and nibbles for 2.5 hours in March. With the adoption of the Tourism Destination Management Plan at the beginning of 2021, and the actions included in this DTP, Tourism Social Nights have now been scheduled for twice each calendar year.
2.2.4.2	Regular contact with key stakeholders. Identifying and establishing opportunities for our operators.	Number of meetings with stakeholders held.	●	It was a challenging 12 months for the Tourism Team and local tourism stakeholders, however contact and communication, with stakeholders was successfully maintained. Over the course of the past year, the Tourism Team has seen relationships with local tourism stakeholders increase and improve as a result of constant contact and offers of support during the COVID-19 situation. Some challenges presented around the regularity of physical visits whilst navigating what was permitted and was not, based on COVID-19 restrictions, however alternative methods of

Code	Action	Measure	Status	Annual Comment
				communication and support were successfully implemented.

Maximise opportunities to secure external funding for partnerships, projects and programs to improve the quality of life for residents and visitors.

Identify funding opportunities for the improvement of the regional and local road networks.

Code	Action	Measure	Status	Annual Comment
2.3.1.1	Apply for relevant grants and identify projects.	Number of grant applications submitted and successful grants obtained.		Throughout the 2020/21 financial year Council continued to explore funding opportunities to help Griffith realise a range of exciting new events and facilities. Council had excellent success with attracting grants with 13 successful submissions, including the application to Fixing Local Roads for the upgrade and sealing of Barber Road, welcomed by the community who work and reside in the western part of the Griffith LGA.

Seek appropriate funding to implement the actions and priorities outlined in the Pedestrian Access Mobility Plan (PAMP) and Bicycle Plan.

Code	Action	Measure	Status	Annual Comment
2.3.2.1	Apply for relevant grant funding opportunities to undertake construction of footpaths and cycleways.	Number of grant applications submitted and successful grants obtained.		The Hanwood Cycleway and the Merrigal Street Bridge have been completed. Applications to the TfNSW Active Transport plan were not successful. The Pedestrian Access Mobility Plan (PAMP) and the Bicycle Plan has been changed to the Pedestrian and Bicycle Strategy and updated to assist with funding applications proposed in 2021-2022.

Develop and maintain a network of grant sources to identify grant opportunities.

Code	Action	Measure	Status	Annual Comment
2.3.3.1	Provide monthly report to Senior Management Team on grants available and applied for.	Number of grants applied for and received.		Monthly grant reports are generated and distributed to Senior Management Team in accordance with this measure so they are aware of grants Council has received during the year. Nine grants were received this financial year.

Investigate external funding opportunities to support the Griffith Playground Strategy (2014) and Griffith CBD Strategy (2015) rollout.

Code	Action	Measure	Status	Annual Comment
2.3.4.1	Apply for external funding for approved Urban Design Projects.	Grants applied for and grants awarded.	●	Recently funded or partly funded projects: Kooyoo Street upgrade \$1,000,000, applied for by Director, Business, Cultural and Financial Services, Max Turner. Stronger Country Communities Fund (SCCF) Round 3, Griffith (Olympic St) BMX and Scooter Track and Facilities, for the amount of \$435,000. SCCF Round 3, Bright Lights in Banna for the amount of \$ 350,000. New funding received includes: New toilet block for Enticknap Park for \$135,000 applied for by Director Sustainable Development, Phil Harding. Women's Land Army Park for \$14,999 from Stronger Communities Program (SCP) Round 3 (Total project cost \$45,000). Wood Park playground redevelopment. Received \$155,650 from Everyone Can Play. Total Project cost \$311,300 excl gst. New Projects applied for: Borland Leckie Park. Applied for \$86,710 from Everyone Can Play. Total proposed cost \$173,420.
2.3.4.2	Apply for grant funding.	Grants applied for and grants awarded.	●	Currently Council has a high rate of successful funding applications. This is an ongoing action.


Develop partnerships with industry and agriculture leaders.

Encourage existing partnerships with tertiary education providers that support quality education pathways for Griffith students.

Code	Action	Measure	Status	Annual Comment
2.4.1.1	Establish Country Universities Centre Western Riverina in Griffith.	Transition of CUC Western Riverina to new Community Centre.	●	Country Universities Centre Western Riverina operational. The Centre will relocate to the new Griffith Community Centre when completed in September 2021.

Develop partnerships to provide leadership in irrigation, water efficiency and availability.

Maintain strategic and operational relationships with Murrumbidgee Irrigation.

Code	Action	Measure	Status	Annual Comment
2.5.1.1	Work with MI to contribute to a Master Plan to assist with addressing Blue Green Algae at Lake Wyangan.	Discuss circulation of water at Lake Wyangan with a view to improving water quality.		A Lake Wyangan Rehabilitation Masterplan (Concept) supported in principle by Council at 22 June 2021 meeting. Council to apply for grant funding to prepare a feasibility study. The feasibility document when completed, to be considered by Council.

Provide ongoing support for the Build More Dams Action Group.

Code	Action	Measure	Status	Annual Comment
2.5.3.1	Convene Build More Dams Action Group meetings as required.	Number of meetings held.		No meetings convened this financial year.


Plan and lead with good governance

Undertake Council activities within a clear framework of strategic planning, policies, procedures and service standards.

Council's Integrated Planning and Reporting suite of documents developed, outcomes reported and documents reviewed in accordance with statutory requirements.

Code	Action	Measure	Status	Annual Comment
3.1.1.1	Operational Plan developed, exhibited and adopted by Council by June 2020. Progress reports provided to Council.	IP&R documents prepared in accordance with statutory requirements.		Griffith City Council Delivery Plan update (2017/18 to 2021/22) and Operational Plan (2021/22) adopted by Council 22 June 2021. Progress Reports provided biannually to Council. Annual Financial Statements 2019/2020 reported to Council 8 December 2020 in accordance with Office of Local Government requirements.


Ongoing monitoring of Customer Focus

Code	Action	Measure	Status	Annual Comment
3.1.3.1	Monitor customer contact and transactions on a regular basis.	<p>Quarterly customer service report prepared and communicated.</p> <p>Analysis of telephone contact data, quarterly.</p> <p>Survey of customer experience, quarterly.</p> <p>CRM resolution performance, quarterly.</p>		Real-time telephone incoming call answering time (wait period) monitored daily. Detailed monthly reviews also undertaken. Over the 2020/21 12 month period 87.5% of incoming calls were answered within 20 seconds.

Provide a risk management framework.

Code	Action	Measure	Status	Annual Comment
3.1.4.1	Review Risk Register and develop Risk Management Action Plans.	Risk Register reviewed. Risk Management Action Plans developed and communicated annually.		Risk Management Framework approved by Work Health and Safety Committee and Senior Management Team. Risk and Insurance Coordinator is continuing to work with outdoor facilities and departments to develop the Risk Register.

Ensure appropriate Internal Audit program is maintained at Griffith City Council.

Code	Action	Measure	Status	Annual Comment
3.1.5.1	Annual internal audit plan developed.	Number of internal audit projects undertaken. Number of internal audit recommendations implemented.		Internal Audit reviews completed this financial year include Councillor Payment of Expenses and Provisions of Facilities policy, Pecuniary Interests, Credit Cards, Gifts and Benefits, Pecuniary Interest Returns, Skin Penetration and Food Premises, Physical Security, GIPA review, Investments, Policy Management.

Provide a compliant Human Resource Management service to meet legislative and organisational requirements.

Code	Action	Measure	Status	Annual Comment
3.1.6.1	Undertake review of HR policies.	HR policies reviewed as per cycle.	●	2020/2021 Financial year review of all HR policies have been updated to reflect the Local Government NSW (2020) Award.
3.1.6.2	Provide a relevant training calendar for staff development and compliance.	Training Calendar completed and available. WHS training provided within relevant time frames.	●	The training calendar is not complete due to the uncertainties of the current climate. Compliance training has been identified and resources allocated to meet those requirements to ensure staff are compliant with legal requirements.
3.1.6.3	Implement Award changes as required.	Number of Consultative Committee meetings held.	●	The Consultative Committee met six times in the 2020/2021 financial year. Due to staff utilising their Excess Leave during 2020/2021 financial year, at times it was difficult to obtain a quorum.

Provide effective compliance services including animal control, parking compliance, litter compliance, overgrown vegetation on privately owned land. Respond to stock complaints.

Code	Action	Measure	Status	Annual Comment
3.1.7.1	Undertake regular patrols of restricted parking areas and school zones.	Number of PINS per month. School zone patrols conducted daily during school terms.	●	School patrols are monitored through a reporting system and is discussed weekly in compliance meetings. Where needed, adjustments are made. School zone patrols are done predominately in afternoons on a risk based rotation during each day school is in attendance. Number of PINs issued over the 12 month period was 990.
3.1.7.2	Provide and maintain an effective companion animal program and facility.	Number of PINS per month. Number of rehomed companion animals per month. Number of stock complaints dealt with.	●	Annual focus was overall improvement of facility and service provided. Staff has been appointed to reflect the personnel structure which is an overall improvement and capital works completed successfully. Number of PINS issued for animal infringement, 10. Number of rehomed companion animals in year, 623. Number of stock complaints dealt with, 11 plus, 7 roosters and stock welfare matters.


Code	Action	Measure	Status	Annual Comment
3.1.7.3	Respond to litter complaints in a timely manner.	Number of inspections conducted per quarter.	●	In addition to a very good Customer Request Management (CRM) response rate Council also participated in Clean Up Australia Day with Council officers cleaning up areas on Scenic Hill. There were 76 complaints responded to regarding illegal dumping.
3.1.7.4	Maintain a seasonal program for compliance with overgrown vegetation.	Number of intention notices sent per quarter.	●	Council responded to all overgrown complaints received via CRM and notices were issued to land owners where applicable.
<i>Provide governance services to Council.</i>				
Code	Action	Measure	Status	Annual Comment
3.1.8.1	Review public policies as required.	Local policies reviewed by December 2022. Public policies reviewed at least once during Council term.	●	Council policies adopted include Keeping of Animals, Restricted Parking Enforcement, Water Supply and Charges, Code of Meeting Practice, Councillor Induction and Professional Development, Model Code of Conduct.
3.1.8.2	Provide administration support, Councillor information sessions and induction programs for 2021 Council Election.	Council election conducted in accordance with legislation. Councillor induction program delivered.	●	Councillors are provided with regular updates regarding available development programs and courses. Australian Local Government Women's Association (ALGWA) Forum held 15 May 2021. Councillor Candidate Information Session held via Zoom 3 June. NSW Electoral Commission webinars promoted on social media. Council website updated with information and links to websites. Non-residential roll applications advertised. Arrangements made for pre-poll location.
3.1.8.3	Coordinate production of Council's Business Papers, Minutes, Committee Agendas and Committee Minutes.	Agendas and Minutes prepared in accordance with Council policy and deadlines.	●	Council business papers and minutes produced in a timely manner. 23 Council Meetings and 89 formal Committee/Working Group meetings held this year.
3.1.8.4	Manage Council's Integrated Planning and Reporting Requirements.	IP&R undertaken within required time frames including Annual Report, Delivery Program reports, Quarterly reports, review of	●	Quarterly Performance Reports prepared and presented to Council as required. Six monthly progress reports presented to Council. Community consultation continuing for review of Community

Code	Action	Measure	Status	Annual Comment
		Delivery Program and Operational Plan. Review Community Strategic Plan by February 2021.		Strategic Plan. Preparations commenced for End of Term reporting. Delivery Program and Operational Plan, Long Term Financial Plan for 2021/22 prepared and adopted by Council 22 June 2021. Annual Report prepared and Minister notified in accordance with legislative requirements.
3.8.1.5	Coordinate Legal Services Panel in accordance with tender provisions.	Maintain Legal Services Panel.	●	Legal Services Panel details available to staff on the Extranet.
3.8.1.6	Develop induction and ongoing professional activities for Councillors in accordance with the Regulations.	Councillor training plans prepared.	●	Councillors provided with a list of upcoming online training and conferences. Induction program being developed for new Councillors following December 4 election. ALGWA Forum held 15 May. Candidate information session held via Zoom 3 June.
Ensure statutory reporting complies with legislative requirements.				
Code	Action	Measure	Status	Annual Comment
3.1.9.1	Ensure compliance with statutory requirements including Public Interest Disclosures, Management of Delegations, Disclosure of Councillors and Designated Persons Register.	Statutory tasks undertaken within guidelines and required time frames.	●	Public Interest Disclosures Annual Report submitted to Ombudsman and Office of Local Government (OLG) GIPA Annual report submitted to Information Commission. Delegations issued as required. Review of Delegations continuing. Annual disclosure forms issued to Councillors and Designated Persons. Conflicts of Interest Register maintained on a regular basis.
Facilitate the proactive public release of government information in accordance with legislative and organisational requirements.				
Code	Action	Measure	Status	Annual Comment
3.1.10.1	Respond to and assess GIPA applications in a timely manner. Review Information Guide annually.	Number of applications approved within timeframes.	●	Government Information Public Access (GIPA) Applications assessed and determined within required timeframes. Six formal GIPA Applications received and processed this year.

Provide efficient, accurate and compliant record management services to both internal and external customers of Council.

Code	Action	Measure	Status	Annual Comment
3.1.11.1	Ensure Council's compliance with record management standards and requirements by developing a Records Risk Register and Disaster Recovery Plan.	Completed by January 2021.	●	Records Risk Register and Disaster Recovery Plan developed and adopted.
3.1.11.2	Provide induction and refresher training in records management and continually promote best practice to all Council staff.	Number of induction sessions held and number of attendees Number of monthly refresher training sessions held and number of attendees Conduct daily data audit checks Monthly records management 'tips' emailed to all staff	●	Induction and refresher training in records management provided. Best practice is continually promoted to all Council staff. 36 records management induction sessions were held with new staff. Other sessions included: 2 refresher training and 20 advanced searching sessions.
3.1.11.3	Utilise electronic document management system to implement electronic record disposal strategy	Implement by end of January 2021.	●	Classification of legacy system records ongoing.
3.1.11.4	Undertake digitisation/archival/disposal of paper-based Council records.	Digitise Council Business papers by July 2020. Conduct archiving/digitisation/disposal of paper records stored in Information Management by January 2021.	●	Digitisation of property files trial ongoing. Complete inventory, classification and location mapping for historical records in basement 'Shiraz' room completed.
3.1.11.5	Maintain accurate Property and Name and Address data.	Completion of Rural Addressing Project by May 2020. Develop written procedures for administrative key tasks by January 2021.	●	Completed.
<i>Provide corporate property services to Council.</i>				
Code	Action	Measure	Status	Annual Comment
3.1.12.4	Coordinate preparation of Plans of Management for Council owned community land.	Priority Plans of Management completed.	●	Plans of Management 12 month preparation program achieved.

Provide reliable IT services within Council.

Code	Action	Measure	Status	Annual Comment
3.1.13.1	Review all software applications and other programs on an annual basis. Replacement of hardware as required.	PCs to maintain a turnover ratio of 5 years minimum. Annual upgrade of Authority completed. Report on other applications as renewed.		All hardware has been purchased and roll out will be completed by 30 August 2021.
3.1.13.2	Maintain support services to Council departments.	80% CRMs closed as per service standard.		76% of CRMs closed within service standard for the year. Service standard not met due to ongoing resourcing issues.

Prepare and Implement Strategic Planning Framework

Code	Action	Measure	Status	Annual Comment
3.1.15.1	Local Strategic Planning Statement Comprehensive DCP Local Environmental Plan	Strategy meets legislative requirements Plans and documents publicly notified and approved by Council.		Supply and Demand Land Study underway to inform the Griffith Local Environment Plan (GLEP) review. Health Precinct planning commenced. Lake Wyangan Masterplan completed for detailed engineering design and preparation of a Development Contribution Plan.

Review of Development Control Plans

Code	Action	Measure	Status	Annual Comment
3.1.16.1	Review and rewrite Council's Development Control Plans (DPCs)	Development Control Plans adopted by Council.		Council's Development Control Plans (DPCs) are currently under review.

Develop Local Strategic Planning Statements (LSPS)

Code	Action	Measure	Status	Annual Comment
3.1.17.1	Compile Local Strategic Planning Statements for Griffith.	Adoption of Local Strategic Planning Statements.		The Local Strategic Planning Statement approved by Council and operational.

Griffith Community Participation Plan

Code	Action	Measure	Status	Annual Comment
3.1.18.1	Compile a Community Participation Plan for Griffith.	Continued monitoring of practicalities of CPP.	●	Community Participation Plan for Griffith completed and monitored.

Ensure Council's financial sustainability through effective financial management that is transparent and accountable.

Adopt Delivery Program and Operational Plans (Budget) inclusive of 10 Year Long Term Financial Plan.

Code	Action	Measure	Status	Annual Comment
3.2.1.1	Meet annual statutory reporting requirements.	Adoption of annual financial statements within OLG guidelines. Adoption of annual operating budget by Council prior to 30 June. Adoption of quarterly operational review reports. Meet OLG financial sustainability ratios.	●	The 2020/21 annual financial statements are due to be lodged with the OLG by the reporting deadline of 31 October 2021. 2021/22 annual operating budget has been adopted by Council prior to 30 June 2021. Quarterly Reviews have been submitted to Council for adoption as required by the OLG for the 2020/21 Financial Year. OLG financial sustainability ratios have all been met at this point.

Provide managers with timely data of their current budget items.


Code	Action	Measure	Status	Annual Comment
3.2.2.1	Provide monthly report to responsible managers of year to date income and expenditure items.	Provide monthly financial reporting to responsible managers by the 15th of the following month, or as soon as practicable.	●	Monthly operating reports are distributed to managers to provide timely data of their current budgets.

love the lifestyle

Ensure Griffith is a great place to live

Enable accessible diversity in housing choice.

Monitor land availability (Residential, Commercial, Industrial, Recreational)

Code	Action	Measure	Status	Annual Comment
4.1.2.1	Compare actual land take up with projections in the Land Use Strategy during a five year review period.	At any period of time the amount of correctly zoned land available for development should out-perform the demand for such land.		This process will be finalised in the next financial year and 5 year reviews will continue as part of the 5 year Land Use Strategy review process.

Implement the Griffith Housing Strategy objectives where possible.


Code	Action	Measure	Status	Annual Comment
4.1.3.1	Foster partnerships with developers, community housing providers and levels of Government to increase housing stock and land availability in the LGA.	Number of new housing developments.		Partnership with Argyle Housing to supply housing 4 residential units in Wakaden Street and 20 town houses and 42 housing lots in Dave Taylor Park.

Griffith Affordable Housing Strategy.

Code	Action	Measure	Status	Annual Comment
4.1.4	Compile an Affordable Housing Strategy for Griffith.	Adoption of the Affordable Housing Strategy and implementation of recommendations.		The Housing Strategy was adopted by Council in 2019, with recommendations being implemented.

A shared responsibility for the safety of individuals and the community.

Identify and promote road safety projects relevant to Griffith Local Government Area.








Code	Action	Measure	Status	Annual Comment
4.2.1.1	Investigate strategies to resolve road safety issues.	Develop and implement a 3 year road safety action plan and report strategies to the Transport Committee by June 2019.		Crash data for the 5 year period ending June 2020 shows 5 persons were killed on the Griffith LGA's roads. When comparing the statistics recorded 10 years ago where 16 people were killed in the 5 year period (2006 - 2010) a downward trend in fatalities continues to be recorded. Similarly - serious injury crashes have also reduced slightly - notwithstanding there has been a 7.4% increase in population, a 6.8% increase in licence holders, a 14.0% increase in vehicle registrations, and, a doubling of the freight task in the LGA since 2015. Based on the outcomes of road safety studies, proactive road safety strategies focusing on a behavioural, engineering treatments and educational approach will continue to be implemented across the Griffith LGA with the view of maintaining a reduction in road trauma.

Improve public safety by provision of appropriate information signage in public areas.







Code	Action	Measure	Status	Annual Comment
4.2.2.1	Review and maintenance of "Signs as Remote Supervision" in public areas.	Reviews of signs to be undertaken and repairs made for damage or vandalism.		Signage installation and maintenance is ongoing to minimise public liability.

Investigate opportunities to fund and develop safer parks and streetscapes consistent with the Crime Prevention Strategy.

Code	Action	Measure	Status	Annual Comment
4.2.3.1	Install lighting and CCTV in designated areas.	Number of installations.		Council installed new lighting as part of Yambill Street Stage 2. Essential Energy completed a conversion to LED lights including the CBD which create a safer environment with better white light, rather than the old orange light which interfered with colour identification.

Code	Action	Measure	Status	Annual Comment
<i>Review of Crime Prevention Plan.</i>				
Code	Action	Measure	Status	Annual Comment
4.2.4.1	Review local Bureau of Crime Statistics and Research (BOCSAR) data and amend current Crime Prevention Plan.	Crime Prevention Plan reviewed annually.		Not completed due to staff shortages.
4.2.4.2	Work with agencies to create awareness and improve community safety.	Number of campaigns/meetings held.		Not commenced due to staff shortages.
<i>Deliver Food Inspections on food premises within the Griffith and surrounding LGA's as required under the NSW Food Act 2003.</i>				
Code	Action	Measure	Status	Annual Comment
4.2.5.1	Undertake Food Business Inspections within the Griffith LGA as required under the NSW Food Act 2003.	270 X Food Business Inspections Griffith LGA/ann.		Food Business Inspections were carried out within the Griffith LGA as required, with 97% target met.
4.2.5.2	Undertake Food Business Inspections within the Narrandera and Hay LGA's as required under the NSW Food Act 2003.	80 X Inspections Narrandera LGA/ann. 55 X Inspections Hay LGA/ann.		Hay LGA Food Business inspection regime followed. Narrandera no longer requires inspections by Griffith City Council.
4.2.5.3	Undertake Temporary Event Food inspections within the Griffith LGA.	30 X Inspections in Griffith LGA.		100% inspections where applicable undertaken as required.
4.2.5.4	Undertake Mobile Food Van inspections within the Griffith LGA.	40 X Inspections in Griffith LGA.		100% inspections where applicable Mobile Food Van inspections undertaken within the Griffith LGA.
<i>Deliver Arbovirus Surveillance Program as required by NSW Health.</i>				
Code	Action	Measure	Status	Annual Comment
4.2.6.1	Set and collect Mosquito traps weekly from 2 x sites surrounding Griffith during November to April.	2 X Mosquito Traps set, collected and collections freighted for analysis weekly between November		NSW Arbovirus and Mosquito Monitoring Program delivered within the Griffith Local Government Area. 36 separate mosquito trappings were undertaken.

Code	Action	Measure	Status	Annual Comment
4.2.6.2	Test Sentinel Flock of chickens weekly between November to April.	Sentinel Flock (15 chickens) tested weekly and samples sent for analysis weekly. (24 weeks/ann) (360 tests/ann).	●	Sentinel Flock of chickens testing completed in full as per measures. 210 Arbovirus detection samples extracted from a flock of 15 Sentinel Chickens (November – May) for Arbovirus detection.
Manage Risk Based Performance of Cooling Water Systems as required under the Public Health Regulation 2010.				
Code	Action	Measure	Status	Annual Comment
4.2.07.1	Urgently respond to notifications of high Legionella and HCC test results. Undertake audit of installation of UIN's on Cooling Water Systems. Take receipt of Risk Management Certificates for each Cooling Water System. Maintain UIN register.	Respond to all notifications of High Legionella and HCC (No. unknown). Audit 100 X UIN's. Take receipt of 25 X Risk Management Certificates. Maintain UIN Register for 100 + X Cooling Water Systems. Maintain all Cooling Water System Records Management.	●	Griffith City Council met its obligations under the Public Health Act 2010 and the Public Health Regulation 2012 in full in order to prevent Legionnaires Disease.
Deliver Public Swimming Pool inspections as required under the Public Health Act 2010.				
Code	Action	Measure	Status	Annual Comment
4.2.08.1	Undertake pool sampling of Public Swimming Pools and Spa Pools. Complete pool sampling of Hotel, Motel and Accommodation facilities. Undertake pool sampling of School Pools (Kalinda & GPSO). Undertake sampling of GCC's Splash Park.	35 X pool samples of Public Pools and Spas/ann. 10 X pool samples of Hotels, Motels and Accommodation facilities/ann. 15 X School pool samples /ann. 5 X GCC Splash Park samples/ann.	●	Annual pool sampling of Public Swimming Pools and Spa Pools regime carried out in full. 59 chemical and 40 microbiological water quality samples were taken and analysed from Griffith Public Pools, City Park Splash Pad and Motel pools operated for public use.
Deliver On-site Sewage Management inspections as required under NSW Local Government Act 1993 and POEO Act 1997.				
Code	Action	Measure	Status	Annual Comment
4.2.09.1	Undertake On-site Sewage Management inspections on both existing Septic and Aerated	30 X On-site Sewage Management inspections/ann. 30 X 'Approvals to Install issued/ann. 30X Approvals to	●	Pool sampling of Public Swimming Pools and Spa Pools regime carried out in full. 59 chemical and 40 microbiological water quality samples were taken and

Code	Action	Measure	Status	Annual Comment
	Water Treatment Systems (AWTS) as they arise. Issue 'Approvals to Operate'.	Operate' issued/ann. Respond to 5 X complaints/ann.		analysed from Griffith Public Pools, City Park Splash Pad and Motel pools operated for public use.
<i>Deliver Immunisation Clinics as supported by Griffith City Council and NSW Health.</i>				
Code	Action	Measure	Status	Annual Comment
4.2.10.1	Undertake monthly Early Childhood Immunisation Clinics for vaccination and prevention of childhood preventable diseases.	12 X Monthly Immunisation Clinics delivered/ann.		Clinics not provided by NSW Health since April 2020.
4.2.10.2	Deliver Annual Flu Vaccinations to all Council staff requesting vaccination.	160 X Annual Flu Vaccinations delivered to Council staff/ann.		The Annual Flu Vaccination ran over two half days on 20 and 21 April 2021. A total of 157 staff received the vaccination.
<i>Deliver Beauty and Skin Penetration Inspections within Griffith, Narrandera and Hay LGA's as required by NSW Health. (Hairdressers as required)</i>				
Code	Action	Measure	Status	Annual Comment
4.2.11.1	Undertake inspections of Griffith LGA Hairdresser, Beauty and Skin Penetration premises including equipment and facilities.	35 X Beauty and Skin Penetration premise inspections in Griffith LGA/ann. (Hairdresser Register X 20 maintained, inspections on complaint)		Full annual Griffith LGA Hairdresser, Beauty and Skin Penetration premises inspections carried out as per annual program.
4.2.11.2	Undertake inspections of Narrandera LGA Beauty and Skin Penetration premises including equipment and facilities. (Hairdressers as required)	10 X Beauty and Skin Penetration premise inspections in Narrandera LGA/ann.		Narrandera LGA inspections no longer required.
4.2.11.3	Undertake inspections of Hay LGA Beauty and Skin Penetration premises including equipment and facilities.	4 X Beauty and Skin Penetration premise inspections in Hay LGA/ann.		Annual inspection program followed.
<i>Deliver Mortuary Inspections as required by NSW Health.</i>				
Code	Action	Measure	Status	Annual Comment
4.2.12.1	Undertake inspections of Griffith LGA Mortuary premises including equipment and facilities.	4 X Mortuary inspections/ann. Griffith LGA.		Annual Griffith LGA Mortuary premise inspection regime followed in full with assistance from NSW Health Environmental Health Officer.

Code	Action	Measure	Status	Annual Comment
4.2.12.2	Undertake inspections of Hay LGA Mortuary premises including equipment and facilities.	1 X Mortuary inspection/ann. Hay LGA.	●	Annual inspection program followed in full with assistance from NSW Health Environmental Health Officer.

Deliver Lake Wyangan Water Quality Sampling as required by the Australian Recreational Water Guidelines and Murrumbidgee Regional Algal Coordinating Committee.

Code	Action	Measure	Status	Annual Comment
4.2.13.1	Undertake regular water samples of Lake Wyangan to determine lake water suitability for Recreational water use.	90 X water samples/ann. (Taken fortnightly between October-April). 30 X water samples (Taken Monthly between May-Sept). 10 X water samples (Taken weekly during 'Red Alerts').	●	Full annual water sampling of Lake Wyangan (North) undertaken for standard Environmental Health parameters by Principal Environmental Officer and Environmental Health Officers. Results posted to Council website when received.

Promote and celebrate our social and cultural diversity.

Prepare and implement Multicultural Engagement Strategy.

Code	Action	Measure	Status	Annual Comment
4.3.1.1	Work with the multicultural interagency network to prepare draft Multicultural Engagement Strategy (MES).	Number of consultations held.	⊘	Not commenced due to staff shortages.

Hold Citizenship Ceremonies as required.

Code	Action	Measure	Status	Annual Comment
4.3.2.1	Citizenship Ceremonies held as required.	Number of ceremonies held. Number of people receiving Citizenship.	●	Two Ceremonies held 2020-21 (impact of COVID-19 limiting ceremonies). 106 people received citizenship.

Promote various events to showcase Griffith's social and cultural diversity.

Code	Action	Measure	Status	Annual Comment
4.3.3.1	Raise awareness of key social and cultural events and festivals throughout the year. Support and provide opportunities for promotion of key events.	Number of events promoted.	●	The Tourism Team continue to raise awareness of key social and cultural events and festivals and support and provide opportunities for promotion of events.

Code	Action	Measure	Status	Annual Comment
				Our cultural diversity is a very unique selling point, identified by Destination Riverina Murray (DRM) and DNSW which has provided us with many media famils and marketing opportunities this year.

Organise Australia Day Ceremony.

Code	Action	Measure	Status	Annual Comment
4.3.4.1	Australia Day Ceremony held.	Number of nominations received.	●	Ceremony held 2021, with 13 nominations received over 6 categories.

Provide and promote accessibility to services and facilities.


Provide sufficient aquatic facilities to meet the demands of the community.

Code	Action	Measure	Status	Annual Comment
4.4.1.2	Complete construction of a 50 m pool.	Accredited competition standard 50 m outdoor pool plus associated filtration infrastructure delivered and officially opened.	●	Project delivered and final occupation certificate received. Pool officially opened February 2021.



Maintain the Griffith Regional Aquatic Leisure Centre (GRALC) in accordance with Asset Management Plans.

Code	Action	Measure	Status	Annual Comment
4.4.2.1	Provide a clean functional and well maintained aquatic facility available to the public.	Compliance with GRALC Maintenance Schedule.	●	Griffith Regional Aquatic Leisure Centre (GRALC) has operated, when allowed, throughout the year with minimal disruptions to users. Where disruptions have occurred it has normally been related to the repair or improvement of the facility including the installation of a new gas water heater that has led to greatly improved air temperatures and more consistent water temperatures during the colder months.


Provide a collection of library material, meeting community and industry standards.

Code	Action	Measure	Status	Annual Comment
4.4.3.1	Maintain a collection of library material in accordance with State Library guidelines.	Circulation per capita at a minimum of 3.5 times average for each resource. Track number of visits to WRL website - 48% stock less than five years old.		The Library continues to maintain a modern and diverse collection of resources for the community. The collection includes both physical (books, magazines, DVDs, audiobooks on CD, cake tins) and digital (eBooks, eAudiobooks and eMagazines) resources, for all interests and ages. The Western Riverina Libraries website provides access to the catalogue and member services, digital collections and databases, and information on Library programs. There were 18,619 Western Riverina Library (WRL) website visits.

Griffith City Library to facilitate digital inclusion in the community.

Code	Action	Measure	Status	Annual Comment
4.4.4.1	Provide digital education programs to the community.	Hardware asset less than 5 years old. Number of internet access bookings utilising WiFi and also public computers.		With the continuous growth of digital information and services, the Library supports equal access and participation through the provision of public computers and internet.
4.4.4.2	Provide reliable high speed internet and computer equipment.	Maintain ratio of 1 PC per 3,000 residents.		The Library has 16 computers available for public use, which exceeds targets in the provision of access to public computers.

Position the Griffith City Library as a community hub for learning, networking and leisure.

Code	Action	Measure	Status	Annual Comment
4.4.5.1	Provide a number of Library programs to all sectors of the community.	Provide a quarterly report on visitation per annum (minimum 5 visits per capita). Deliver a minimum of 20 programs annually reflecting the population demographic.		The impact of COVID-19 restrictions is most apparent in the reduced number of community programs the Library was able to offer, resulting in reduced visitors. Restrictions upon singing, social distancing and maximum capacity, saw an extended pause and or cancellation of a number of programs; including

Code	Action	Measure	Status	Annual Comment
4.4.5.2	Promote the Library facilities for optimum community use.	Report on number of participants in programs quarterly. Aim for 5% per annum increase year on year.	●	<p>Rhyme Time, a program that would traditionally attract up to 150 people per week.</p> <p>The Library's reduced ability to deliver programs naturally resulted in a drop to program participation. The Library introduced a number of services in an effort to maintain community engagement, such as take home craft and activity packs, online author talks, and the transformation of the Children's area into a cozy Christmas backdrop for free family photos.</p>
<i>Provide Library accommodation and ancillary services to community and industry standards.</i>				
Code	Action	Measure	Status	Annual Comment
4.4.6.1	Provide a clean, functional and well maintained library facility available to the public.	Compliance with Library Maintenance Schedule. Report quarterly.	●	Library maintenance focused largely on digital assets, including upgrades to public self-loan stations, building security and fire safety systems.
<i>Provide access to community services.</i>				
Code	Action	Measure	Status	Annual Comment
4.4.7.1	Maintain an up to date Community Directory.	Community Directory reviewed annually.	●	Updates made regularly as received by Community members.
4.4.7.2	Work with Inter agency Networks and other organisations on issues impacting the community.	Number of activities held and projects.	●	Council has committed to attending all interagency meetings, consulting with Non-Government Organisations (NGOs) and forming partnerships with as many agencies as possible. Advocate for Councillor representation on consortiums and Panels.

Plan for, develop and provide a suitable range of cultural and art facilities, engaging programs and diverse events.

Griffith Regional Theatre will deliver a diverse and engaging program of events that caters to the needs of the community.

Code	Action	Measure	Status	Annual Comment
4.5.1.1	Develop and deliver high quality, diverse entrepreneurial season that is inclusive of different age, cultural and interest groups in the community.	Deliver a minimum of 16 entrepreneurial shows per calendar year including a minimum of 3 seniors shows, 4 educational/family shows and a minimum of 1 show for the Culturally and Linguistically Diverse (CALD) community.	●	The Theatre delivered a full program of events however the COVID-19 pandemic caused disruption and cancellation of some events. The COVID-19 pandemic impacted the delivery of certain Theatre events. There were 73 shows presented.
4.5.1.2	Deliver biannual community music production.	Produce and deliver Community Production every 2 years.	⊘	No community production was scheduled for the 2020-21 year. Planning for the 2021-22 year production may be impacted by COVID-19 and may be deferred until a later year due to the risk and uncertainty around the planning of such a significant production.
4.5.1.3	Deliver annual Theatre Workshops for young people.	Number of Workshops held and number of attendees.	●	All planned Theatre workshops were delivered during the year. There were 29 senior drama troupe sessions held, with 252 visits. Junior theatre troupe took place 22 times, 154 visits. There was also a stand-alone film-making workshop that had 16 visits.
4.5.1.4	Marketing strategy developed, reviewed and implemented annually.	Increase audience by 5 - 10 %, increase up take of memberships and subscriptions by 3 - 5% annually.	●	The COVID-19 pandemic had a significant impact on delivering the entire strategy. Shows and events were delivered as planned except when the pandemic caused the cancellation of shows. 1,163 people attended Council-led events.

Provide a well maintained Theatre facility for the public and performers, meeting community and industry standards.

Code	Action	Measure	Status	Annual Comment
4.5.2.1	Provide a clean functional and well maintained Theatre facility available to the public.	Compliance with Theatre Maintenance Schedule.	●	The Theatre facility continues to be maintained and presented in a highly professional manner with no areas of concern raised within the community or performers during the year. The newly upgraded facilities have been warmly welcomed and provide a

Code	Action	Measure	Status	Annual Comment
4.5.2.2	Ensure technological facilities are maintained and upgraded to meet current industry standards.	Technology updated as per budget allocation. Annual review against current industry standards.	●	Along with the upgrades to amenities and change rooms, there has also been the installation of new acoustic panelling in the auditorium and the replacement of the PA System is occurring early in the 2021/22 year therefore this demonstrates that the technological facilities are also being replaced as required in order to continue to meet current industry standards.
<i>Investigate opportunities for sponsorship for the Griffith Regional Theatre.</i>				
Code	Action	Measure	Status	Annual Comment
4.5.3.1	Develop an annual sponsorship strategy for Griffith Regional Theatre.	Number of sponsors engaged with the Theatre.	●	Current sponsors include Griffith City Volkswagen, Calabria Wines, Limone and Hunt and Hunt Lawyers.
<i>The Griffith Regional Art Gallery will develop and deliver a diverse and engaging program of cultural activities.</i>				
Code	Action	Measure	Status	Annual Comment
4.5.4.1	Develop and deliver annual exhibition program that includes quality touring and locally sourced solo and group exhibitions.	Minimum of 8 exhibitions per year including a minimum of 2 touring exhibitions and a minimum of 2 exhibitions by local artists.	●	The Regional Art Gallery delivered a quality program during the year, highlighted by several outstanding exhibitions, notably the Archibald Prize exhibition came during the latter part of the year. COVID-19 certainly had some impact on the numbers of patrons and certain exhibitions however, an excellent range of events and exhibitions was held during the year. Nine (9) exhibitions were held.
4.5.4.2	Deliver a minimum of 6 Artspace exhibitions per year including works by local artists and displays of interest to the local community.	Minimum of 6 exhibitions per year including minimum of 3 exhibitions by local artists.	●	The impacts of the COVID-19 pandemic meant there were 4 Artspace exhibitions held.
4.5.4.3	Develop and review the annual marketing strategy for the Art Gallery.	Increase community engagement by 5 - 10%.	●	Methods to increase community engagement continue to be explored. 5,683 patrons visited the Art Gallery.

Code	Action	Measure	Status	Annual Comment
4.5.4.4	Develop and deliver high quality, diverse schedule of public programs that caters to the needs of different age, cultural and interest groups.	Minimum of 8 public programs delivered annually including a minimum of 2 school holiday programs, minimum of 3 educational programs and a minimum of 2 Master Classes.	●	A full program within the issues caused by COVID-19 was delivered throughout the year.
<i>Provide a well maintained Art Gallery facility for the public and performers meeting community and industry standards.</i>				
Code	Action	Measure	Status	Annual Comment
4.5.5.1	Provide a clean functional and well maintained Art Gallery facility available to the public.	Compliance with Art Gallery Maintenance Schedule.	●	The Art Gallery was presented in a professional and well maintained manner during the year. The facility does have some space issues such as unloading facilities when striving to accommodate large scale exhibitions such as the Archibald Prize.
<i>Develop and manage regional museum collections of historic and social significance to Griffith region and communities.</i>				
Code	Action	Measure	Status	Annual Comment
4.5.6.1	Review and upgrade museum policies and procedures to establish a sound basis for development of the collections including acquisitions and deaccession policies.	Acquisition and De-Accession Policies upgraded or developed by 30 June 2020.	●	Work continues on the acquisition policy in line with the new Strategic Plan.
4.5.6.2	Make recommendations for acquisitions and deaccession of collections in accordance with Strategic Plan and budget requirements. Review collections acquisitions and deaccessions annually.	Exhibits and materials are acquired or deaccessioned in accordance with relevant policies. Reviewed by 30 June annually.	●	All collections continue to be reviewed in accordance with budget and Strategic Plan.
4.5.6.3	Utilise collections software to ensure all exhibits are accurately recorded and appropriately documented.	Collections Management Software is installed and operational by 30 September 2020.	●	Progressing. Collections software has been installed and all records have now been transported into the new system. Work is ongoing on identifying fields and information for maintaining and accessing records.
4.5.6.4	Conduct an assessment of current state of Museum buildings to identify conservation needs and develop	Asset Maintenance and Restoration Plan completed by 30 June 2020.	●	Ongoing.

Code	Action	Measure	Status	Annual Comment
Asset Maintenance and Restoration Plan according to priority.				
4.5.6.5	Conduct an assessment of collections assets to identify conservation needs, and develop program of conservation based on priority. Progress reviewed annually.	Conservation Plan completed for one element of each collection each year. Review 30 June annually.	●	Progressing. Will require input from the new volunteer group as well to ensure priorities are agreed for progression.
4.5.6.6	Arrange and carry out routine and detailed conversation activities to preserve the collections in accordance with Asset Restoration Plan and budget requirements. Review of maintenance annually.	Compliance with asset Restoration Plan. Review by 30 June annually.	●	Progressing.
4.5.6.7	Develop an annual program of exhibition displays, curatorial talks and activities to present the collections in a vibrant and engaging manner.	Two new exhibition displays, 4 curatorial talks, and 3 public programs completed each year.	●	The annual program of exhibition displays, curatorial talks and activities was completed successfully for the year. The COVID-19 pandemic did cause some disruption and the annual action day had to be cancelled due to crowds not being allowed on that scale however this was partly offset by the 50 year celebration activities.
4.5.6.8	Utilise collections management software to ensure all exhibits are accurately recorded and appropriately documented.	Collections Catalogue reviewed annually.	●	Existing records have been transferred into the new collections management software.
<i>Develop and manage Pioneer Park as a centre for community and cultural engagement.</i>				
Code	Action	Measure	Status	Annual Comment
4.5.7.1	Develop an annual program of social and cultural activities and events at Griffith Pioneer Park Museum to attract and engage a more diverse local demographic.	Two community cultural events held each year. Increase diversity in annual usage by local community by 3%.	●	Program developed to increase diversity in annual usage by locals.
4.5.7.2	Identify opportunities and develop resources to engage schools and community organisations in interactive learning experiences.	Increase visitation by local and regional school groups by 10%.	●	The opening of the Todd Building and the Post Office Exhibition are providing impetus for additional visitation. The screening of the projections on the water reservoir was also featured during the year and proved popular. 4,899 tourists were welcomed through

Code	Action	Measure	Status	Annual Comment
				the doors for the year, a 41% increase from the previous year.

Develop and manage Griffith Pioneer Park and Regional Museum as function and event venues.

Code	Action	Measure	Status	Annual Comment
4.5.9.1	Develop facilities and resources to enhance Pioneer Park as a venue for hire and promote it to organisations, businesses and community groups.	Increase hire of facilities by 3%.	●	Progressing however, hire of the venue has been reduced due to COVID-19 which has reduced the number of people able to attend events.
4.5.9.2	Identify opportunities for funding or in-kind assistance to enhance the quality and amenity of facilities for events and functions.	Funding or in-kind assistance secured to upgrade venue facilities.	●	This is an ongoing requirement however, Council successfully secured approximately \$185,000 to properly install a new sewer connection to the Pioneer Park Museum toilets and those of the caretaker's cottage which will benefit the overall amenity at the Park.

Develop and new Strategic Plan incorporating concept for Museum Master Plan for Griffith Pioneer Park Museum.


Code	Action	Measure	Status	Annual Comment
4.5.10.1	Engage a consultant to undertake strategic/master planning process for Griffith Pioneer Park Museum in consultation with stakeholders including GPPM Working Group, Cultural Facilities Committee and Council.	New 5 year Strategic Plan and Master Plan completed by 30 June 2020.	●	The Pioneer Park Museum Strategic Plan has been completed however, with a potential new Committee to be formed, there may be a requirement to amend this Plan to incorporate the ideas and requirements of this group.

Encourage a socially inclusive community that cares for all age groups and genders, people of different abilities, disadvantaged or minority groups.


Prepare the Disability Inclusion and Access Plan (DIAP) and implement recommendations.

Code	Action	Measure	Status	Annual Comment
4.6.1.1	Prepare draft, place on exhibition and endorse DIAP.	DIAP endorsed reviewed and updated annually.	●	Revised draft completed for Council endorsement before 2022 due date for completion.

Prepare Youth Engagement Strategy and implement recommendations.

Code	Action	Measure	Status	Annual Comment
4.6.2.1	Consult with young people to inform the Youth Engagement Strategy (YES) and commence preparation of the Youth Engagement Strategy. Prepare draft YES, place on public exhibition and endorse.	Number of young people participating in Youth Committees and or the number of meetings held and YES endorsed.		Youth Interagency Group recommenced meeting. Two grant applications successful for Youth Week events in April. Three Youth Committee meetings were held. Council commenced partnerships with headspace, Griffith Aboriginal Medical Service (GAMS) and PCYC to deliver Youth Week activities.

Engage with young people and liaise with local agencies and user groups.

Code	Action	Measure	Status	Annual Comment
4.6.3.1	Promote and facilitate Youth Week and other events in partnership with Agencies to deliver programs and activities.	Number of youth activities held in partnership with Council. Number of young people involved in organising events.		Youth Interagency Group recommenced meeting. Two grant applications successful for Youth Week events in April. A pop-up Youth Tent initiated by Griffith Aboriginal Medical Service Youth Team and supplied by Griffith City Council. A video survey planned with Murrumbidgee Regional High School students to find relevant activities to involve local youth in future events.

Develop Ageing Strategy.


Code	Action	Measure	Status	Annual Comment
4.6.4.1	Consult with stakeholders and form a working group to develop an ageing strategy.	Number of consultations/meetings held.		Not scheduled or funded.

Maintain the Citrus Sculptures (Spring Fest) as one of Griffith's greatest community events.

Code	Action	Measure	Status	Annual Comment
4.6.5.1	Create opportunities for community involvement. Encourage and grow the number of community participants.	Maintain at least 70 sculptures. Measure increase of Facebook hits and reach and capture the diverse range of Griffith and number of volunteers engaged.		There were no Citrus Sculptures in 2020 due to the COVID-19 Pandemic. Planning commenced for the 2021 display however it too was cancelled due to COVID-19 restrictions. Visit Griffith Facebook: Followers - 8,471, a 12% increase on previous year. Reach - 221,631 - 145% increase on previous year

Code	Action	Measure	Status	Annual Comment
				Visit Griffith Instagram: Followers - 2,809 (unable to access previous year). Reach - 16,403 - 8% increase on previous year. Visit Griffith Website: Users - 43,506 - 40% increase on previous year. Page views - 117,211 - 32% increase on previous year

Promote Local Government and Griffith City Council through the organisation and coordination of Local Government Week activities.

Code	Action	Measure	Status	Annual Comment
4.6.6.1	Provide suitable activities to promote Local Government Week and increase the public's awareness of Local Government objectives and services.	Number of events held over Local Government Week.		Local Government Week activities modified to comply with COVID-19 restrictions in July/August 2020. Promoted Local Government Week and staff profiles on social media. Council Cafe held at Griffith Central, Banna Avenue Kiosk, Library, Riverina Field Days. Resource packs presented to all local schools. Volunteers and Committee members provided with vouchers and thank you letter. Student Leaders presentation held in Memorial Park in April. School visit to Council Chambers from Griffith East Public School over two days in June.

Promote reconciliation and embrace our Wiradjuri heritage and culture.

Aboriginal Community Engagement Protocol to be endorsed and implemented by Council.

Code	Action	Measure	Status	Annual Comment
4.7.1.1	Implement recommendations from Aboriginal Community Engagement Protocol.	Report on progress to Communities Committee.		Review not completed due to staff shortages.

Prepare Aboriginal Reconciliation Plan and implement recommendations.

Code	Action	Measure	Status	Annual Comment
4.7.2.1	Form Elders group and work with Community Working Group to inform the Aboriginal Reconciliation Plan.	Report on progress to Reconciliation Australia and		Review of Reconciliation Action Plan not completed due to staffing issues.

Code	Action	Measure	Status	Annual Comment
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4.7.2.2	Consult, and or partner with the local Aboriginal Community Working Party (CWP).	number of recommendations implemented.		
		Number of meetings held and number of events held in partnership.	<div></div>	Meeting held in this financial year.

Promote a healthy and active lifestyle

Develop partnerships to improve local access to health, mental health and allied health services.

Lobby State Government to commit funding in forward estimates for renewal of Griffith Base Hospital.

Code	Action	Measure	Status	Annual Comment
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5.1.1.1	Monitor construction of new Base Hospital.	Council participation with Griffith Base Hospital Development Advisory Committee.	<div></div>	Non-clinical services building under construction and due for completion early 2022. Total Base Hospital Project scheduled for completion 2025.
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Build a community which promotes, facilitates and supports an active and healthy lifestyle for all.

Maintain and renew playgrounds in accordance with the Playground Strategy.

Code	Action	Measure	Status	Annual Comment
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5.2.1.1	Manage and maintain playgrounds in accordance with the Playground Strategy.	Playground safety inspections carried out as per the schedule.	<div></div>	The upgrade of Henderson Oval playground has now been completed along with replacement of several playground structures at City Park due to routine wear of the equipment.
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Maintain Council's parks and reserves in accordance with Playground Strategy.

Code	Action	Measure	Status	Annual Comment
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5.2.2.1	Manage and maintain parks and reserves to the level of service.	Parks and reserves maintained within allocated budget.	<div></div>	Parks and reserves are kept to a high standard by utilising resources efficiently.
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Promote healthy lifestyle programs to the community.

Code	Action	Measure	Status	Annual Comment
5.2.3.1	Collaborate with Murrumbidgee Local Health District (MLHD) to promote the Make Healthy Normal campaign.	Make Healthy Normal campaign promoted on Council's web page. Number of initiatives promoted.	●	An active relationship with Murrumbidgee Local Health District (MLHD) media team is being maintained and any campaigns and initiatives are promoted via social media and the website.

Continue to build strong networks with sporting bodies.

Code	Action	Measure	Status	Annual Comment
5.2.4.1	Support local sporting organisations to host major meets in Griffith. Support and provide opportunities to host and promote sporting events.	Number of regional or state sporting events per year.	●	New facilities have started to be completed in Griffith and discussions have been had with Sports Marketing Australia to bring new and larger events to Griffith in the future. A number of events were cancelled throughout the year due to COVID-19 with some still not being rescheduled due to further changes in restrictions. A total of 10,000 people visited the stadium.

Plan for and provide sporting and recreational facilities to encourage an active lifestyle and wellbeing.


Maintain all Council's sporting ovals.

Code	Action	Measure	Status	Annual Comment
5.3.1.1	Manage and maintain Council's sporting ovals to the level of service.	Sporting ovals maintained within allocated budget.	●	Commencement of the upgrade to the Westend Sports Complex has commenced. The construction of a new amenities building at Jubilee Oval will be completed in Q1 2021-2022. Both Hockey and Little Athletics have temporarily been relocated to other ovals until the Westend upgrade is completed.

Implement capital upgrades to sporting and recreational facilities as funding becomes available through grants or otherwise.

Code	Action	Measure	Status	Annual Comment
5.3.2.1	Seek grant funding for capital upgrades on sporting and recreational facilities.	Number of successful grants.	●	Westend Oval and Jubilee Oval are currently being upgraded with assistance from capital funding.

Griffith Regional Aquatic Leisure Centre (GRALC) to provide a range of services for the improved health, well-being and lifestyle of the community.

Code	Action	Measure	Status	Annual Comment
5.3.3.1	Provide a high standard of services and programs in the following areas: general swimming, swimming carnivals, swim school, gymnasium classes and programs, creche, swim squad, kiosk, gymnasium access.	Aquatic Centre is open a minimum of 4,200 hours per annum. Increase attendances by 5% year on year.		All services and programs including Aerobics, Aquaerobics, Gym, Learn To Swim, Recreational Swimming, Crèche, Kiosk, Personal Training and Merchandise and swimwear sales have operated throughout the year despite changes forced by and when allowed by the Public Health restrictions. Staff have responded quickly and with public health at the forefront of any decision making when restrictions have changed. The total number of people attending the centre was 130,000.

Griffith Stadium to provide a range of services for the improved health, well-being and lifestyle of the community.

Code	Action	Measure	Status	Annual Comment
5.3.4.1	Provide a clean, functional facility, available to the community.	Increased utilisation of the Stadium. Compliance with Stadium Maintenance Schedule.		Westend Stadium continues to be presented in a clean, hygienic and functional manner for the community to use.
5.3.4.2	Construction of new 5 court stadium, 7 netball courts, synthetic athletics track and artificial track and artificial turf hockey pitch.	New amenities constructed by April 2022.		The new Westend Oval sporting facilities project is underway with key consultancies procured in 2019 and 2020. Project Management, Design and civil engineering services have been procured and a construction tender was called in November 2020 with an appointment of a contractor completed in Mar/Apr 2021. Construction commenced in June 2021. Construction will be undertaken throughout the remainder of 2021 for completion in Q2 2022.

Prepare a Master Plan for Olympic Street.

Code	Action	Measure	Status	Annual Comment
5.3.6.1	Incorporate new Community Centre and Skate Park.	Master Plan delivered.		The new Community Centre is currently under construction as well as the new car park west of the proposed Centre to service both the Community Centre and the new Skate Park and proposed Pump Track. Proposed completion date of the Centre is August 2021. The Olympic Street master plan for the Youth Precinct is currently in draft form. Council also received funding for the Pump Track in the Youth Precinct which will be constructed 2021/2022.

Develop and keep current Master Plan for the 50 m Pool.

Code	Action	Measure	Status	Annual Comment
5.3.7.1	Griffith Regional Aquatic Leisure Centre undertake public consultation.	Specifications finalised.		Completed.

Collaborate with Council staff to ensure recreational, road cycling and walking trails are incorporated in planning in and across the LGA, for locals and the visitor economy.

Code	Action	Measure	Status	Annual Comment
5.3.8.1	Meet regularly with planning and engineering staff to incorporate pedestrian and cycling recreation in future planning.	Regular meetings held.		Ongoing process. Involved in monthly Engineering coordination meetings.

Deliver Urban Design Projects.

Code	Action	Measure	Status	Annual Comment
5.3.9.1	Scope, design and plan projects of city significance.	Number of projects delivered.		The Urban Design team constantly scoped, planned and designed projects of significance for the City of Griffith in over the 2020/21 year. A total of 38 projects were delivered. Current projects include the upgrade of Yambil Street, the community stage in Community Gardens, the new Community Centre, Jubilee Oval, the proposed Pump Track and revising the draft Entrance Strategy. Henderson Oval has been


Code	Action	Measure	Status	Annual Comment
				completed. Wood Park Playground and shelter will be completed in 2021/2022.

growing our city


Encourage our local economy to grow

Encourage and support the establishment of new and diversified industries and businesses.

Attract and host trade delegations to further promote business opportunities within the region.

Code	Action	Measure	Status	Annual Comment
6.1.1.1	Develop and promote the Business Prospectus to attract new investment in the region.	Number of trade delegations to Griffith. Number of meetings held. Prepare new business prospectus.		New Prospectus to be prepared in 2021/22. Meetings with NSW Trade and Investment representative held quarterly. No trade delegations due to COVID-19 restrictions however, a series of webinars were held. Met regularly with RDA and Department of Regional NSW.

Liaise with agencies to develop resources and training programs to assist small business to establish in the area.


Code	Action	Measure	Status	Annual Comment
6.1.2.1	Utilise ABR data to determine newly registered ABN holders and send out invitations to come to Council for assistance. Attend regular meetings with business startups providing them with advice, information and useful contacts to further their business plan.	Number of meetings held.		Meetings held to establish site and information to local IT parties regarding Data Warehouse Project. Meetings held with Quest, TfNSW regarding Railway upgrade. Meetings held with State and Federal stakeholders. Meeting with Business Connect held. Seasonal Worker Program at Griffith Community Forum.

Profile Griffith as a vibrant, contemporary regional hub, a great place to do business.

Code	Action	Measure	Status	Annual Comment
6.1.5.1	Continue to build strong business relationships and networks. Attend business events/breakfasts and facilitate meetings. Develop and promote the Griffith Business Prospectus.	Number of Business Prospectus copies distributed.		The Business Prospectus is available on Council's website and is distributed via email on request, with copies also made available at meetings and forums.

Promote opportunities to assist existing businesses to grow.

Partner, sponsor and promote professional development for local businesses.

Code	Action	Measure	Status	Annual Comment
6.2.1.1	Partner with stakeholders to run events for local businesses including Griffith Women in Business, Griffith Business Chamber and Griffith Young Professionals.	Number of events per year.		Attended skills shortage presentation hosted by Griffith Business Chamber. Secretarial services and event support provided to Griffith Women in Business (limited events due to COVID-19). Supported Griffith Women in Business Mentorship Program.

Participate in the Small Business Friendly Councils Program and implement initiatives to promote the region as a place to do business.

Code	Action	Measure	Status	Annual Comment
6.2.3.1	Continue to promote the Easy to do Business Program.	Number of new businesses signed up to Easy to do Business Program.		Assisted local businesses with Service NSW COVID-19 Support. Service NSW has changed this program to Service NSW for Business. A new partnership agreement with Council will be adopted in October 2021.
6.2.3.2	Griffith Now Hiring program to attract skilled workers.	Number of skilled workers attracted to the region.		New Griffith Now Hiring website job listing is receiving up to 500 website visits weekly.

Plan strategically and consider land use management to encourage investment in the region.

Implement best practice development guidelines.

Code	Action	Measure	Status	Annual Comment
6.3.1.1	Comprehensive DCP prepared.	Development Control Plan (DPC) adopted.		Completed.


Lake Wyangan Masterplan

Code	Action	Measure	Status	Annual Comment
6.3.2.1	Master Plan Lake Wyangan.	Adoption of Layout Plan for a fully covered recreational area, Potable Water Reticulated Master Plan,		Adopted by Council February 2021. Contribution plans still to be finalised.

Code	Action	Measure	Status	Annual Comment
		Sewerage Reticulation Master Plan and Drainage Master Plan.		

Promote and support diverse agricultural industries and encourage 'best practice'.

Communicate Griffith as a progressive agricultural region.

Code	Action	Measure	Status	Annual Comment
6.4.1.1	Promote Griffith as the agricultural powerhouse of the Riverina, share good news stories across social platforms and profile in regional editorial. Source opportunities for new promotion and share good news stories across all platforms.	Number of media releases and number of media inclusions (TV, Radio, Print)		A great deal has been achieved in this space this year, especially as a result of the adoption of the Destination Tourism Plan 2021-2024 in February. In-line with our Visit Griffith branding Griffith is promoted throughout all media channels as the agricultural powerhouse that it is. 'Meet the Local' video series was launched in February. This series celebrates the people, places and industries that make Griffith so unique. All campaigns, initiatives are shared via Tourism Reports, e-news, social media and you tube and good news stories are distributed nationally through DRM, DNSW, Tourism Australia via media releases. There were 18 media releases distributed.

Promote Griffith as a desirable visitor and tourism destination.

Implement Griffith Marketing Plan 2021-2024 in line with Destination Tourism Plan.

Code	Action	Measure	Status	Annual Comment
6.5.2.1	Consistently implement and refer to the Marketing Plan working towards the goals and objectives identified in the Marketing Plan.	Number of objectives identified in Marketing Plan met.		Visit Griffith style guide completed and implemented in all marketing collateral. The need for a Marketing Plan was identified in our DTP, scheduled to commence Sep 2021 once Brand Griffith is established. Funding for new Visit Griffith website has been confirmed which will be a much needed asset in this space.

Grow major events and festivals.

Code	Action	Measure	Status	Annual Comment
6.5.3.1	Implement marketing campaigns for Griffith Spring Fest, Griffith Easter Party and Taste of Italy Griffith. Produce relevant collateral and arrange media opportunities accordingly.	Number of media inclusions (TV, radio and print) achieved.	●	All event and festival campaigns promoting Griffith as a desirable visitor tourism destination implemented. All marketing campaign, collateral and media opportunities arranged and rolled out accordingly: Griffith Easter Party completed in April. Street Scapes Griffith completed in May added to program. Taste of Italy Griffith prepared in June, but cancelled due to COVID-19. Spring Fest 2021 also cancelled.
6.5.3.2	Source opportunities for new, unique events and festivals. Working with tourism stakeholders and organisations.	Number of new events added.	●	A Taste of Italy Griffith was cancelled in 2020 due to COVID-19. Griffith Easter Party 2021 was delivered successfully in 2021. Griffith Spring Fest was cancelled in 2020, however an online festival was conducted with significant traction from local and out of town people. Street Scapes was introduced in 2021 and successfully delivered. Griffith is increasingly becoming a desirable location for events and the Events Coordinator continues to action enquiries about bringing events to Griffith when COVID-19 permits.

Increase Griffith's digital presence.

Code	Action	Measure	Status	Annual Comment
6.5.4.1	Continually maintain significant digital platforms. Encourage feedback via digital platforms such as TripAdvisor, Google and Facebook. Facilitate listings of tourism stakeholders on digital databases such as ATDW and Visit Griffith website.	<p>Increase in TripAdvisor and Google comments/reviews and record in the Tourism monthly report.</p> <p>Engagement and reach achieved. Website hits, Facebook likes, and number of Instagram followers. Number of stakeholders listed.</p>	●	Griffith Tourism continues to maintain significant digital platforms, encouraging feedback via digital platforms such as TripAdvisor, Google and Facebook. Listings of tourism stakeholders on digital databases such as Australian Tourism Data Warehouse (ATDW) and Visit Griffith website is facilitated. Funds have been secured for a new website, so Griffith Tourism will be able to design, update and maintain the new Visit Griffith website, making it a more user friendly tourism space/platform.

Code	Action	Measure	Status	Annual Comment
<i>Grow the conference and business event market.</i>				
Code	Action	Measure	Status	Annual Comment
6.5.5.1	Identify gaps and build relationships with suppliers and facilitators. Encourage local event suppliers to establish profiles on relevant digital platforms. Proactively engage with potential business event organisers.	Number of conferences booked/arranged by VIC and Conference Guide provided.	●	COVID-19 saw many business events cancelled during the year however, a successful grant collaboration with Destination Riverina Murray to boost business events in the Griffith region will help promote Griffith as a business event destination in the future.
<i>Develop a new Visitor Guide and Ambassador Program.</i>				
Code	Action	Measure	Status	Annual Comment
6.5.7.1	Develop a prospectus and encourage Ambassador support.	Complete and distribute guide every 2 years.	●	Completed ambassador program for 2020-2021 with over 70 tourism ambassadors in the program. In the initial stages of developing new prospectus for 2022-2023 and more opportunities for ambassadors.
<i>Develop and manage Pioneer Park as a significant tourism attraction for the region.</i>				
Code	Action	Measure	Status	Annual Comment
6.5.8.1	Develop an annual program of activities and events at Pioneer Park to attract and engage a diverse demographic with facilities and collections.	Two large events and 4 smaller community engagement activities conducted each year.	●	Program developed and where COVID-19 allowed, activities were conducted.
6.5.8.2	Identify key aspects of the collections and facilities and develop ways to promote these as featured tourist attractions.	One aspect of collection identified and new promotional materials developed and circulated per year.	●	Ongoing. Todd Building Exhibition completed and new materials developed for this exhibition. Post Office exhibition work is ongoing and will be a further working exhibition to display and promote.
6.5.8.3	Develop an annual marketing plan to promote the facility and actively engage with potential visitors.	Increase annual visitation by 3 - 5 %.	●	2021-21 was a difficult year as a result of COVID-19 and the impacts that this had on Griffith. The Pioneer Park Museum volunteers have prepared a proposal

Code	Action	Measure	Status	Annual Comment
<p>for Council consideration in relation to the future management at the Museum which will be reported to Council for further consideration. A total of 4899 tourists were welcomed through the doors for the year and with consideration given the ongoing COVID-19 pandemic the annual tourism result is pleasing with a 41% increase from the previous year.</p>				
6.5.8.4	Develop a range of educational and promotional resources, including digital resources, to promote the facility and actively engage with potential visitors.	Increase public engagement with Pioneer Park Museum social media by 5 -10%	●	Social media engagement increased by 25%.
6.5.8.5	Improve interpretive and directional signage within Griffith Pioneer Park Museum.	New directional signage installed by June 2021.	●	Completed.
Work with new tourism related industries and build relationships.				
Code	Action	Measure	Status	Annual Comment
6.5.9.1	Build new industries into Griffith tourism product offering and ensure new industries and products are built into itineraries (both independent and groups).	Number of itineraries provided.	●	<p>There were 30 itineraries provided in the last financial year. A difficult first half of the year in terms of product development and itineraries, as a result of the restrictions imposed by COVID-19 pandemic. However, it was good to see the diversification and innovation of existing tourism businesses/offers adjusting to restrictions. Hosting the Destination Inspiration event alongside Destination Riverina Murray in Q3 was beneficial in inspiring potential new tourism products, resulting in improved communication and requests for information from potential new or growing tourism operators. Group itinerary management has been constant, with all itineraries cancelled in the first half of the reporting period. Interest/request for itineraries increased in Q3. Staff famils to surrounding regions has assisted in creating new itineraries for returning groups and provided an opportunity for additional offerings to upsell the region to new enquiries.</p>

Encourage a skilled workforce with employment opportunities

Increase the range of opportunities to work locally.


Identify opportunities for Council traineeships and work experience programs.

Code	Action	Measure	Status	Annual Comment
7.1.1.1	Identify opportunities within organisation structure for potential traineeships.	Number of trainees and apprentices employed.		Currently there are 4 Trainee Civil Engineers, 1 Trainee Building Inspector, 3 School Based Trainees and 2 staff completing their plumbing qualifications. Employees are also encouraged to access Tertiary Education policy to build their skill levels.

Attract new residents and skilled workers to the region to fill job vacancies.


Code	Action	Measure	Status	Annual Comment
7.1.2.1	Griffith Now Hiring program to attract skilled workers.	Number of Griffith Now Hiring Newsletter subscribers.		Griffith Now Hiring received 4,000 weekly YouTube ad views, 8,500 weekly Google ad impressions, 450 weekly Website clicks, 2,604 Facebook followers and 640 newsletter subscribers.

Work with agencies including the RDA Riverina and Griffith Business Chamber to increase the range of opportunities to work locally.

Code	Action	Measure	Status	Annual Comment
7.1.3.1	Regular meetings held with agencies to increase opportunities to work locally including the Grow our Own Committee.	3 meetings per year per agency.		Regular meetings held with RDA - Grow Our Own program.

Develop partnerships to build on quality education and training opportunities.


Support local providers of educational and skills programs.


Code	Action	Measure	Status	Annual Comment
7.2.1.1	Educate and support the future growth of local businesses by assisting local businesses with inquiries and information required. Distribute monthly business newsletter promoting business news, events and grants.	Number of newsletters mailed out.		Six Evolve newsletters distributed.

Code	Action	Measure	Status	Annual Comment
7.2.2.1	Provide ongoing advocacy support to existing organisations delivering services locally.	Promote Country Universities Centre.		Collaborated with Grow Our Own in Youth Week event. Promoted Country Universities Centre in news and socials.

Advocate for safe work practices and employment standards.

Provide a compliant Work Health Management system to meet legislative and organisational requirements.

Code	Action	Measure	Status	Annual Comment
7.3.1.1	Undertake review of WHS policies.	WHS policies reviewed. RTW Program reviewed annually.		Council's Work Health Safety procedures are constantly reviewed in line with relevant changes to the legislation. The HR & Risk team have developed six new procedures specifically for COVID-19 and a further eight new procedures to ensure workers at Griffith City Council are safe. New specific Work Health Safety Key Performance Indicator targets have been developed for Council employees and a new procedure has been implemented for the management of Council's Contractors. The HR & Risk team assisted departments with the implementation of QR codes, event management with the focus on risks and ensuring facilities re-open COVID safe not only for staff but also for the Community. The Work Health and Safety Committee have met seven (7) times within the 2020/2021 financial year.

7.3.1.3	Implement amendments to WHS Act and Legislation changes as required.	Number of WHS Committee meetings held. WHS Reporting to include Incident Reports, Workplace Investigations and Corrective Actions.		Completed as per relevant updates. 7 Meetings held.
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Promote Employee Health & Wellbeing within Council.

Code	Action	Measure	Status	Annual Comment
7.3.3.1	Facilitate opportunities for training and policies to improve staff wellbeing.	Hold two Health and Wellbeing staff awareness programs. Four Health and Wellbeing Articles annually.	●	A number of Health and Well-being initiatives were held during 2020/2021 which included Skin, Health Checks, RU OK packs, Step Challenge, Movember and Mental Health training through Lifeline Australia.

Provide and manage assets, services and facilities

Provide, renew and maintain a range of quality infrastructure, assets, services and facilities delivered in a cost effective and sustainable manner.

Maintain water infrastructure including reservoirs, mains and treatment plants.

Code	Action	Measure	Status	Annual Comment
8.1.1.1	Manage and maintain water infrastructure as per budget.	Works completed as per budget allocation.	●	Griffith and Yenda Water Treatment plants, reservoirs and the water main reticulation system constantly maintained and operational - ongoing.


Maintain sewer infrastructure including pump stations, rising mains and treatment plants.

Code	Action	Measure	Status	Annual Comment
8.1.2.1	Manage and maintain sewer infrastructure as per budget.	Works completed as per budget allocation.	●	Operation and maintenance of all sewer infrastructure is being carried out as per regulatory requirements and within Council's operational budget.


Plan and provide water and sewerage services that meet growth demands.

Code	Action	Measure	Status	Annual Comment
8.1.3.1	Update Developer Service Plans (DSP) for water and sewerage to ensure adequate infrastructure plans in place for future demand.	Completion of DSP for water and sewerage June 2021.	●	Due to priority of other projects the update of existing water and sewer Developer Service Plans (DSPs) not progressed.

Design and construct reticulated water network to accommodate expansion of residential land releases.

Code	Action	Measure	Status	Annual Comment
8.1.5.1	Design and construct water mains in accordance with allocated budget.	Complete designs and construction as required.		Progressing as per Capital works program and within allocated budget.


Maintain water pressure zones and metered districts infrastructure.

Code	Action	Measure	Status	Annual Comment
8.1.6.1	Monitor flows and pressure for variations, anomalies and flow patterns.	Compliance with minimum flow rate and pressure standards as per Supply Levels of Service policy.		Ongoing monitoring of flows and pressures in pressure reduced zones for abnormalities and effectiveness to ensure Service Level Standards are maintained. Council has engaged Consultants AECOM to develop a Hydraulic model of the drinking water reticulation network to enable better prediction of pressure and flow requirements within the existing and growth areas of the City and surrounding villages, this model is now 95% complete and is a useful tool.

Maintain water meter replacement program to ensure meter age less than 10 years.

Code	Action	Measure	Status	Annual Comment
8.1.7.1	Manage and maintain Griffith and villages water meter annual replacement program.	800 replacements per annum.		Ongoing as staff resources allow. 860 water meters replaced and 124 new water meters installed.

Maintain an annual water mains replacement program.

Code	Action	Measure	Status	Annual Comment
8.1.8.1	Manage and maintain Griffith and villages water mains replacement program in accordance with allocated budget.	100% capital works for water mains completed by June 2021.		Works have been completed as per Capital works program and available budget allocations.

Provide engineering design and referral services to internal departments within Council.

Code	Action	Measure	Status	Annual Comment
8.1.9.1	Engineering design and referrals provided to Council departments.	Design progression and referrals reported quarterly.	●	The Design and Survey Department are continuing to implement procedures and documentation in order to streamline the completion of projects. Prioritisation with the relevant departments within Council ensure that deadlines are being met.

Provide gravel from the Tharbogang quarry to meet the demands of Council's road building projects.

Code	Action	Measure	Status	Annual Comment
8.1.10.1	Gravel extraction to be carried out as per licence and development application requirements.	Gravel meets the demand required for Council roadworks whilst maintaining extraction limits.	●	Council has had meetings with the quarry contractor to discuss what is required to be done to the existing quarry to prepare it for its next life (Landfill Site). Quarry operator will experiment with two methods of removing the required product. Mechanical ripping to be investigated and if not suitable, shallow blasting.

Maintain and develop infrastructure and services to bring together willing buyers and sellers of livestock in the Western Riverina region.

Code	Action	Measure	Status	Annual Comment
8.1.11.1	Manage and maintain Griffith Livestock Marketing Centre within allocated budgets.	Griffith Livestock Marketing Centre maintained to facilitate and maximise the buying and selling of livestock with a target of 420,000 head of sheep and ability to sell cattle when required.	●	Budget allocations maintained for this financial year with target sheep sales reached providing a sustainable income. A total of 405,056 sheep were sold at the Centre.
8.1.11.2	Upgrade existing facilities to improve selling conditions for sheep yards.	Capital works to be maintained in the allocated budget each financial year.	●	All budgeted capital works have been completed this financial year.

Efficiently manage and maintain Council's fleet services.

Code	Action	Measure	Status	Annual Comment
8.1.12.1	Maintain a modern and suitable fleet to meet the requirements of Council's services and facilities.	Maintain 80% utilisation target of all fleet items.	●	A reduction to the plant budget due to the COVID-19 pandemic required some items to be replaced in next financial year. Not a significant impact on performance with some utilisation down for the 12 month period.
8.1.12.2	Provide efficient fleet services to Council.	Minimise downtime of fleet through proactive maintenance and plant replacement.	●	All fleet items are regularly maintained as per manufacturer's specifications.

Advise on the delivery of a new Cemetery and Crematorium.

Code	Action	Measure	Status	Annual Comment
8.1.13.1	Explore options for the new Cemetery and crematorium.	Location for the new Cemetery and Crematorium finalised.	●	Council has engaged a landscaping consultant to prepare a masterplan for the proposed cemetery site on Rifle Range Road. Council consulted with the Cemetery Working Group, The General Facilities Committee, religious representatives, school representatives (for the youth voice) and members of the community during a number of steps during the preparation of the masterplan. The final plan was not adopted by Council and modifications will be proposed to adjust the location of the central pavilion, entry road and utilities to service the proposed new cemetery. Council has requested that a feasibility study be completed for a crematorium at either Griffith Cemetery, Yenda Cemetery or the new Cemetery and compare the pros and cons for each site.

Provide cemetery facilities to meet the needs of the community.

Code	Action	Measure	Status	Annual Comment
8.1.14.1	Manage and maintain Griffith, Yenda and Bagtown cemeteries within allocated budgets.	Cemeteries managed efficiently and to agreed service standards.	●	The Griffith City Council cemeteries continue to be maintained to a standard expected by the community and within allocated budgets.

Maintain Griffith Airport infrastructure including terminal buildings, runways and carparks.

Code	Action	Measure	Status	Annual Comment
8.1.15.1	Maintain and manage Griffith Airport in accordance with Civil Aviation Safety Authority (CASA) standards.	Successful completion of annual CASA audit.	●	Griffith Airport maintained and managed in accordance with Civil Aviation Safety Authority (CASA) standards. Construction of new perimeter fence has been completed. Apron new line marking completed. Qantas commenced flying direct from/to Sydney on 1 March 2021.
8.1.15.2	Implement recommendations of annual CASA audit.	CASA recommendations implemented.	●	Griffith Airport continues to be maintained and managed in accordance with Civil Aviation Safety Authority (CASA). Upgrades completed.


Ongoing review & assessment of Asset Management Plans for all asset classes.

Code	Action	Measure	Status	Annual Comment
8.1.17.1	Review & update Asset Management Plans for Council infrastructure.	Provide annual report to Senior Management Team on status of Asset Management Plans by 30 June.	●	Work continues on data collection and preparation for drafting the plans to meet the timeframes for delivery.
8.1.17.2	Complete cyclical Valuation Reviews on each Asset class as required under statutory guidelines.	Review of each Asset Class by 31 March annually. Complete scheduled revaluation of each Asset Class according to revaluation schedule by 31 March annually.	●	A comprehensive valuation of Water and Sewer assets has been completed. Valuations were also updated for Transport, Stormwater Drainage, Buildings, other structures and land.


Develop a Business Process Manual for Asset Management.

Code	Action	Measure	Status	Annual Comment
8.1.20.1	Develop a Business Process Manual that specifies how Council will procure and maintain asset inventory and spatial data and processes to ensure our asset data is kept relevant and up to date.	Business Process Manual maintained and kept up to date on an ongoing basis. Status report to Director Business, Cultural & Financial Services by 30 June annually.	●	Ongoing work documenting work methods.



Provide GIS services to the organisation.

Code	Action	Measure	Status	Annual Comment
8.1.21.1	Provide timely, responsive GIS services for Council.	Review GIS data and implement metadata to GIS by 30 June 2021.		Ongoing work documenting work methods.
		Respond to GIS work requests within 48 hours.		

Maintain street sweeping program to improve quality of stormwater run-off.

Code	Action	Measure	Status	Annual Comment
8.1.22.1	Manage and maintain street sweeping program.	Street sweeping undertaken as per program.		Street sweeping undertaken as per program and within budget for 2020-2021. For Council roads target was to sweep 1867km and actual was 2320km. The TfNSW roads target was 1777km and actual was 1375km. The actual is under the target due to ban on overtime sweeping on Saturday.

Provide regular upkeep to ensure tourism facilities are attractive, accessible and social media friendly.

Code	Action	Measure	Status	Annual Comment
8.1.23.1	Assess the Tourism Hub for required maintenance and upgrades.	Completion of quarterly safety meter.		Over the past 12 months, all building external lighting has been assessed and replaced (or in the process of replacement) where needed; installation of additional external security cameras at staff entrances and blind spots around the Centre, as well as internal viewing monitor for staff to check prior to leaving the building; and a plan to minimise the opportunities for homeless people to take shelter at the Tourism Hub Building.
8.1.23.2	Audit of Tourism Assets and signage.	Source funding/successful budget bids.		Currently working on upgrade of Visitor Information Centre interpretive display area. Thylacine, Design Studio, Canberra has been appointed to carry out the design and construct. Sign audit is ongoing and encompasses multiple departments. Plans for new i signs and directional signs have been approved by Tourism and Events Committee to be taken to next stage.

Develop and implement a Strategic Asset Management Plan for Griffith Pioneer Park Museum.

Code	Action	Measure	Status	Annual Comment
8.1.24.1	Maintain Up to Date Site Map showing services and assets.	Site Map is reviewed and updated annually by 30 June.	●	This is an ongoing requirement but at this point the data has been updated with work completed on the new sewer connection the latest works updated.
8.1.24.2	Upgrade sewerage reticulation at Pioneer Park Museum and Caretaker's cottage.	Pioneer Park public toilets and Myall Park Hall kitchen and caretaker's cottage connected to sewer by June 2021 (depending on grant funding availability).	●	Completed.
8.1.24.3	Program and carry out asset maintenance and pest control activities in accordance with Asset Maintenance and Restoration Plan. Review progress annually.		●	The annual pest control activities have been undertaken.

Maintain and develop an effective transport network (public roads, pathways, pedestrian access and transport corridors) for Griffith and villages.


Implement Heavy Vehicle Strategy recommendations.

Code	Action	Measure	Status	Annual Comment
8.2.1.1	Investigation, design and land acquisition for future stages of the Southern Industrial Link Road.	Complete investigation and design to identify land acquisition requirements.	●	Designs of the industrial link road are complete. The remainder of the road segments are progressing through current construction timeframes with the progression of land acquisitions by the works department being undertaken.

Maintain regional and local road infrastructure network as per adopted service standard.

Code	Action	Measure	Status	Annual Comment
8.2.3.1	Maintain regional and local roads and traffic facilities to adopted service standards.	Works carried out within Council's allocated budget.	●	Works as programmed have been completed for the regional and local roads. A wet Q4 placed pressure on maintenance crews and some roads suffered due to rain.
8.2.3.2	Develop and implement annual gravel re-sheeting program.	Works carried out within Council's allocated budget.	●	Altogether 62.6km of gravel roads were gravel resheeted in 2020/2021.


Develop and improve the transport network through rehabilitation and capital works.

Code	Action	Measure	Status	Annual Comment
8.2.4.1	Construct roads in accordance with Capital Works Program.	Works carried out within Council's allocated budget.		Stage 5B of GSIL between Bromley Road and Walla Avenue remains to be completed. The widening of Jones Road although completed and opened to traffic, extension of time was requested to do additional works that would add value within the funding. Land acquisition on Boorga Rd for Stage 2, section between Fraser Road and Dickie Road remains to eventuate.

Construction of the Southern Industrial Link Road (Heavy Vehicle Strategy).




Code	Action	Measure	Status	Annual Comment
8.2.5.1	Construct Bromley Road/Kidman Way intersection.	Works carried out within Council's allocated budget.		Installation of a safety barrier on Brogden Rd remains, hatching on line markings and advance directional signs remain (waiting for TfNSW direction), final certification from Essential Energy on electrical works is yet to be received. These will be completed in coming weeks.
8.2.5.2	Construct Walla Avenue/Thorne Road intersection.	Works carried out within Council's allocated budget.		Construction of the intersection tied with the back filling of the illegal earth works on the newly acquired land for road construction.

Investigate strategies to attract additional air services.


Code	Action	Measure	Status	Annual Comment
8.2.6.1	Discussions with regional airlines.	Number of meetings held.		Rex, Sharp and Qantas operating daily subject to COVID-19 restrictions in Sydney and Melbourne. Meetings held as required.

Improve the aesthetic of the City and villages, by developing quality places and improved public realm.

Initiate place activation projects in Griffith and villages.

Code	Action	Measure	Status	Annual Comment
8.3.1.1	Implement a place activation project in the city centre of Griffith.	Report progress to CBD Working Group.		This is an ongoing process. Completed projects to activate areas include the new small stage in Memorial Park, as well as Enticknap Park to activate the whole area. The provision of conduits for smart applications in Yambil Street is future proofing the street for future activation projects. The successful Street Scapes festival in Kooyoo Street activated the CBD during the month of May. The infrastructure utilised such as the parklets will be used to activate other areas in the CBD.
8.3.1.2	Initiate place activation projects in the surrounding villages.	Investigate and prepare, where appropriate, place activation plans for the surrounding villages.		This is an ongoing activity to investigate and explore different options of projects to activate areas within the City and villages. Examples include, the Bright Lights on Banna project as well as the Street Scapes in Kooyoo Street. More focus on Villages 2021/22.
8.3.1.2	Investigate and prepare, where appropriate, place activation plans for the surrounding villages.	Report progress to CBD Working Group.		This is ongoing. Drafting a Place Activation Strategy for both Griffith and the Villages. Council supported the newly completed skate park in Yenda and is also looking into developing some activation at the Woman's Land Army Park in Hanwood. Council also invested almost \$140k into Henderson Oval playground to activate the area.

Deliver entrance statements at the main entrances into the City of Griffith in keeping with the Griffith Entrance Strategy.

Code	Action	Measure	Status	Annual Comment
8.3.2.1	Finalise and adopt the Griffith Entrance Strategy.	Griffith Entrance Strategy and relevant action is adopted.		Council received \$100k Grant funding toward construction of 3 entrance signs to be completed in June 2021. Consultation on various designs was carried out. The 3 signs were installed in June 2021. The Entrance Strategy still needs to be adopted by Council.

Deliver streetscape upgrades to Yambil Street, Kooyoo Street and Olympic Street consistent with the Griffith CBD Strategy.

Code	Action	Measure	Status	Annual Comment
8.3.3.1	Design phase two and three of the Yambil Street Upgrade.	Design specifications for tender documentation has been prepared.	●	Design component completed.

Liaise and support CBD Strategy Working Party in implementing Place Creation Strategies.

Code	Action	Measure	Status	Annual Comment
8.3.4.1	Support the CBD Strategy Working Group with decision making process.	Regular meetings with the Urban design team and meeting with the CBD Working Group.	●	CBD Committee reinvigorated in 2021.

Provide specialist advice to strategic projects.


Code	Action	Measure	Status	Annual Comment
8.3.5.1	Consult and evaluate projects where needed.	Number of projects delivered.	●	This is an ongoing process, with more than 30 projects delivered.

Mitigate the impact of natural disasters.

Retain formal relationships through the Floodplain Management Committee and appropriate government agencies for planning, funding and response to flooding.

Code	Action	Measure	Status	Annual Comment
8.4.1.1	Complete investigation, design and implementation of flood mitigation measures in accordance with OEH funding guidelines.	Report to Floodplain Management Committee and OEH on progression of funded works.	●	The project did not progress as planned due to various reasons eg. COVID restrictions, Transport for NSW Work Authorisation Deed (WAD) approval requirements, wet weather etc, and there was some delay in completing project milestones. However, during 2020/21 Council successfully secured \$1.0M funding for Hanwood Stormwater Pump under the State's floodplain management program. Under the Commonwealth's National flood mitigation infrastructure program, Council also received \$1.2M for Hanwood flood mitigation works and \$1.02M for Yoogali flood mitigation works. This funding will allow Council to complete flood mitigation works recommended in the floodplain risk management plan.

Lead and guide the local emergency community through participation in the Local Emergency Management Committee.

Code	Action	Measure	Status	Annual Comment
8.4.2.1	Facilitate Local Emergency Management Committee meetings quarterly.	Meetings held and recommendations implemented.		Council has continued to administer and host the Local Emergency Management Committee throughout 2020-2021. Regular meetings were held as well as participation in the Regional Emergency Operations Centre during the ongoing COVID-19 pandemic to discuss and address any issues arising from the response as well as issues associated with the VIC-NSW border being closed.

valuing our environment

Enhance the natural and built environment

Encourage considered planning, balanced growth and sustainable design.


Manage and maintain an efficient Development Application process as per legislative requirements.

Code	Action	Measure	Status	Annual Comment
9.1.1.1	Implement the Planning Department service review.	Service review milestones achieved.	●	ePlanning Portal now live. Ongoing process improvements implemented.
9.1.1.2	Implement the outcomes and recommendations of the Development Assessment Review.	Average DA turn around times under 40 days to avoid deemed refusals.	●	The Development Application assessment processes introduced functioned well and will be monitored for further approval if needed. The average turnaround time for the year was 49.7 days.
9.1.1.3	Deliver Development Application Referral responses for developments within the Griffith LGA.	Respond to Development Application Referrals for all Food Business and Public Health Matters. 35 X Development Applications assessed and conditioned/ann.	●	Development Application Referral responses for developments within the Griffith LGA were processed as required. There were 412 Development Applications processed.
9.1.1.5	Respond to Development Application Referrals for all Environmental Matters.	20 X Development Applications assessed and conditioned/ann.	●	Development Application Referrals for all Environmental matters were actioned as required throughout the year.

Transition to online development applications

Code	Action	Measure	Status	Annual Comment
9.1.2.1	Liaise with Department of Planning and Environment over the implementation of the planning portal.	Online DA application process operational.	●	Council achieved its objective of setting up systems and procedures and staff component to accommodate the portal submissions.



Investigate and regulate unauthorised building works and land use.

Code	Action	Measure	Status	Annual Comment
9.1.3.1	Review and implement protocols to deal with unauthorised building works and land use.	Number of matters investigated and finalised.		This was not a priority this year and did not affect processing of approvals negatively.
9.1.3.2	Develop a compliance database.	Compliance database created.		CRMs successfully reviewed, followed up and reduced to current issues.


Provide guidance on potential development, construction and planning issues.

Code	Action	Measure	Status	Annual Comment
9.1.4.1	Hold regular forums with developers, consultants and stakeholders.	Annual forums held. Number of pre-lodgment meetings addressed.		A successful forum was held with the industry towards the end of 2020 to introduce the portal application process.

Deliver timely responses to general inquiries and complaints from the public within the Griffith LGA.

Code	Action	Measure	Status	Annual Comment
9.1.5.1	Respond to general inquiries and complaints from the public for all Food Business and Public Health Matters.	20 X general inquiries and complaints from the public responded to and resolved/ann.		All general inquiries and complaints responded to as required.
9.1.5.2	Respond to general inquiries and complaints from the public in relation to Environmental Matters.	10 X general inquiries and complaints from the public responded to and resolved/ann.		Timely responses delivered to general inquiries and complaints from the public within the Griffith LGA in relation to Environmental Matters.

Maintain Council processes consistent with Department of Planning and Environment requirements.

Code	Action	Measure	Status	Annual Comment
9.1.6.1	Adjustments made to Council processes as required.	Compliance with Department of Planning and Environment requirements.		Development Assessment: The Development Application assessment processes introduced functioned well and will be monitored for further approval if needed. Building Surveying: Part of Portal process. Compliance: Process and procedure updates took place throughout this year with emphasis on rehoming and de-sexing of animals.

Deliver full reviews of Review of Environmental Factor (REF) documentation required under Part 5 of the EP&A Act.

Code	Action	Measure	Status	Annual Comment
9.1.7.1	Review and assess REFs and associated technical reports submitted to Council.	5 X REFs reviewed, assessed and responded to/ann.		There were 4 Review of Environmental Factor (REF) actions undertaken, including an in-house one for the upgrading of the Campbell's Wetlands walking track.

Review the LEP, DCP and DC's to reflect Urban Microclimate Design principles linking urban climate, water sensitive urban design (WSUD), green infrastructure and human health from street to city scale.

Code	Action	Measure	Status	Annual Comment
9.1.8.1	Define key Urban Microclimate Design principles and source funding.	Key Urban Microclimate Design principles 25% complete.		No action carried out at this stage.

Provide efficient building certification services, including issuing construction certificates, complying development certificates and occupation certificates as per legislative requirements.

Code	Action	Measure	Status	Annual Comment
9.1.9.1	Update Standard Operating Procedures.	SOP updated.		Standard Operating Procedures have been updated.
9.1.9.2	Issue construction certificates, complying development certificates and occupation certificates within a timely manner.	Average turnaround time for all applications to be 10 business days or less.		All construction certificates, complying development certificates and occupation certificates assessed were issued in a timely manner.
9.1.9.3	Carry out critical stage inspections in accordance with relevant legislation.	Number of critical stage inspections.		All critical stage inspections requested throughout the year have been carried out.

Regulate swimming pool barrier compliance.

Code	Action	Measure	Status	Annual Comment
9.1.10.1	Maintain and implement the Private Swimming Pool Inspections Program.	All pools within the Local Government Area to be inspected once every 3 years.	●	Private Swimming Pool Inspections Program maintained and implemented. 235 Certificates of Compliance issued.
9.1.10.2	Assess applications for Swimming Pool Certificates of Compliance.	Certificate of compliance or compliance notice to be issued within 7 days of receipt of an application.	●	All applications for Swimming Pool Certificates of Compliance assessed.
9.1.10.3	Investigate complaints relating to swimming pool barrier noncompliance and take action to regulate noncompliance.	All complaints shall be followed up within 2 days of receiving the complaint.	●	All complaints received throughout the year relating to swimming pool barrier non compliances were investigated and followed up in a timely manner.

Fire Safety of Buildings.

Code	Action	Measure	Status	Annual Comment
9.1.11.1	Maintain a register of Annual Fire Safety Statements for commercial premises.	All Annual Fire Safety Statements to be entered.	●	The register for Annual Fire Safety Statements was consistently maintained throughout the year.


Develop partnerships with the community and government agencies to care for the environment.

Develop Griffith City Council On-Site Sewage Management (OSM) Plan.

Code	Action	Measure	Status	Annual Comment
9.2.1.1	Develop structure for OSM Plan, determine process for capturing OSM information within Authority, HP Records Manager & Intramaps and commence development of OSM Plan.	On-Site Sewage Management (OSM) Plan complete.	●	Progress has been made in reviewing Council's Onsite Sewerage Management Plan.

Deliver projects to protect and improve biodiversity and biosecurity.

Deliver a Weeds of National Significance eradication and control program.

Code	Action	Measure	Status	Annual Comment
9.3.1.1	Manage and maintain Council's obligations under the Biosecurity Act.	Number of inspections and spraying programs undertaken.		The control of Prickly Pear and African Boxthorn are the two major weeds that resource is directed toward with significant results being obtained. Information on weed identification and control methods are readily available by contacting Council's Biosecurity Officer. 351kms of local roads were controlled, 556 inspections were carried out and 35,802kms inspected.

Development of Griffith City Council Roadside Vegetation Management Plan.

Code	Action	Measure	Status	Annual Comment
9.3.2.1	Develop and distribute Community Advisory Materials in relation to Roadside Vegetation Management including Legislative responsibilities and Regulation.	Development and distribution of Community Advisory Materials 100% completed.		Roadside Vegetation Management Plan Implementation ongoing.

Value and protect our heritage buildings and precincts.

Review heritage database and study.

Code	Action	Measure	Status	Annual Comment
9.4.1.1	Respond to requests for heritage consideration.	Number of heritage matters considered.		There were 6 enquiries relating to heritage matters received and considered.

Develop State of the Environment Report for Griffith City Council.

Code	Action	Measure	Status	Annual Comment
9.4.2.1	Establish environmental indicators, report on and update environmental trends, identify major environmental impacts.	State of the Environment Report 100% completed.		Data capture planning is now well underway. State of the Environment Report completed as part of the End of Term Report.

Improve sustainable land use.

Develop a Contaminated Land (CL) Register for Griffith City Council LGA.

Code	Action	Measure	Status	Annual Comment
9.5.1.1	Determine process and identify CL sites for Register, determine process for capturing CL information within Authority, HP Records Manager & Intramaps (the Register) and source funding.	CL sites identified 25% complete. CL register 25% complete.	●	Contaminated land register reviewed.

Regulate and inspect Underground Petroleum Storage Systems (UPSSs) (Priority Fuel Stations) within the Griffith LGA.

Code	Action	Measure	Status	Annual Comment
9.5.2.1	Identify all Fuel Station sites in Griffith LGA. Develop tablet based platform for the undertaking and delivery of UPSS site.	All Griffith Fuel Station sites identified. Tablet platform completed. 25% of identified sites undergone UPSS Site Inspection. Responded to 100% of UPSS Leak Notification/Notified UPSS complaints.	●	Inspections undertaken and technical knowledge updated.

Use and manage our resources wisely

Manage Griffith's water resources and water quality responsibly.

Offer rebates for water efficient devices.

Code	Action	Measure	Status	Annual Comment
10.1.1.1	Rebate program for water efficient devices provided.	Number of rebates provided.	●	As part of the rebate program two toilets and two shower roses were replaced in the 2020-21 Financial Year.

Maintain Risk Based Drinking Water Management System in accordance with State Government requirements.

Code	Action	Measure	Status	Annual Comment
10.1.2.1	Review and update if required Risk Based Drinking Water Management System.	Risk Based Drinking Water Management System prepared in accordance with legislative requirements. Compliance with Australian Drinking Water Guidelines and results published monthly on Council's website.	●	Ongoing improvement of management system. Producing water complying with Australian Drinking Water Guidelines. Review currently being carried out.

Commence Lake Wyangan and Catchment Management Project.

Code	Action	Measure	Status	Annual Comment
10.1.3.1	Commence implementation of 3 priority LW&CM Strategy recommendations and source funding.	Implementation measures determined once priority actions agreed. Funding measures determined once priority actions agreed.	●	Long-term revitalisation strategy underway.

Reduce energy consumption and greenhouse gas emissions.


Investigate opportunities to implement energy efficient fleet and depot buildings.

Code	Action	Measure	Status	Annual Comment
10.2.1.1	Establish baseline data of fleet energy consumption.	Fleet energy consumption data prepared by 30 June 2021.	⊘	The Council plant items and fleet have been monitored through the year to ensure they are operating efficiently and effectively. With recent changes associated with relocating the Parks and Gardens Depot to Jensen Road energy consumption was not monitored through 2020-2021. A review can be completed from previous electricity accounts and a baseline established in 2021-2022.

Liaise with local energy provider to maintain and upgrade street lighting.

Code	Action	Measure	Status	Annual Comment
10.2.2.1	Identify and implement opportunities to improve street lighting.	Street lighting issues identified and reported to Essential Energy. Implement new technologies as they become available.		Council agreed to proceed with the Essential Energy funding option for the upgrade to the street lights to LEDs. The majority of the upgrade was completed with some minor issues still persisting.

Continue to undertake Energy Audits on Griffith City Council facilities.

Code	Action	Measure	Status	Annual Comment
10.2.3.1	Complete Energy Audit on GCC's buildings.	Number of audits undertaken.		No action undertaken this year.

Provide environmentally sustainable waste management services.




Continually upgrade the existing waste management centres to provide waste handling to accommodate the current and future needs of the community.

Code	Action	Measure	Status	Annual Comment
10.3.1.1	Continue utilisation and upgrading of existing landfilling facilities.	Statutory reports submitted in accordance with licencing requirements.		The site has undergone a great deal of planning over the past 12 months for future landfill requirements.


Encourage resource recovery and kerbside recycling.

Code	Action	Measure	Status	Annual Comment
10.3.2.1	Provide and promote resource recovery and recycling initiatives.	Provide relevant information to the community in relation to resource recovery services.		There is still resource recovery being undertaken at Tharbogang Waste Management Centre. Unfortunately the E-waste recycling has ceased for the time being it is unlikely it will recommence.

Maintain waste collection services for the Griffith LGA.

Code	Action	Measure	Status	Annual Comment
10.3.3.1	Provide commercial, street and park bin collections.	Ensure daily collection service is provided.		Council has a strong relationship with the waste collection contractor. This helps with solving any collection issues that may arise. There have been minimal complaints received regarding Domestic and Commercial collection.
10.3.3.2	Liaise with collection contractor to ensure that both domestic and recycling bins are serviced.	Ensure that contractor is servicing the domestic and recycling bin network as per contract.		The Contractor continues to collect both the Domestic and Recycling bin network as per contract.
10.3.3.3	Replace and repair domestic and commercial bins when required.	Ensure replacement/repair meet CRM time frames.		Replacement and repair CRM timeframes are being met.

Deliver a Local Organics Collection Service for the Griffith Community.

Code	Action	Measure	Status	Annual Comment
10.3.4.1	Consult the Griffith Community to measure support for Garden Organics (GO) only or Food Organics and Garden Organics (FOGO) waste collection (kerbside, public place and business) organics diversion service. Determine business case for GO or FOGO organics diversion.	Objective measure of Community support for and feasibility of (GO) and (FOGO) organics diversion service.		No progress made this year.


Encourage and promote the use of alternative and renewable energy sources.

Determine Mid-Scale Solar Behind the Meter business opportunities (GCC & Community).

Code	Action	Measure	Status	Annual Comment
10.4.3.1	Undertake study of Mid-Scale Solar applications. Cost Mid-Scale Solar to test commercial viability.	Mid-Scale Solar applications study complete.		No progress made on this action.

Plan and implement programs to improve sustainability.

Implement the Street Tree Preservation policy.

Code	Action	Measure	Status	Annual Comment
10.5.1.1	Administer Street Tree Preservation policy.	Compliance with Street Tree policy. Number of street trees planted.		Griffith City Council's Tree Policy is adhered to in a clear and concise nature. Information and assistance related to street trees and privately owned trees is conducted in a timely manner. There were 31 street trees planted this year.


Engage Council in Renewable Energy opportunities/deliverables.

Code	Action	Measure	Status	Annual Comment
10.5.2.1	Develop Renewable Energy Policy for Council. Commence development of Renewable Energy Master Plan. Source funding for Renewable Energy Master Plan. Rejoin OEH Sustainability Advantage program.	Renewable Energy Policy, complete. Renewable Energy Master Plan commenced. Source funding for Renewable Energy Master Plan.		No progress made on this action this year.


Increase Resilience to Climate Change (IRCC) through implementation of actions to address identified climate change risks and vulnerabilities within the Griffith LGA.


Code	Action	Measure	Status	Annual Comment
10.5.3.1	Submit funding application/s for individual Council funding addressing key identified climate change risks and vulnerabilities.	Submit 1 -2 IRCC funding application/s addressing urban heat/storm water capture and reuse.		No progress made on this action.

Status

 Completed - 74.33%

 Progressing – 20.38%

 Not Due To Start – 1.89%

 Not Progressing - 3.4%



SECTION 5 - APPENDICES

APPENDIX A - FINANCIAL REPORTS

The financial statements set out the financial performance, financial position and cash flows of Council for the financial year ended 30 June 2021.

APPENDIX B - END OF TERM REPORT

INCORPORATING THE STATE OF THE ENVIRONMENT

The End of Term reports on Council's progress in implementing the Community Strategic Plan over the previous term of Council. This report looks at outcomes, ie what have been the results for the community and Council as a result of the activities undertaken. s428(2)(Act)

Council is also required to report on environmental issues relevant to the objectives for the environment established by the Community Strategic Plan.

The State of the Environment Report s428A(Act) forms part of the End of Term Report.





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