

2023/2024 Delivery Program and Operational Plan








Final Progress Report

How to read this report:

This heading is a theme of the Towards 2040 Community Strategic Plan





This heading is the Towards 2040 Community Strategic Plan objective



Code	4 Year Focus	1 Year Focus	Status	Progress	Comments	Responsible Officer
This is the reference number in the Delivery Program	This is the description of the strategy as it appears in the Delivery Program	This is the description of the action as it appears in the Operational Plan	A traffic light is provided to show the status of the action	This indicates the progress of the action	This provides an update on the progress of the action, including details of any milestones, highlights, issues or changes	This is the position title of the person who is responsible for this action

Status	Definition	Legend
Complete	Action completed for the year and there will be no further resources needed to deliver it	
On target	Action underway and is progressing as planned	
Off target	There is an issue that has delayed progress with this action, or it has not started due to an issue	
Not due to start	This action is not scheduled to start until later in the year and can be updated in the relevant quarter	
Deferred	The action will not be completed in the current financial year, and the start date has been moved into the next or following financial year/s.	
Cancelled	The action will not start/progress any further.	
Not updated	No update has been made for this action	



Theme 1: Housing







1.1: Housing meets the current and future needs of our community






Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
1.1.1	A variety of housing types and densities are located close to appropriate services and facilities	Assess applications for residential housing in a timely manner		Applications for residential housing are assessed in a timely manner, with 356 new dwellings approved between July 2023-June 2024 (inclusive). Noting declining but solid numbers of residential applications lodged compared with previous years.	3-MBDS Mgr Building & Development Services	Development and Environment
1.1.2	Housing is affordable and secure	Undertake regular engagement with stakeholders to monitor issues impacting housing affordability and choice		Council facilitated the Mayoral Developers Forum on 19 June 2024, and is in the process of rescheduling the Dubbo Housing Supply Reference Group Meeting that was planned for Thursday 6 June (due to low RSVPs).	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
		Investigate mechanisms to incentivise the development and release of new residential zoned land to assist the timely release of new housing supply		Council applied for Federal and State Government Grants to prepare structure plans and strategies that aim to investigate new residential zoned land and assist the timely release of new housing supply. Council has continued to progress planning proposals for the North-West and Central-West Urban Release Areas, and are actively assessing development applications in these areas.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
1.1.3	Urban renewal occurs in the Dubbo Central Business District and Wellington Town Centre	Review planning controls to ensure residential development is promoted in the Dubbo CBD and the Wellington Town Centre		Council resolved on 27 June 2024 to prepare a Planning Proposal that seeks to make residential development permitted with development consent in the Dubbo Central Business District. It is anticipated this will be submitted to the NSW Department of Planning, Housing and Infrastructure for a Gateway Determination in mid-2024. Planning controls and development activity across these two key business areas will continue to be monitored.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
1.1.4	Public and social housing are integrated into residential areas	Advocate to the State Government and developers to increase the level of public and social housing		Council staff continue to participate in meetings and forums to promote the advancement of improved social and affordable housing across the LGA	3-MCMS Manager Community Services	Community Culture and Places
1.1.5	Development opportunities are communicated to the community	Undertake regular engagement and education activities with stakeholders to communicate development trends, permissibility of residential development, and processes		An internal 'service review' regarding Subdivision Certificate processing identified a number of process improvements. Additionally, Council has been engaging with the wider public especially with regard to housing, with workshops throughout 2023, including the Housing Reference Group, Chamber of Commerce breakfast and Mayoral Forum.	3-MBDS Mgr Building & Development Services	Development and Environment

1.2: An adequate supply of land is located close to community services and facilities


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
1.2.1	Land is suitably zoned, sized and located to facilitate a variety of housing types and densities	Implement the structure plan for North-West Residential Urban Release Area		Council received a Gateway Determination from the NSW Government in January 2024 for the North-West Urban Release Area Planning Proposal, and this is likely to go on public exhibition from July 2024. Works on the precinct continue with two separate development applications for residential subdivision under assessment. Council applied for funding under the Federal Government Regional Precincts and Partnerships Program, and Housing Support Program, to assist in the delivery of enabling infrastructure and further strategic work in the precinct. A draft Infrastructure Contributions Plan was placed on public exhibition in May and June 2024.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
		Prepare a structure plan for land in the South-West Residential Urban Release Area		Council applied for funding under the Federal Government Regional Precincts and Partnership Program - Stream 1 to prepare a structure plan for land in the South-West Urban Release Area.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment



Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		Consider planning proposals in a timely manner		Council considered and progressed planning proposals in a timely manner for the North-West Urban Release Area, Central-West Urban Release Area, Reclassification of Bourke Hill, 20L Rocky Road, Dubbo, Road closures as exempt development, and administrative amendments to the Dubbo Regional Local Environmental Plan 2022.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
		Review and make submissions on proposed changes to the Environmental Planning & Assessment Act, associated regulations and planning policies as opportunities arise		Submissions have been made to a number of proposed State Government planning/policy changes, including new policies for Local infrastructure contributions, an Energy policy framework, diverse and well located housing, and short term worker accommodation	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
		Develop a Master Plan for Keswick estate that investigates options and opportunities for rezoning to encourage a variety of housing types and densities around neighbourhood hubs		A draft master plan has been prepared, however will need to be amended based on the outcomes of consultants' reports. The draft master plan proposed re-zoning of pockets within Keswick Estate to be re-zoned to higher-density residential.	3-MPLD Manager Property & Land Development	Organisational Performance
		Prepare a structure plan for residential land in Montefiores		Council sought quotations from consultants, of which none were received. Staff commenced negotiations with consultants with the capability to undertake the project, but it is anticipated that works will not commence until the new financial year.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
		Effective use of external sales and marketing resources to facilitate sales for future releases		Council has engaged 9 real estate agents on open agency agreements, and a dedicated website for the sale of lots for Keswick Estate, Stage 5 Release 2, has been developed and is fully operational. Signage along Cobra Street, as well as internally within the development, and individual corflute signage, has been erected.	3-MPLD Manager Property & Land Development	Organisational Performance
1.2.2	Adequate land is available in the villages for development	Prepare a Large Lot Residential Strategy for land in the peri-urban areas and villages		Council received advice from the NSW Government in respect of the future of a number of R5 Large Lot Residential zoned areas, which will assist with development of the Large Lot Residential Strategy. Council applied for funding under the Federal Government - Housing	4-TLGPP Team Leader Growth Planning Projects	Development and Environment


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				Support Program to prepare a Large Lot Residential Strategy.		
1.2.3	Development is supported by a strategic and affordable infrastructure framework	Maintain Council's development Contribution Framework and Planning Agreement frameworks and associated registers		The integrity of the Development Contributions Framework is maintained in accordance with Legislation. Council's Planning Agreements are available online at https://www.dubbo.nsw.gov.au/Builders-Developers/Planning-Controls-Tools-and-Resources/planning-agreements Council's development contributions plan and register is available online at https://www.dubbo.nsw.gov.au/Builders-Developers/Planning-Controls-Tools-and-Resources/infrastructure-contributions	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
		Assess requests to enter into Planning Agreements and Works-In-Kind Agreements in a timely manner		Council currently has 8 Planning Agreements at various stages of the assessment and consideration process. Council entered into a Planning Agreement for the Spicers Creek Wind Farm in March 2024 and a Planning Agreement for the Forest Glen Solar Farm in May 2024. Most Planning Agreements are in relation to the Central-West Orana Renewable Energy Zone	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
		Prepare a new Developer Servicing Plan for Water and Sewer infrastructure		Strategic planning for future water and sewer infrastructure is still being undertaken that is needed to inform the Plan. Growth Planning actively collaborates with Infrastructure and provides population and growth projections to help inform development of the Plan.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
		Prepare a new Roads, Traffic Facilities and Car Parking developer contributions plan for Dubbo		A new Developer Contributions Plan (incorporating road upgrading requirements) has been drafted for the North-West Urban Release Area and was placed on exhibition in May and June 2024. This is a higher priority project on the basis of the significant growth and development in this area of Dubbo, which is anticipated from 2024 onwards.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
1.2.4	Rural and productive agricultural land is managed sustainably	Advocate to the State Government to ensure development in the Central-West Orana Renewable Energy Zone is		Council staff met with Government representatives on 7 June to discuss issues in relation to the Central-West Orana Renewable Energy Zone. Council actively collaborates with	4-TLGPP Team Leader Growth	Development and Environment

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		compatible with the agricultural and primary land uses		other Council's in the REZ and State Government Departments with the implementation of a Steer Co Group for overall coordination of planning and development activities. This includes a number of working groups, which are focused on agricultural and primary land uses, housing and accommodation, social services, environment, traffic and transport and economic development.	Planning Projects	
		Investigate funding and smart technology opportunities to expand the Urban Salinity Monitoring Network		Staff investigated methods to improve geographical salinity hazard data, in addition to reviewing the integrity of the salinity monitoring network in early 2024. The current method is suitable, and smart technology opportunities will be investigated as opportunities arise.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment

1.3: Short-term and emergency accommodation is available



Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
1.3.1	Short-term accommodation is available for the workforce associated with significant infrastructure, major projects and employment generators	Partner with the State Government and other industry bodies to ensure short term accommodation is available to support the Central-West Orana Renewable Energy Zone and other industry needs		<p>Council are actively participating in the Central West and Orana Renewable Energy Zone Steering Group - Workforce Accommodation. The role of this group is to ensure workforce accommodation issues across the REZ are adequately planned for and ameliorated. Council have also provided feedback to a number of workforce and accommodation strategy reports including Akysa Energy and Squadron Energy which include the use of local accommodation such as Motels and AirBnBs.</p> <p>Council at its May 2024 Ordinary Meeting resolved to lease 10Ha of residential zoned land at the Keswick Estate for the purposes of developing a Temporary Workers Accommodation project.</p> <p>Council on 15 May executed a Voluntary Planning Agreement for the Forest Glen</p>	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				<p>Solar Farm, which will provide a total of \$1M to assist in incentivizing the development of affordable housing by Community Housing Providers. Subject to the commencement of the project, Council will seek expressions of interest from Community Housing Providers for the scheme in late 2024.</p> <p>Ongoing collaboration with external consultant to undertake a feasibility study for a renewable energy training facility.</p> <p>Funding and assistance with the Abergeldie's BOOTS Program which is a three-week bootcamp for women who are transitioning into the construction industry.</p>		
		Implement recommendations from the Short-Term Accommodation Position Paper for Dubbo and Wellington		Council has progressed recommendations of the position paper, including establishing an internal taskforce group, conducting regular housing supply reference group meetings, conducting regular meetings with the NSW Department of Planning, Housing and Infrastructure, and investigating developer contributions for affordable and community housing providers.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
1.3.2	Crisis and emergency accommodation supports the needs of the community	Continue to work with State Government and developers to increase the level of crisis and emergency accommodation available		<p>Various divisions of Council continue to work with local not for profit services and organisations/departments to highlight the needs of local people sleeping rough in our area and to seek support.</p> <p>Council's Community Development Officer connects with the Emergency Crisis Interagency in Dubbo.</p> <p>Council assists not for profit organisations to apply for funding (to increase crisis & social housing) and provides needed information through their application process</p> <p>Council also uses the Renewable Energy Zone meetings to highlight the needs of this region.</p>	3-MCMS Manager Community Services	Community Culture and Places





Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		Investigate alternative infrastructure contribution schemes for operators of affordable, crisis and emergency accommodation		Council executed the Forest Glen Solar Farm Planning Agreement on 15 May 2024 which will allow Council to undertake an EOI process with Community Housing Providers to assist in further incentivisation of community housing development in Dubbo. Council applied for funding under the Federal Housing Support Program to prepare an Affordable Housing Policy.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment





Theme 2: Infrastructure



2.1: The road transportation network is safe, convenient and efficient


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
2.1.1	Traffic management facilities enhance the safety and efficiency of the road transport network	Maintain effective processes to identify, consider and prioritise new or renewed traffic management facilities		<p>The need for additional facilities are identified within the current Dubbo and Wellington Pedestrian Access Mobility Plans. Priorities for traffic facilities are refined with data from customer requests and additional project specific studies.</p> <p>The Pedestrian Access and Mobility Plans are scheduled for review and there is an action in the 2024/2025 Operational Plan to undertake the review of these documents.</p>	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure
		Implement the 2020 Dubbo Regional Council Dubbo Transportation Strategic Plan in conjunction with Transport for NSW		<p>This is an ongoing task, with different strategic projects identified to occur at different times out to 2055. This year, a number of actions were achieved including:</p> <ol style="list-style-type: none"> 1. Secured road corridors in the new urban release areas of West Dubbo and South East Dubbo. 2. Council resolved in September 2023 to refine the South bridge options down to two, and progress to a detailed business case for the remaining two options. This will be undertaken in the 2024/2025 financial year. 3. Council prepared a concept design for a rail overpass on the alignment of the western distributor near the intersection of Chapmans Road and Minore Road. 4. In conjunction with Transport for NSW, Council prepared a brief for the preparation of a new strategic traffic model for Dubbo, using Vissum traffic modelling software. This modelling software will underpin the new urban 	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure



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				<p>roads contributions plan, as well as inform Council and Transport for NSW on key road infrastructure needed to support future development in West Dubbo, and the timing of that infrastructure.</p> <p>5. Council has consulted with Transport for NSW and gained in-principle support for future key intersections on state highways to enable future development growth. A number of these key intersections are located in West Dubbo and East Dubbo.</p>		
		<p>Deliver and support initiatives in line with Transport for NSW's 2026 Road Safety Action Plan</p>		<p>Delivering and supporting initiatives in line with Transport for NSW's 2026 Road Safety Action Plan is an ongoing commitment from Dubbo Regional Council.</p> <p>Council ensures new transport infrastructure is designed and constructed in accordance with best practice design guides such as the Austroads Guide to Road Design. Council also undertakes road safety audits as required to assess observed road safety issues on the road network within the Dubbo Regional Council local government area.</p> <p>Initatives delivered and supported include:</p> <ul style="list-style-type: none"> * a road safety audit undertaken at the Old Mendooran Road and Boothenba Road intersection, which resulted in the closure of a section of road to improve safety. * Council has also engaged a consultant to undertake a safety audit for the design of River Street West Stage 1, a road project being undertaken by Council to activate development in the 	<p>3-MISD Mgr Infrastructure Strategy & Design</p>	<p>Infrastructure</p>




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				North West region of Dubbo. * A road safety audit has also been conducted on the Blueridge Road and Mitchell Highway intersections as part of the development of potential haulage routes.		
2.1.2	The road network meets the needs of users in terms of traffic capacity, functionality and economic and social connectivity	Update and maintain Council's Roads Asset Management Plan to inform future road programs		The ten year roads strategy, as developed by the transport asset team, informs the Transport Asset Management Plan, and is the reference document when developing capital and renewal road projects. The ten year roads strategy was reviewed and updated in October 2023 and the Transportation Asset Management Plan was finalised in April 2024.	3-MID Manager Infrastructure Delivery	Infrastructure
		Undertake regular inspections to identify road defects and prioritise, schedule, and complete maintenance activities		The inspection program for the whole road network (urban and rural) is an ongoing program. Local road networks are inspected annually with the regional roads inspected monthly and the State roads inspected fortnightly, The local road network is approximately 2492 kilometres long, with the regional roads network being 242 kilometres and the State road network being 114 kilometres.	3-MID Manager Infrastructure Delivery	Infrastructure
		Investigate opportunities to monitor the condition of the road network through smart technology		Vehicle mounted camera technology has been trialled on the Council road network. The potential to use collected data, in terms of road defect identification, is being considered as part of the trial.	3-MID Manager Infrastructure Delivery	Infrastructure
		Undertake road infrastructure planning for the Dubbo Urban Release Areas		This has been an ongoing activity, with specific focus on West Dubbo and South-East Dubbo. Council recently acquired a road corridor in south east Dubbo near Southlakes for the southern distributor and is currently working on the acquisition of a road corridor for the	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure



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				<p>southern distributor in the undeveloped area of Blueridge Estate.</p> <p>Council has also been working with developers in West Dubbo to lock in key road corridors for the new urban release areas, in accordance with the Dubbo Transportation Strategy.</p> <p>Council is currently working on preparing a new strategic traffic model for Dubbo, which will be instrumental for informing both Council and Transport for NSW on what road infrastructure will be required to support future development growth.</p>		
		Undertake road infrastructure planning for the Central West Orana Renewable Energy Zone		<p>This is an ongoing activity undertaken by Dubbo Regional Council, in line with ongoing developments currently underway in the Central West Orana Renewable Energy Zone.</p> <p>Council staff have also met with staff from Premiers Department, EnergyCo and Infrastructure NSW to have a whole of government approach to planning for the delivery of the renewable energy projects and the related road infrastructure requirements.</p>	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure
		Conduct a service review of rural road maintenance and use recommendations to help inform business improvement and decision making		This action has been formally deferred to the 2024/2025 Operational Plan as per the endorsed 2024/2025 Service Review Program.	3-MID Manager Infrastructure Delivery	Infrastructure
		Undertake a detailed analysis of car parking requirements in the Dubbo CBD that includes identifying future infrastructure needs and associated funding strategies		This action has been deferred due to higher priorities and is an action in the 2024/2025 Operational Plan.	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure
		Continue to secure route for the Western distributor in line with the Dubbo transportation Strategic Plan to support advocacy efforts for highway bypass		Council is committed to ensuring corridors are set aside to support the alignment of the Western Distributor. Council recently prepared a concept	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure



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				<p>design for a railway overpass on the alignment of the Western Distributor. This design will enable Council to set aside road corridors with an appropriate width for the future Western Distributor. Council has also been working with a number of developers in West Dubbo to secure appropriate road corridors for the future western distributor.</p>		
		<p>Ongoing advocacy to support new highway distributor route</p>		<p>Council is committed to ensuring corridors are set aside to support the alignment of the Western Distributor. Council recently prepared a concept design for a railway overpass on the alignment of the Western Distributor. This design will enable Council to set aside road corridors with an appropriate width for the future Western Distributor. Council has also been working with a number of developers in West Dubbo to secure appropriate road corridors for the future western distributor.</p>	<p>3-MISD Mgr Infrastructure Strategy & Design</p>	<p>Infrastructure</p>
		<p>Progress the design phase of the Blueridge link road.</p>		<p>There are three stages to this project with stage one including the construction of a road from Sheraton Road through to Capital Drive. Stage two is extending the road network from the new road near Capital Drive in an easterly direction to the Mitchell Highway with stage three works being the construction of the intersection on the Mitchell Highway.</p> <p>The main focus has been stage one following the resolution of Council at the Committee of the Whole meeting held on 24 November 2022 where the road alignment for the Blueridge Link road.</p> <p>Public consultation was undertaken at the Blueridge Business Park in August 2023, where Council informed the</p>	<p>3-MISD Mgr Infrastructure Strategy & Design</p>	<p>Infrastructure</p>

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				<p>Blueridge Community about the proposal to construct the Blueridge Link Road and open this route as a heavy vehicle haulage route for the quarries and concrete works on Sheraton Road. Council received verbal feedback at an information session held on the 30 August 2023, as well as formal submissions from various business owners from the Blueridge Business Park community.</p> <p>Following the community consultation period, Council engaged a consultant to undertake a traffic impact assessment for this project, which analyses the impact of heavy vehicles running through the Blueridge Business Park and capacity of the surrounding road network and key intersections.</p> <p>Following receipt of the traffic impact assessment, further consultation was undertaken with the owners of properties within the Blueridge Business Park on 10 April 2024. Further investigations have been occurring including a road safety audit to understand the road safety aspects of this proposal.</p> <p>Stage one design has essentially been completed with design works commencing on stages two and three. Council has applied for the funding of stages one and two construction works under the Regional Precincts and Partnerships Program but have yet to hear the outcome of this application.</p>		
2.1.3	Additional flood-free road access over the Macquarie River at Dubbo is provided	Progress a business case and feasibility analysis for an additional southern crossing of the Macquarie River in Dubbo		This action has been deferred due to higher priorities and is an action in the 2024/2025 Operational Plan.	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure



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2.1.4	Adequate and convenient car parking is available in commercial centres	Provide education programs and ensure compliance around parking problem/hot-spot areas, bus and school zones in the commercial centres		Parking officers have been provided with a vehicle which supports efficient monitoring and enforcement parking in school zones, loading and no parking zones, bus zones as well disabled parking areas not only restricted to the Dubbo Central Business District. While on patrol in both the vehicle and on foot, the officers regularly engage with the public and educate them as to the rules around parking in these areas. In March 2024 the NSW State Government requested that all Council's using the Print and Post service to issue fines leave notification cards on vehicle windscreen notifying the driver that they have been fined, which was complied with.	3-MEC Manager Environmental Compliance	Development and Environment
		Analyse data from parking sensor trial in and around the Brisbane, Talbragar and Macquarie street shopping precincts in Dubbo and provide reports to Council		A report was presented to Council at the 7 March 2024 Committee meeting which showed that in-ground parking sensors are 80% more effective in monitoring parking time violations than the manual chalking method. The report also showed data from a trial of a License Plate Recognition camera which was 3.5 times more efficient than the in-ground sensors at detecting time violations. Council resolved that no further in ground parking sensors or the implementation of a License Plate Recognition Camera can occur without Councillor's approval. The objective of the parking patrols is to ensure the turnover of parking spaces which facilitates greater public access to parking spaces. Council Parking Officers continue to conduct patrols on foot and with the assistance of a motor vehicle to cover a larger area including private carparks	3-MEC Manager Environmental Compliance	Development and Environment




Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				with which Council have contracts to enforce parking restrictions.		
		Ongoing analysis and solution identification for car parking and vehicle access in Dubbo and Wellington		This action has been deferred due to higher priorities and is an action in the 2024/2025 Operational Plan.	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure
2.1.5	Council works collaboratively with government and stakeholders on transport-related issues	Work with regional stakeholders to explore strategic opportunities to improve access and connectivity including road, rail and port		Support has been provided to large-scale businesses that require complex logistics for regional products to domestic and international markets. Council continue to work with Abelgeldie on the Dubbo Bridge Project and the 'Women in Trades' Workforce Participation Program. Working with Regional Development Australia (Orana) on the Hunter Transport Strategy report through the Stable Group.	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement
		Pursue opportunities for additional funding of road projects through the State and Federal Government		<p>Council was successful in obtaining \$2,779,322 under the Bridges Renewal Program administered by the Federal Government for the construction of a bridge over Mitchell Creek on Saxa Road, Comobella. Dubbo Regional Council has also provided an application for funding under the Disaster Relief Funding Arrangements for the value of the cost to replace the causeway. The outcome of this application is expected to be known next financial year.</p> <p>Dubbo Regional Council was also successful in obtaining a total of \$3,384,646 under the Local Roads and Community Infrastructure Program administered by the Federal Government. These funds were used for the renewal of Wheelers Lane, Dubbo and the sealing of road shoulders in Gisborne Street, Wellington.</p>	3-MID Manager Infrastructure Delivery	Infrastructure




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				<p>Council has received \$7,115,643 funding under the Regional Emergency Road Repair Fund administered by the State Government. This funding is to undertake repairs to the road network which was significantly impacted by severe flooding, storm damage and ongoing wet weather during 2022 and the works are to be completed by 31 October 2027.</p> <p>Council has received a State Government contribution through the Accelerated Infrastructure Fund towards the construction of the River Street West Collector Road. This grant was obtained in April 2023.</p> <p>Two funding submissions have also been sought under the Regional Precincts and Partnership Program which includes the construction of an intersection on the Newell Highway and for the southern distributor road from Sheraton Road towards the Mitchell Highway.</p>		
		Collaborate with State and Federal governments in relation to transportation issues and limitations in the Central West Orana Renewable Energy Zone		Council is represented on the Orana Hunter Connections and Beyond Transport Study project group, and regularly attends to collaborate with Regional Development Australia, EnergyCo, Transport for NSW and other Councils to discuss transportation needs and opportunities for the upcoming renewable energy zone projects.	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure
		Advocate to the State and Federal Government for funding for a business case for the western distributor road that incorporating the needs of heavy freight		<p>Multiple meetings have been held with Transport for NSW representatives to discuss the importance of the western bypass.</p> <p>Communications were also provided to</p>	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure






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				Federal and State Members highlighting the importance of progressing a business case, requesting \$100,000 in funding to complete a study for the western distributor. No funding has been received, but Council will continue to advocate for the western distributor and seek funding opportunities to fund a business case.		
		Advocate to the State Government for additional overtaking lanes on the Mitchell Highway between Dubbo and Wellington		An overtaking lane is being developed by Transport for NSW on the eastbound lane between Geurie and Wellington. A Mayoral letter was sent to the Minister in October 2023 raising community priorities that included overtaking lanes between Geurie and Wellington.	2-DI Director Infrastructure	
		Collaborate with State and Federal Governments in relation to issues and truck configuration limitations on the Newell, Mitchell and Golden Highways		<p>In addition to Informal discussions with relevant agencies in relation to truck configurations, Council has raised with EnergyCo and the Office of the Australian Government Minister for Climate Change and Energy the need for significant improvements to the Golden Highway for the transportation of over size and over mass componentry.</p> <p>Council staff have also been involved in the Golden Highway Road Corridor Improvements Study undertaken by Regional Development Australia which identifies improvement works to accommodate larger truck configurations such as Performance Based Standards for trucks up to 30 metres in length (PBS 2B).</p>	2-DI Director Infrastructure	




2.2: Infrastructure meets the current and future needs of our community

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
2.2.1	Water and sewer infrastructure and services meet the needs of the community	Supply water to customers in accordance with Council's adopted service levels		<p>Council's Water Supply and Sewerage Customer Service Plan 2022/2023 and 2023/2024 outlines adopted service levels for water supply including minimum water pressures, failure response times and notification for supply interruptions. Council's Customer Request Management system is indicating adopted service levels have been maintained throughout the reporting period.</p> <p>Council completed its biennial Water Supply and Sewerage Customer Satisfaction Survey in May 2024. The 2024 survey results highlight areas of continuity and overall satisfaction of water supply and sewerage services with previous years' results.</p>	3-MWSS Manager Water Supply & Sewerage	Infrastructure
		Supply sewerage services to customers in accordance with Council's adopted service levels		<p>Council's Water Supply and Sewerage Customer Service Plan 2022/2023 and 2023/2024 outlines adopted service levels for sewerage services including failure response times and notification for supply interruptions. Council's Customer Request Management system is indicating adopted service levels have been maintained within the reporting period.</p> <p>Council completed its biennial Water Supply and Sewerage Customer Satisfaction Survey in May 2024. The 2024 survey results highlight areas of continuity and overall satisfaction of water supply and sewerage services with previous years' results.</p>		

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		Progress the Integrated Water Cycle Management Plan		<p>This project has been delayed due to significant developer interest in West Dubbo, resulting in Council having to re-evaluate its water supply and sewer servicing strategy for the area. Council has engaged a consultant to update the hydraulic models for both water supply and sewer in Dubbo.</p> <p>Upon completion of modelling works, water supply and sewer services requiring augmentation or upgrades to cater for future population growth will be identified. Augmentation and upgrade works will then be captured in the new Integrated Water Cycle Management Plan. Council intends to commence the development of a new Integrated Water Cycle Management Plan mid 2024. Council has received initial draft reports for both water supply and sewerage models with significant commentary provided for the fine tuning of both. Both water supply and sewerage reports are now being finalised.</p>	3-MSWSS Manager Strategy Water Supply & Sewerage	Infrastructure
2.2.2	Solid waste management services meet the needs of the community	Supply solid waste services to customers in accordance with Council's adopted service levels		Waste services were provided to the community within the adopted service levels. This Financial Years Annual Bulky waste collection service was completed between October and December 2023. A total of 1,188 tonnes of material was collected, with 15% of materials recovered and diverted from landfill (Steel; E-Waste, Tyres; Whitegoods & Green Waste).	3-MRRE Mgr Resource Recovery & Efficiency	Development and Environment
		Implement the Local Government Area Waste Strategy		The Waste Strategy aims to guide the delivery of Waste services over the next 5 years, which will sit within a broader 10-year setting. In addition, the Waste Strategy will explore local	3-MRRE Mgr Resource Recovery & Efficiency	Development and Environment




Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				transformation of waste rather than its export for processing outside the region, seeking to retain its social, economic, and skills-based benefits locally. The Waste Strategy Draft is due for public display in August and adoption in November, 2024.		
		Undertake a weekly organic waste service for Dubbo, Wellington, Wongarbron and Geurie		The Food Organics and Garden Organics (FOGO) domestic service is an ongoing service being provided to the residents within the defined collection areas on a weekly basis. Over 6,038 tonnes were collected between July 1, 2023, and June 30, 2024.	3-MRRE Mgr Resource Recovery & Efficiency	Development and Environment
		Undertake regular consultation and information programs on waste collection and facilities in the villages		Active Social media promotions are being utilised to encourage urban residents to use their annual electronic waste "Voucher", where up to a trailer load/ 240kg maximum of waste to Council's landfills or transfer stations. Waste management educational programs for schools and businesses across three municipalities (position is funded by Dubbo Regional Council, Narromine Shire Council and Mid-Western Regional Council) are being implemented. Get Grubby Program has been introduced to assist and provide an education tool for households, schools, organisations and community groups.	3-MRRE Mgr Resource Recovery & Efficiency	Development and Environment
2.2.3	Urban drainage systems meet the needs of the community	The presentation of the Villages is maintained in accordance with the adopted Parks and Bushcare Program and other adopted strategies to effective resource maintenance activities		Council has service levels for each of the areas that Council maintains across the local government area. The Village service levels and mowing maps have been presented to the members of the Village Committee and staff maintained the areas under the control of Council throughout the 2023/2024 year.	3-MGSO Manager Greenspace Operations	Infrastructure





Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
2.2.4	Enhanced telecommunications coverage is available in the region	Advocate to the State and Federal Governments and providers to progress the Smart Region Strategy and for the continued and expeditious roll-out of internet, telecommunications and data services throughout the LGA		Within the constraints of Council's control this has been progressing with external parties as opportunities arise,	1-CEO Chief Executive Officer	
2.2.5	Council maintains infrastructure and delivers services at the adopted service levels as agreed with the community	Undertake regular monitoring of Council's Assets Management Strategy		The review and preparation of the Asset Management Strategy commenced in October 2023 and were completed as part of the 2024/2025 budget process. The Asset Management Strategy continues to be reviewed and refined as part of the ongoing Delivery and Operational Plan annual process, to provide the strategic direction for the Asset Management Plans.	3-CFO Chief Financial Officer	Organisational Performance
		Asset Management Plans undergo annual monitoring and review to reflect any changes in asset condition or services level of the asset portfolio		The Asset Management Plans continue to be reviewed and refined as part of the Delivery and Operational Plan annual process, utilising the strategic direction from the Asset Management Strategy and Asset Management Policy.	3-CFO Chief Financial Officer	Organisational Performance
		Undertake a review of Council's building assets to determine the present and future needs and opportunities for these assets		The new Building Assets team structure is in place with the addition of two Maintenance Officer. These two positions will add further capability and efficiency to Building Assets Maintenance and provide higher levels of service for council building facilities. A review of the Dubbo Civic building staff numbers current and future demands has been conducted. Planning for future design and capacity of Dubbo Civic Administration Building is underway.	3-MBA Manager Building Assets	Organisational Performance
		Feasibility and options considered for Duke of Wellington Bridge		A Disaster Recovery Funding Arrangements (DRFA) funding application was submitted to State	3-MID Manager	Infrastructure




Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				<p>Government for consideration in November 2023. The total requested funding is \$23M to allow for the reinstatement of the bank to support the road and bridge infrastructure. The outcome of the submission under the DRFA is expected to be known next financial year.</p> <p>Given the expected timeframes for DRFA assessment, Council investigated the feasibility of constructing temporary pedestrian access across the Duke of Wellington Bridge while the road and existing footpath remain closed due damage. Following the assessment, temporary pedestrian access was restored in June 2024 up to and across the Duke of Wellington Bridge to allow for the use of the bridge by pedestrians.</p>	Infrastructure Delivery	
2.2.6	Council utilises a modern and efficient plant fleet that meets operational needs	Review the make-up of the fleet to ensure operational requirements are being met in a cost-effective manner		A review of light vehicles has been conducted, resulting in a recommendation report for the endorsement of the Executive Leadership Team. The council's plant fleet undergoes regular reviews throughout the year to meet operational needs and ensure satisfactory equipment utilisation.	3-MFDS Manager Fleet & Depot Services	Infrastructure
		Monitor motor vehicle incidents involving Council vehicles and implement appropriate action as required		All accidents are actioned in accordance with Council's Safe Driving Guide. Analyse of accident data is also carried out to identify patterns or trends so appropriate measures can be taken to prevent future accidents.	3-MFDS Manager Fleet & Depot Services	Infrastructure
		Council amends its existing fleet policy to be aligned to Council's Zero Emissions Fleet Strategy goals for light vehicles		Dubbo Regional Council has a Net Zero Framework which provides an overarching blueprint for reducing greenhouse gas emissions to net zero within its operations by 2050.	3-MFDS Manager Fleet & Depot Services	Infrastructure

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				The Framework includes a short-term target of financial year 2028 to reduce emissions from Council operations by 35% and a medium-term target of financial year 2035 to reduce emissions from Council operations by 70%. The Fleet Management Policy was amended and adopted in January 2024 to align with Council's Zero Emissions Fleet Strategy to include the replacement of the light vehicle fleet with low emission vehicles.		

2.3: The transportation systems support connections within and outside the region

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
2.3.1	Appropriate and well-connected rail infrastructure is available	Work with rail authorities to ensure the safety and functionality of existing level crossings		Dubbo Regional Council staff worked with the relevant rail authorities (Australian Roal Track Corporation and UGL Regional Linx) in respect to traffic management when rail track works impact on public roads. Joint Dubbo Regional Council and rail authority level crossing safety inspections occurred during the year at high risk rail crossings.	3-MID Manager Infrastructure Delivery	Infrastructure
		Advocate to the State Government to improve access and timing for passenger train services to reach major destinations		Council has been advised that when the regional rail fleet and the regional rail maintenance facility is operational Dubbo will have a morning train to Sydney.	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement
		Advocate to the State Government to ensure Dubbo is considered as part of the Fast Rail business case		The projects around Fast Rail in regional NSW have been cancelled by the NSW Government. No further action will be undertaken, noting that the Australian Government is focused on the Sydney to Newcastle route.	2-DI Director Infrastructure	



Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
2.3.2	A network of cycleways and pedestrian facilities is provided and maintained	Review and implement the Pedestrian Access and Mobility Plan for the Local Government Area		The review of the Pedestrian Access and Mobility Plan (PAMP) commenced in April 2024. The completion of this review has been set as an action in the 2024/2025 Operational Plan.	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure
2.3.3	Public transport services are available in our villages	Collaborate with Transport for NSW as part of the 16 Cities Program to improve public transport services within the region		Council has facilitated the 16 Cities program by regularly attending meetings with Transport for NSW, providing appropriate feedback based on local knowledge of the road network. Council also facilitated consultation and relevant Council approvals, along with the installation of signage to establish the new bus stops and facilities around Dubbo.	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure
2.3.4	Our community has convenient air access to a variety of destinations	Establish and maintain partnerships to promote air travel and support route viability and affordability		Ongoing engagement and collaboration with airlines and their representatives, ensuring the continuation of existing services to and from Sydney, Brisbane, Melbourne, Broken Hill, Bourke, Walgett, and Lightning Ridge, achieving annual passenger numbers of 195,708. This is an 8.4% increase on the previous financial year. Furthermore, active sharing of airline fare and destination promotions on airport social media pages contributed to ensuring affordability and route viability.	6-ACAO Airport Compliance and Admin Officer	Organisational Performance
		Implement Strategic Growth Plan for Wellington Aerodrome and Recreation Park		The completion of the Wellington Aerodrome and Recreation Park (WARP) concept planning document and high-level cost plan serves as a reference for assessing future commercial and development opportunities. General aviation activities at the aerodrome include private and recreational flying, agricultural operations, emergency services, and flight training. Additionally, the aerodrome supports non-aviation activities such as drag racing and driver training. Recently, WARP has attracted	6-ACAO Airport Compliance and Admin Officer	Organisational Performance



Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				interest from the growing Advanced Air Mobility (AAM) sector, particularly for testing eVTOL aircraft, due to its ease of use and low aircraft traffic. The concept plan, though preliminary, outlines potential uses and provides analysis ensuring that growth initiatives are well-informed and strategically aligned with WARP's long-term vision.		
		Maintain leases, licenses, fees and charges at the Dubbo Regional Airport and Wellington Aerodrome and Recreation Park in line with facility maintenance and long term development opportunities		Leases, licenses, fees and charges at Dubbo Regional Airport and Wellington Aerodrome and Recreation Park were in alignment with facility maintenance and long-term development. The strategic approach sustained essential revenue streams whilst supporting cost recovery and infrastructure maintenance.	6-ACAO Airport Compliance and Admin Officer	Organisational Performance
2.3.5	Roadside environments and entrance statements are developed and maintained	Develop village maintenance and mowing service levels, including enabling volunteers, and communicate the results to village landowners		<p>The maintenance and mowing service levels have been developed for the villages and the mowing maps have been distributed to the members of the Village Committee.</p> <p>Staff are working on enabling the sale of mowers to organisations within the villages to allow for volunteer mowing to occur with a greater area than what is currently maintained by Council.</p> <p>The enabling of volunteers is an action for the 2024/2025 Operational Plan relating to the Volunteer Framework, which will provide a coordinated and considered approach to support these efforts.</p>	3-MGSO Manager Greenspace Operations	Infrastructure
		Monitor for hot-spots of illegal dumping		Remote trail cameras have been used at known illegal dumping hot spots across both Dubbo and Wellington with great success. With the help of the cameras, officers have been able to identify people responsible for illegally dumping waste	3-MEC Manager Environmental Compliance	Development and Environment





Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				<p>and the appropriate enforcement action has then been taken against these individuals. Additionally, signage has also been installed where the cameras are located informing the public that there may be cameras in use, and this is successfully working as a deterrent. Council Officers are responding to reports and actively patrolling for illegal dumping. In the 2023/24 financial year there has been a total of 298 reports made to Council. Council Officers have issued 16 warnings, 8 cleanup notices to offenders.</p>		


Theme 3: Economy







3.1: Visitor economy growth is supported


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
3.1.1	Diverse and unique visitor opportunities are explored, developed and supported	Implement Local Government actions in the Country and Outback Destination Management Plan		Engagement with Destination Country and Outback (DNCO) for advocacy of the Dubbo Region and opportunities for tourism growth continued. Marketing staff supported DNCO and DNSW with enquiries related to accessibility auditing of tourism product in Dubbo, and experiences, hospitality, group bookings and accommodation recommendations for a Dept of Ed group of 60 pax. Support Taronga Western Plains Zoo's Platypus Rescue HQ (opened in February 2024) through tourism marketing and promotion. Promotion of DNCO and DNSW programs and events continued via the monthly eblast when appropriate and relevant to the local audience.	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement
		Promote the region on destination marketing platforms and collaborative programs		A digital Autumn Destination Marketing Campaign concluded in Q4, with social media advertising delivering an impressive 51,524 reach and 939 engagements.. The destination website also saw an uplift of 31.3% new users for the period the campaign was live when compared to the same period in 2023. This campaign was set to geographically target people in Canberra, Bathurst, Lithgow, Newcastle, Orange, Wollongong, Gosford and Parramatta with the intention to capture the attention of travellers within a portion of the drive market radius. Dubbo.com.au activity: No of page views: 88,535 (decrease from 111,399) Page views per session: 1.94	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				<p>Dubbo Region social media activity 221,079 reach (down from 234,263) 3,092 visits 11,523 followers (increase of 188 from Q3)</p> <p>Visit Dubbo social media activity: 987 reach (down from 1,168) 284 visits 7,342 followers (decrease of 14 from Q3)</p>		
		Operate Visitor Information Centres and provide information to tourists about the region's attractions, maps and other items relevant to tourism		<p>Draft service review of Wellington and Dubbo Visitor Information Centres complete. Advertising for WVIC rental space in progress.</p> <p>Activities undertaken include assisting with the New Resident night, Triple M broadcast from Dubbo facility, hamper sales, and site tours conducted to Eastend Studio Apartments, Old Dubbo Gaol and Royal Flying Doctors Service Experience Centre. Regular tourism related activities include Visitor Guide distribution, guided bus tours, school holiday program distribution, and retail stock at Dubbo Airport, Wellington Caves and NRMA Holiday Park. Australian Visitor Information Centre accreditation annual approval. Driver Reviver in Wellington continues to increase visitation.</p>	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement
		Implement Strategic Plans and Internal Business Strategies for the Old Dubbo Gaol		<p>Customer feedback survey completed during this period with a 4.52 out of 5.00 satisfaction rating achieved for the ODG. Ongoing business development has taken place during this period led by the Internal Business Strategy and the SPARC Cultural Plan.</p> <p>Ongoing continuous improvement strategies and data collection/reporting increased to help support this growth.</p>	3-MRE Manager Regional Experiences	Community Culture and Places

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		Implement Strategic Plans and Internal Business Strategies for the Wellington Caves		Service Review, Management Response undertaken and presented to Council at the June Culture and Community Committee. Internal Business Strategy review undertaken for 24/25 during this period and new marketing plan review commenced. The Caves and Caravan Park ongoing business development to be undertaken in line with Council's Adopted budget.	3-MRE Manager Regional Experiences	Community Culture and Places
		Deliver the Destination Dubbo International Ready Project (Heritage Plaza, Wiradjuri Tourism Centre and Macquarie River Precinct) in accordance with approved budgets and timelines		Heritage Plaza design altered to respond to Archaeological study and Heritage NSW. Design altered to incorporate required changes to plaza artwork and changes to lectical substation relocation. Wiradjuri Tourism Centre has received Development Application approval and an additional \$7.19 million grant funding through the Australian Governments Growing Regions Program Fund. A new funding strategy adopted by Council also allocated \$2.2 million from Council towards the project budget.	3-MRE Manager Regional Experiences	Community Culture and Places
		Opportunities to have e-Bikes available for community and visitors is explored		E-bikes report presented to Council in October with recommendation to allow current market to provide for visitors and community (e-bikes available at NRMA Dubbo Holiday Park).	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement
		Council partners with the Taronga Western Plains Zoo on the Regional Hospitality and Tourism Centre of Excellence Business Case to support the development of unique visitor opportunities		The Taronga Western Plains Zoo was successful in obtaining an extension of time for the completion of the business case for the Regional Hospitality and Tourism Centre of Excellence under the Regional NSW Business Case and Strategy Development Fund. A Memorandum of Understanding between Dubbo Regional Council and Taronga Western Plains Zoo has been executed	2-DSPE Director Strategy Partnership & Egmt	Strategy Partnerships and Engagement



Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				<p>regarding two projects.</p> <ol style="list-style-type: none"> 1. Regional NSW Business Case and Strategy Development Fund - funding the Regional Hospitality and Tourism Centre of Excellence. The business case is complete. 2. NSW Government Regional Tourism Activation Fund.- funding the Serengeti Plains Visitor Experience project. The project is underway. 		
		<p>Implement and monitor the Marketing Services Action Plan</p>		<p>Support for internal marketing services include DREAM Festival, community insights survey, Creo Cafe EOI, Church Street EOI, Talbragar Street EOI, NSW Touch Football Carnival, The Voice Referendum, Keswick Estate, 'Smile it Christmas' and Dubbo Art Fair, Community Insights Survey and Community Input Survey, Dubbo Regional Livestock Market expression of interest, New Resident Event (registration and event promotion), Drought Resilience Plan, Community Safety and Crime Prevention Plan, and naming of shared pathway. Social media campaigns including 'Did you Know' awareness campaign for Council, Christmas closures, end of year library Services, waste and environmental social media campaigns (Waste Wise Wednesday, Textile Recycling trial and Bulky Rubbish collection). Significant graphic design projects included the DRTCC Season Program Launch, Council's Annual Report, Wiradjuri Tourism Centre. Social media accounts for Dubbo Visitor Information Centre and Dubbo Region Events absorbed into Dubbo Region accounts to build tourism profile, showing robust services and attractions outside that of Destination Partnership Program.</p>	<p>3-MSPI Mgr Strategic Partnerships & Investment</p>	<p>Strategy Partnerships and Engagement</p>




Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				Marketing activity continues to be undertaken to deliver on the return benefits outlined in the Dubbo Region Destination Partnership Program. Engagement with partners continues via email marketing, Visitor Guide distribution strategy and consistently raising awareness of evergreen Programs such as VIC Partnership Program that local tourism businesses can leverage.		
		Develop a business case and feasibility analysis for renewing Phosphate Mine		Site inspection undertaken with External Stakeholders and Council Safety and Caves Team in May/June to determine opportunities in the re-opening of the phosphate mine through a restoration program. Work has commenced, although only in its infancy towards a longer-term goal of re-opening.	3-MRE Manager Regional Experiences	Community Culture and Places
3.1.2	Events that foster cultural, recreational and community interaction opportunities are supported	Economic and social event outcomes supported with funding in accordance with Council's Financial Assistance Policy		Funding expended 100% The framework for financial support of events currently under review for 2025.	4-EPTL Events & Partnerships Team Leader	Community Culture and Places
		Implement the Event Attraction and Support Strategy		Work continues on development of the Dubbo Region Events Strategy. The Strategy will guide Council's support and attraction of events.	4-EPTL Events & Partnerships Team Leader	Community Culture and Places
		Implement strategic plans for the Dubbo and Wellington showgrounds		Strategic plans for the Dubbo and Wellington showgrounds to be reviewed and implemented in 2024/2025	4-EPTL Events & Partnerships Team Leader	Community Culture and Places
		Ongoing implementation of the Regional Event Action Plan to increase community events use of public space		Council processed 35 event applications for public events held on public land - 1 July 2023 to 30 June 2024.	4-EPTL Events & Partnerships Team Leader	Community Culture and Places
3.1.3	Visitor accommodation is available	Develop and monitor tourism accommodation visitation reports		Accommodation occupancy rate is being compiled every month and is shared with industry and stakeholders.	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		Maintain and operate the Wellington Caves Holiday Complex		<p>Customer feedback project continued to be undertaken with strong initial results in visitor satisfaction.</p> <p>The Service Review, Management Response undertaken and presented to Council at the June Culture and Community Committee.</p> <p>Internal Business Strategy review undertaken for 24/25 during this period and new marketing plan review commenced.</p> <p>The Caravan Park ongoing business development to be undertaken in line with Councils adopted budget.</p>	3-MRE Manager Regional Experiences	Community Culture and Places



3.2: Employment opportunities are available in all sectors of our economy

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
3.2.1	Employment and investment opportunities for all sectors of the community are fostered	Develop and maintain strong partnerships with diverse advisory groups, industry representatives and government agencies to encourage economic growth		<p>Developed partnerships with Regional Development Australia (industry forums, grant portal etc), Department of Regional NSW (Drought Resilience Plan program and partnership opportunities), Regional Australia Institute (Regional Alliance Activators including surveys and case studies). REACT (Renewable Energy Awareness and Careers Training) facility preliminary business case developed and Phase one of business case with the assistance of stakeholders including DRNSW, Renewable Energy proponents, Corrective Services, Department of Education, Aboriginal advisory bodies, Federation University, and TAFE NSW. Grant applications submitted that included employment and investment opportunities were Regional Precincts and Partnerships Program (North West Urban Development and Wellington</p>	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				Town Centre - REZ Ready, Blueridge Link Road) and Growing Regions Program (Wiradjuri Cultural Tourism Centre). Grant applications were developed through strong partnerships with NSW Business Chamber, state and federal members, Department of Planning and Environment and Energy Co, businesses, local developers and Transport for NSW. Continue to develop partnerships with Abergeldie, Transport NSW, TAFE and VERTO through a strong presence in the BOOTS Program. Participation in industry networks and working groups to support and realise employment industry supply chain opportunities with major infrastructure projects as well as the Renewable Energy Zone		
		Provide support to stakeholders seeking government funding in line with community strategic priorities		Financial partnership developed with RDA Orana to support regional online Grants Hub. Grant funding assistance provided for Lazy River Estate for the Destination NSW Grant Assistance program; the Geurie Development Association for the Growing Regions Program; Marantha House for Growing Regions Program; Regional Partnerships and Precincts Program support provided for the North West Urban Precinct and Southern Distributor / Blueridge Link road were completed in partnership with landowners, developers, State Government departments and businesses in the area.	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement
		Monitor and review policies and procedures to promote local business especially SMEs and Aboriginal organisations within the LGA		Council has recognised the beneficial outcomes of implementing the "Buy Local and Grow Local" purchasing policy in its procurement operations. There has been a notable rise in utilising	3-MP Manager Procurement	Organisational Performance



Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				local supplier pathways and public tenders that highlight local advantages. The Council remains committed to evaluating its existing strategies, gathering feedback from local businesses, and collaborating with them to foster local enterprises and bolster the local economy. Council continues to support local businesses through the current Procurement Policy, with numerous examples of the 5% 'local business' deduction allowance utilised in the final quarter of FY2024.		
		Delivery of master planning and construction of Moffatt Estate		Council is currently preparing to lodge a development application for Moffatt Estate, Stage 4.	3-MPLD Manager Property & Land Development	Organisational Performance
3.2.2	Traineeships and employment pathways are available for all sectors of the community	Advocate and support the employment of youth, Aboriginal, long-term unemployed and people with a disability in major public projects		Advocate for youth, aboriginal and long-term unemployed through the Workforce Australia Taskforce; Jobs, Skills and Industry Participation (JSIP) and the Renewable Energy Zone Steering Committee (Economic Development Participation group, Jobs and Skills Taskforce with Local Jobs Taskforce team, collaboration with Energy Co on the 'Economic Development and Participation' fortnightly meeting. Support programs including 'Real Futures Women's Business', Sisters in Trades and the BOOTS program (Building Opportunities through Outreach Training and Support).	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement
		Collaborate with local schools, universities, businesses and government agencies to identify employment pathways and traineeship opportunities"		A number of workforce development programs were supported by Council including the successful 'Sisters In Trades' traineeship, BOOTS (Building Opportunities through Outreach Training and Support) program. Continue to support Workforce Australia	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement



Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				<p>through Government Infrastructure Traineeship applications, regular advocacy and input for the Jobs Action Plan for the region. Supported CSU International Student Engagement Team to launch international Student Nursing Courses.</p> <p>Coordinated business case development with government and industry regarding training centre to support the Renewable Energy Zone based in Wellington (Renewable Energy Training and Awareness Centre).</p>		
3.2.3	The growth, development and diversification of the agricultural industry is supported	Maintain the Dubbo Regional Livestock Markets to appropriately support the agricultural sector		<p>The ongoing operational capabilities and the employment opportunities of the Livestock Markets are being put to the market through the EOI process. At the Dubbo Regional Livestock Markets, Operational improvements have been implemented to better support the agricultural sector. Key enhancements include the introduction of maintenance tracking for essential components of the saleyards, such as the drafts, ramps, and scale house. This system allows for weekly monitoring and ensures timely upkeep, minimising downtime and improving operational output. Also, a shift towards a proactive approach to asset maintenance has been adopted. By capturing the data around maintenance tasks, the operations team can identify improvements, anticipate issues, and address them before they escalate, thereby increasing the overall efficiency and reliability of the facility. These improvements have streamlined several operations tasks but also reinforce the DRLM's commitment to supporting the agricultural community with a well-maintained facility.</p>	3-MDRLM Manager DRLM	Organisational Performance

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
3.2.4	The Dubbo Central Business District and Wellington Town Centre are supported by commercial activation programs and activities	Implement and measure outcomes of the Economic Development Services Action Plan		Projects and activities undertaken for local economic growth and businesses include Wellington CBD business audit; 'Shop Local' Christmas campaign, Small Business Month (grant funded), New Resident Night, jobs expos, Dubbo CBD property expression of interest facilitation, collaboration with Dubbo and Wellington CBDs for crime prevention information, and Council presentation at Dubbo Chamber Breakfasts. Business development activities included 219 enquiries including 38 face-to-face meetings and 9 site visits. Other activities included regional investor presentations including to Hydrostor and Rio Tinto; developed preliminary business case for Wellington Renewable Energy Awareness and Career Training (REACT) facility; and finalised Green Hub business case, and finalisation of the public private partnership for the Advanced Wastewater Treatment Plant. Development of the Central Orana Region (Dubbo and Narromine) Drought Resilience Plan.	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement
		Improve food safety outcomes and conduct regular food inspections of retail food businesses		The Environmental Health officers completed the annual food inspections conducting the annual food inspections of 278 retail food premises including home based food businesses as required under the Food Authority's Food Regulation Partnership. 25 premises required a reinspection, resulting in 4 written warnings, 3 improvement notices being issued to ensure non-compliance issues were rectified. The Inspection program and annual report to the Food Authority has been completed and submitted as of 15/7/2024	3-MEC Manager Environmental Compliance	Development and Environment

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				Part of the inspection program includes educating food retailers what is required and why to ensure compliance with the NSW Food Act and the Australian Food Standards. The Environmental Health Officers are conducting several education sessions at upcoming food events and have partnered with the NSW Food Authority to host a retail food information session in September 2024		
3.2.5	Neighbourhood shopping centres provide attractive and convenient services and facilities	Identify funding opportunities to develop and implement neighbourhood shopping centre enhancement plans for the existing neighbourhood shopping centres in Tamworth Street and Victoria Street		There were no funding opportunities identified in the 2023/2024 financial year for development of neighbourhood shopping centre plans.	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure

3.3: A strategic framework is in place to maximise the realisation of economic development opportunities for the region




Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
3.3.1	Land is suitably zoned, sized and located to facilitate a variety of development and employment generating activities	Undertake regular engagement with businesses in regards to land zoning, appropriateness of proposed sites and approval pathways		A Duty Planner and Duty Building Officer is available to the public from 1pm-5pm Monday to Friday and also an additional service offered in Wellington. Preliminary DA meetings are regularly held to assist proponents with their developments. These are ongoing services offered free to the public. Additionally, Stakeholder engagement in regard to housing has included a number of workshops throughout 2023/24 including the Housing Reference Group, Chamber of Commerce breakfast and most recently Mayoral Developer's Forum held 19/6/24.	3-MBDS Mgr Building & Development Services	Development and Environment
3.3.2	The Dubbo Central Business District and Wellington Centre are supported by long-term plans	Implement and monitor the Wellington Town Centre Plan		Funding and other mechanisms continue to be sought for delivery of the items included in the Wellington Town Centre Plan. Council applied for funding under the Federal Government Regional	4-TLGPP Team Leader Growth Planning Projects	Development and Environment





Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				Precincts and Partnership Program to work on taking projects in the Wellington Town Centre Plan from conceptual to shovel-ready stage. Commencement of the Uungula Wind Farm Voluntary Planning Agreement will deliver funding for the implementation of the Wellington Town Centre Plan.		
3.3.3	Major investment is proactively attracted and supported in line with regional opportunities	Create an investment attraction strategy that targets large scale opportunities related to new technology, renewable energy and public infrastructure		<p>Investment attraction activities include Developers Forum presentation; Investment Attraction Program collateral development with Department Regional NSW; over 10 major investment enquiries concurrently being managed; Rio Tinto investment pitch for Scandium processing facility, and Hydrostor Wellington site engagement and presentation with CEO.</p> <p>Green Hub business case developed and finalised through the Strategic Business Case Fund, developed the preliminary business case for REACT facility in Wellington, and the in-depth business case Phase 1 undertaken.</p> <p>Partnered with Squadron Energy to build an Advanced Wastewater treatment for \$3.6M. in a Private Public Partnership approved by the Local Govt Minister.</p>	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement
		Collaborate with supply chain business to help support a diverse and growing regional economy		<p>Collaboration d with University of Newcastle for an Industry Engagement Project (PHD Student placements)</p> <p>Designed and implemented Small Business Month event in October and supported Dubbo Square for a retail event in October 2023. Australian and United Kindom and United States (AUKUS) event for industry to be involved with the AUKUS opportunities.</p>		




Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				<p>Presented to Rio Tinto for Scandium processing facility for North Dubbo. Grant applications submitted to support regional investment included Regional Precincts and Partnerships Program (North West Urban Development and Wellington Town Centre - REZ Ready). Successfully attracted \$200,000 in funding to develop Drought Resilience Plan through the Department of Regional NSW. Feasibility discussions have been on-going with Bluescope Steel for the manufacture of Steel Wind Towers in the Dubbo Region. AUKUS Event in conjunction with ICN was delivered in May which involved approximately 50 attendees primarily from local manufacturing businesses.</p>		



Theme 4: Leadership



4.1: Council provides transparent, fair and accountable leadership and governance




Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
4.1.1	Council encourages and facilitates two-way communication with and between stakeholders and the community	Administer the use of community engagement tools, platforms and practices		The Community Engagement Strategy including the Community Participation Plan was adopted by Council at the Ordinary meeting of February 2024. The development of the YourSay engagement platform has enabled Council to utilise a range of community engagement tools and practices. Internal capability has been strengthened with staff obtaining IAP2 qualifications and sharing learning and best practice across the organisation. 10 Face-to-Face Community Conversation sessions have been conducted throughout the region with further planned. Internal and external reporting frameworks have been established to support visibility of insights and data. Since launching in April 2023 Council's YourSay engagement portal currently has 908 members, over 117,000 site views, 2,350 engagement contributions, 117 projects launched, with 572 project followers.	3-MCE Manager Customer Experience	Strategy Partnerships and Engagement
		Provide opportunities for the community to interact and communicate with Councillors		Council facilitate civic events which provide opportunities for the community to interact with Councillors, and look for additional ways to enhance interactions, such as the Australia Day community survey, in an effort to remain informed of community needs and preferences. Each Council and Committee meeting includes a public forum where community members can speak to matters of interest on the agenda, and Councillor contact details are available at all times. Opportunities also include Community Committees (12) and Community Leaders Breakfasts. Councillors have been offered assistance in regards to effectively utilising social media to engage with community.	3-MGIC Manager Corporate Governance	Organisational Performance
		Review existing and additional communication channels to support effective engagement and		Service Review on Community Committees completed with Council recommendations implemented. Support provided to Councillors to	2-DSPE Director Strategy	Strategy Partnerships





Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		communications between Council, community and stakeholders		assist in social media management and engagement. Post consultation reports on Engagement Program via Your Say being made available to participants in addition to Councillors and internal stakeholders. Ongoing review and refinement of Web Chat function via Customer Experience; organisational customer request management review resulted in clear and consistent service level identification and improved responses to community. Accessibility review of corporate website has been completed including a trial of accessibility tool across Council's websites.	Partnership & Egmt	and Engagement
		Conduct a range of civic events and ceremonies, including Australia Day, Remembrance Day, Anzac Day, and Community Leaders Breakfast		Citizenship Ceremonies have been held throughout the year, which we have welcomed 159 new citizens. Community Leaders breakfasts have been held throughout the year and Councillors have attended several cultural and civic ceremonies. Council has hosted a successful Dubbo Day awards ceremony at the Taronga Western Plains Zoo, Australia Day events in both Wellington and Dubbo, and have provided civic support to the RSL Dubbo Branch for the Anzac Day Service.	3-MGIC Manager Corporate Governance	Organisational Performance
		Collaborate with neighbouring LGAs to investigate and consider formal boundary adjustments for areas such as Yeoval and North Yeoval		A YourSay project page has been developed for residents within the North Yeoval area to participate in early consultation and engagement activities. https://yoursay.dubbo.nsw.gov.au/proposed-lga-boundary-realignment-north-yeoval	2-DSPE Director Strategy Partnership & Egmt	Strategy Partnerships and Engagement
4.1.2	Council's decision-making processes are open, transparent and accountable	Provide an annual report to the community		Annual Report endorsed by Council at the November Ordinary Meeting 2023, provided to the Office of Local Government and published on Council's website.	2-DSPE Director Strategy Partnership & Egmt	Strategy Partnerships and Engagement
		Ensure Council meeting business papers, agendas and minutes are publicly available in accordance with legislation		Business papers are produced in accordance with the Code of Meeting Practice, along with minutes and other agenda requirements. The Code of Meeting practice has been reviewed and business papers are now available to community members earlier than previous timeframes.	3-MGIC Manager Corporate Governance	Organisational Performance


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		Ensure adopted strategies and key documents are available on Council's website following their adoption, and are easily accessible		Transparent leadership has been supported through policy updates and reporting to Council and external statutory bodies about Code of Conduct, GIPAs, Complaints and regulatory functions. Policies are adopted by the elected body and then published on Council's website, along with other informative documents for the community.	3-MGIC Manager Corporate Governance	Organisational Performance
		Ensure community awareness of Council funding program and effective provision of funding in accordance with Financial Assistance Policy		Corporate website provides central source for Policy and details on all related funding programs. All funding provision in the period has been provided in accordance with the Policy and funding rounds supported by broad and targeted communication activities. A review of the Financial Assistance Policy has and will provide opportunity to gauge community awareness and feedback from a range of stakeholders on policy and process.	2-DSPE Director Strategy Partnership & Egmt	Strategy Partnerships and Engagement
		Implement and measure outcomes of Communication Services Action Plan		Collaborate with internal stakeholders to ensure communications to community are transparent, understandable and published across a wide range of outlets including YourSay, social media, media releases, community emails, direct newsletters and advertising. These projects included Wheelers Lane, Shared Legacy Pathway Project, financial sustainability and Student Exchange to Japan, Tamworth Street Roadworks, water issues, Junior State Cup and standing committee and ordinary Council meeting outcomes. Messages are relevant and suitable as per the platform being used including terminology and images or videos (ie: YourSay to what you see on social media. A total of 298 media releases were disbursed to local, regional and national media outlets. Responded to 231 media requests, ensuring questions are answered and media have access to relevant staff members for interviews including radio and television. Collaboration has commenced with the Daily Liberal 2040 series to promote future of Dubbo. Continue to focus on	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				answering community questions on Council's social media accounts in a timely manner with accurate information.		
		Undertake a community engagement and education program regarding Council's financial position		Council engaged an independent consultant to review financial performance and report on recommendations to support a financially sustainable future. Consultants worked with Councillors and staff to undertake the review and developed recommendations improve the financial position of Council and a dedicated YourSay project page was created regarding the Financial Sustainability Review to provide transparent information about the process to the community. Following consideration of the independent report, Council resolved to develop an Organisational Sustainability Review and Improvement Plan, as part of the development of the 2024/2025 Operational Plan and budget process, which was adopted by Council at the Ordinary Council Meeting on 27 June 2024. Financial Sustainability will continue to be a key consideration for Council to ensure a sustainable future.	3-CFO Chief Financial Officer	Organisational Performance
4.1.3	Council provides quality customer service	Implement and monitor the Customer Experience Strategy		The Customer Experience Strategy outlines a three year action plan, with activities in this period aligning with year three. The action plan will be reviewed and updated in 2024. Actions currently being undertaken include; * Employ a combination of measurements to provide a complete view of the customer experience: implementing a Customer Effort Score measurement of Customer Sanctification (CSAT) and for loyalty through the Net Promoter Score (NPS); and investigating a centralised data metric system to measure these scores across Council more broadly. * Revise the Customer Experience Charter and Service Level Agreements to ensure that they still meet our customer expectations: A review is currently underway to revise the Charter including adjustments to service levels. A broader CRM workflow review is being undertaken and will	3-MCE Manager Customer Experience	Strategy Partnerships and Engagement



Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				<p>incorporate the Organisational Sustainability review framework once established to align agreed upon service levels throughout Council, in particular the Infrastructure division.</p> <p>* Continue to implement mobile technology solutions so that our staff can work anywhere and at any time: roll out of Actus App throughout Infrastructure Delivery teams in Dubbo and an upgrade to DRC&ME Citizen Central portal scheduled for late 2024.</p> <p>* Develop a council-wide approach to recruitment for customer-facing roles to ensure talent retainment: this is being explored through the current EVP framework from PC&S. Strengthen relationships will occur once framework is further implemented.</p> <p>* Include service design projects in Council's Community engagement activities: Community Engagement Strategy adopted by Council early 2024 with the action plan currently being implemented.</p>		
		Ensure staff respond to customer requests and correspondence in accordance with Council's Customer Experience Charter		Dashboards have been implemented to ensure target times of customer requests outlined in the Customer Experience Charter are met. ELT & EO's are distributed a monthly report of progress throughout the organisation. The dashboard has been added to Central for all Supervisors/team leaders and coordinators to actively monitor team performance. A reduction in outstanding correspondence has been recorded since implementation with a report to Council in August 2024 for end of term. The Customer Experience Charter is currently undergoing a review with a report to ELT in August to endorse updates/amendments.	3-MCE Manager Customer Experience	Strategy Partnerships and Engagement
		Expand and promote services available through the DRC&Me Portal		<p>Additional services have been created through DRC&ME with ongoing services being explored. Additional developments include;</p> <p>* New Bin service & ordering of additional bins - Waste Management</p> <p>* Complaints Officer Contact form (previously</p>	3-MCE Manager Customer Experience	Strategy Partnerships and Engagement






Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				<p>Ombudsman)</p> <ul style="list-style-type: none"> * GIPA Applications, streamlined contact * Pensioner Rebates * Footpath Dining/Sign permits * Cemetery Dashboard transition to DRC&ME applications including interment Permits, Ashes Interment Application, Headstone Applications and Plaques. - Stand alone portal developed for Funeral home stakeholders. * Multiple and stand alone payment improvements for rates and debtors * Development of a Menu Search functionality for ease of access 		
		Ensure business continuity plans are in place for the provision of Council services, and implement when required		Council's Business Continuity Plan (BCP) is reviewed and updated annually, with the last review being completed in November 2023, The BCP has been well utilised during the emergency response events over the last three years and its application tested in real time emergency events. A planned BCP activity was completed in early July 2024.	3-MGIC Manager Corporate Governance	Organisational Performance
		Conduct the biennial Community Needs and Satisfaction Survey in May 2024		<p>The Community Insight and Input Survey was open for participation during March/April.</p> <ul style="list-style-type: none"> * Community Insights phone survey completed from 18/03/2024 - 28/03/2024 period of 10 days. 503 randomly selected community members. * Community Input online survey available from 25/03/2024 - 29/04/2024 with 724 completed survey's. <p>The final report and recommendation analysis was endorsed by Council in June 2024.</p>	3-MCE Manager Customer Experience	Strategy Partnerships and Engagement
4.1.4	Statutory requirements are met and services are provided in a cost-effective and timely manner	Maintain the Integrated Planning and Reporting Framework		<p>2023/2024 Operational Plan, 2023 Annual Report and 2024-2025 Service Review Program endorsed by Council. Six monthly reporting on Delivery Program Operational Plan completed.</p> <p>Development of the State of Our Region Report is underway.. 2024/2025 Budget, Operational Plan and associated documents were adopted at the June Ordinary Council.</p>	2-DSPE Director Strategy Partnership & Egmt	Strategy Partnerships and Engagement




Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		Ensure governance reports to external agencies comply with statutory requirements		Council is accountable to a number of statutory bodies and reporting requirements. A number of reports have been completed this year including the pecuniary interest forms for the executive and the elected body, related party disclosures for the elected body, Public Interest Disclosure statistics which are reportable to the NSW Ombudsman, Code of Conduct and GIPA statistics due to the Office of Local Government. Council continues to investigate potential legislative compliance frameworks to enhance current reporting processes.	3-MGIC Manager Corporate Governance	Organisational Performance
		Review and maintain appropriate governance frameworks		Governance frameworks are reviewed and considered as required under legislation and best practice guidelines. The Complaints Framework and Policies Framework have both been reviewed during the year and focus on improved experiences and knowledge for community members. Following feedback, there has been an increased focus making processes and access to policies, as easy as possible for the community.	3-MGIC Manager Corporate Governance	Organisational Performance
		Review and adopt the Audit Plan in accordance with Audit and Risk Management Committee		Following an assurance mapping process where a consultant firm completed sessions with several function owners within Council, plus the Executive and the Audit Risk and Improvement Committee, a Four-year Audit Program and a 1-year workplan were adopted. This process ensured transparency for the audit program. Audits completed over the last 12 months include the Credit Card audit, the IT Governance audit, DRIVES (required by TfNSW).	3-MGIC Manager Corporate Governance	Organisational Performance
		Implement the Work Health and Safety Action Plan		All the WHS actions from the WHS Action Plan that were due this quarter have been completed. Of the 26 actions, four are in progress, with the following 13 actions complete; Health and Safety Committee, DRC Safety Commitment, WHS Metrics, WHS Objectives and Performance Targets, Corporate Induction, Safety Observation, Campaign Safety Hub, Fatigue Management, Appenante and Vault - Software Decision, Risk Assessment Process, Licence and Compliance	3-MPCS Manager People Culture & Safety	Organisational Performance





Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				Training Register, WHS Controlled Documents, Incident Investigation Training, Chemwatch, Site Specific Audits and WHS Management System.		
		Manage and support the Audit and Risk Management Committee to facilitate and enhance risk accountability		Following a merit based recruitment process in late 2023, a new term of the Audit, Risk and Improvement Committee commenced in November 2023. The new membership consists of 3 independent members and a Councillor representative and operates under a new Charter and Terms of Reference, all of which follow the new Guidelines issued by the Office of Local Government. The new Committee meet a minimum of 5 times per year and consider completed audits, completed service reviews and other risk mitigation strategies. Audits are completed by external firms appointed from the NSW Pre-Approved Probity Scheme.	3-MGIC Manager Corporate Governance	Organisational Performance






4.2: The resources of Council are sustainably managed



Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
4.2.1	The system of raising revenue is equitable, and revenue from grants and other income sources is maximised	Review the Statement of Revenue Policy for the year covered by the operational plan		The annual review was completed as part of the 2024/2025 budget process, along with the review of the Long Term Financial Plan. The strategies and information obtained through working with external consultants AEC Group on the Financial Sustainability Review were reviewed and implemented into the plan which was adopted by Council at the Ordinary Council Meeting on 27 June 2024.	3-CFO Chief Financial Officer	Organisational Performance
		Review the rating structure		The annual review was completed as part of the 2024/2025 budget process, with the determination being that no action was required.	3-CFO Chief Financial Officer	Organisational Performance


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		Complete annual financial statements, other statutory reports and returns as required		The 2023 Annual Financial Statements were submitted for audit on 11 September 2023 and were presented to Council for adoption at the Ordinary Meeting in October 2023. The associated 2023 Management Letter was presented to the Audit, Risk and Improvement Committee in December 2023 and work has commenced to address matters raised. All other statutory reporting deadlines for the 2024/2025 financial year were met.	3-CFO Chief Financial Officer	Organisational Performance
		Completion of quarterly budget review statements		The budget is reviewed on a quarterly basis in accordance with the Quarterly Budget Review Statement Office of Local Government Guidelines and Integrated Planning and Reporting (IP&R) framework. The results and findings are raised in the Financial Performance Committee meetings for continuous improvement and transparency.	3-CFO Chief Financial Officer	Organisational Performance
		Monitor the level of State and Federal government grants payable to Council, including Financial Assistance Grants and lodge submissions accordingly		Continued monitoring of the level of State and Federal government grants payable to Council occurred throughout the year and submissions were lodged accordingly.	3-CFO Chief Financial Officer	Organisational Performance
		Invest Council funds in accordance with legislative requirements and Council's Investment Strategy and Policy		Council funds have been invested in accordance with legislative provisions and Council's adopted Investment Policy and Strategy. Both the Investment Policy and Investment Strategy were reviewed as part of our annual processes and adopted by Council in the March 2024 Ordinary Council Meeting.	3-CFO Chief Financial Officer	Organisational Performance
		The Long Term Financial Plan review annually and review in detailed as part of the 4yearly review of the Delivery Program		The review of the Long Term Financial Plan commenced in December 2023 as part of the 2024/2025 budget preparation process. The strategies and information obtained through working with external consultants AEC Group on the Financial	3-CFO Chief Financial Officer	Organisational Performance

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				Sustainability Review were reviewed and implemented into the plan which was adopted by Council 27 June 2024.		
		Pursue opportunities for strategic alliances and collaboration with neighbouring Councils and regional stakeholders.		Collaboration includes funding obtained for collaborative Dubbo/Narromine LGA Drought Resilience Plan, ongoing participation in the Western Alliance, provision of numerous policies and procedures to neighbouring Councils, completion of service review of Macquarie Regional Library alliance and development of the Dubbo Region visitor guide which includes Great Western Plains promotion in collaboration with four neighbouring councils.	2-DSPE Director Strategy Partnership & Egmt	Strategy Partnerships and Engagement
4.2.2	Technological capabilities meet the requirements of Council and the community	Ongoing implementation of the Smart Council Strategy to support to use of new technology to improving customer experience and organisational performance		The Smart Council Strategy is advancing well, highlighted by several successful initiatives such as Online Cemeteries, a new corporate Intranet, and an e-signature platform soon to be launched. Additionally, a hardware refresh of the Council's compute and storage infrastructure has been completed, ensuring the continued reliability of digital services.	3-CIO Chief Information Officer	Strategy Partnerships and Engagement
		Maintain corporate information in accordance with the State Records Act		<p>The corporate information system is being maintained in accordance with the NSW State Records Act. 373,981 records were captured in the electronic document management system between 1 July 2023 and 30 June 2024.</p> <p>In addition, the Information Services team has embarked on a hard copy scanning project. This project will digitise paper records spanning 1945 to 2012, which will be stored in the electronic document management system. The objective of this project is to ensure the preservation of these records, improve accessibility and save physical space. To</p>	3-CIO Chief Information Officer	Strategy Partnerships and Engagement

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				date, circa 20% of our records have been scanned.		
		Maintain a comprehensive and accurate Geographical Information System and effective internal and external service provision		A comprehensive and accurate Geographical Information System is being maintained. Circa 181 works as executed (WAX) plans have been captured in the corporate GIS system. Mobile mapping systems have been made available to staff to improve asset management processes. Further, online mapping systems have been made available to the community to increase access to information.	3-CIO Chief Information Officer	Strategy Partnerships and Engagement
		Maintain an accurate Land Information System database		LIS & E-Services Co-Ordinator & LIS Officer utilise and employ data information in a timely and accurate manner. Due to the increase in applications over the previous years and the introduction of the Planning Portal, an administrative assistant has been employed on a 2 year contract to assist, which commenced 4 July 2023. This is an ongoing matter.	3-MBDS Mgr Building & Development Services	Development and Environment
		Ongoing implementation of the Smart Region Strategy to create economic opportunity, support environmental sustainability, and promote wellbeing and safety is undertaken in conjunction with relevant functions of Council and key stakeholders		Council partnered with the University of New South Wales as part of their Smart and Cool Places Project, which collected temperature data in a number of residential areas in Dubbo to assist with future planning controls to manage urban heat impacts. The results of this work have been received by Council, and will be made available subject to permission from the University of New South Wales.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
4.2.3	A highly skilled, diverse and motivated workforce is maintained	Design and implement a new workforce management strategy		The new Workforce Management Strategy has been adopted by Council in the 27 June 2024 meeting.	3-MPCS Manager People Culture & Safety	Organisational Performance





Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		Effectively manage the corporate training program to ensure value and return on investment		The corporate training program is complete for 2023/24. Corporate training spend ended up at 81% demonstrating effective management of the comply, perform and extend elements of training requests for Council. The new corporate training needs have been collated from the May Performance Review process and work will commence in October 2024 for alignment of the comply training requests to better support consistency and value for money.	3-MPCS Manager People Culture & Safety	Organisational Performance
		Facilitate opportunities for employee engagement and feedback		All debrief sessions and action planning from the employee survey is complete. Planning for the employee survey pulse check at the end of September 2024 has commenced.	3-MPCS Manager People Culture & Safety	Organisational Performance
		Design and implement an employee recognition program and implement annual performance management program		The annual performance management program was completed during May 2024 with outcomes and step increments finalised and being processed. The employee recognition program development continues, and introduction to the Inclusion Diversity and Belonging Committee has been delayed until the strategy is finalised and endorsed.	3-MPCS Manager People Culture & Safety	Organisational Performance
		Implement Council's Equal Employment Opportunity Management Plan and Aboriginal Employment Strategy		The Inclusion Diversity and Belonging Committee have considered the factors impacting IDB at Council which forms the basis of the strategy. The Draft Strategy is still to be finalised and endorsed. Expected completion end of September 2024.	3-MPCS Manager People Culture & Safety	Organisational Performance
		Implement ongoing support and opportunity for professional development programs for all Councillors		The schedule of workshops and briefings provide information to the elected body to support informed decision making, Educational opportunities are provided as requested, along with support and opportunities to attend Local Government conference programs. Individual	3-MGIC Manager Corporate Governance	Organisational Performance




Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				development programs are established and implemented on an individual needs basis.		
4.2.4	The business activities of Council provide financial returns to the community	Develop and implement strategic plans for the Dubbo Regional Livestock Markets		DRLM staff have been working towards our strategic goals to ensure long-term success and sustainability. Our recent efforts include the implementation of a proactive maintenance approach, which enhances the reliability and safety of our facilities. Also the effective rollout of the sheep & goat EID infrastructure has been successful. The DRLM team have developed a draft asset renewal plan to prioritise and manage essential asset renewals effectively. Finally, to guarantee the financial viability of the DRLM, our budgets fees and charges have been assessed as part of the EOI process, to ensure competitiveness and value for our stakeholders.	3-MDRLM Manager DRLM	Organisational Performance
		Provide cost-effective supply, contract administration and procurement services		Council has noted a rise in registrations from local suppliers, which it actively involves in procurement activities. Additional registration categories have been introduced to accommodate this demand. Council plans to maintain oversight of its local supplier panel, approved agency panel contracts & schemes, while also establishing mechanisms to align with the Council's sustainability framework objectives. Council has begun talks with multiple Contract Management Solutions Providers with the aim to engage these services in the first half of FY2025. Council continues its partnership with both Vendorpanel and Local Government Procurement to ensure best value Procurement practices are utilised across Council.	3-MP Manager Procurement	Organisational Performance


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
4.2.5	Service reviews are conducted to improve the performance of Council	Implement adopted service review program to inform strategic business planning, organisational performance and Council decision making		Ongoing Service Reviews being delivered. This includes presentation to ARIC of management response to Wellington Caves and Councils resolution of operational model of DRLM which represent major bodies of work arising from a service review,	2-DSPE Director Strategy Partnership & Egmt	Strategy Partnerships and Engagement

Theme 5: Liveability



5.1: The health and safety of the community is improved





Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
5.1.1	Effective medical services and facilities are available	Advocate for appropriate health service provision and collaborate with government agencies and industry to support key work attraction initiatives		Council continues to use each of its avenues and forums to advocate for increased health services to our region. Council continues to assist local services within its realm of authority in improve services.	3-MCMS Manager Community Services	Community Culture and Places
		Work with stakeholders in the Dubbo Health, Education and Wellbeing Precinct to support the growth of services and facilities		Council continues to collaborate with landowners in the Precinct and key developers. This includes examining options for the strategic development of the River Street extension through the Precinct. In addition, Council also continues to collaborate with stakeholders to determine accommodation requirements.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
5.1.2	The needs of older people and people with a disability are monitored to ensure appropriate services and facilities are available	Develop and implement strategic plans when making decisions that may impact older people and people with a disability		Council's Community Development Officer for Seniors and People with Disability is working with all divisions of council and the Disability Access & Inclusion Advisory Committee to work towards a new Disability Inclusion Action Plan to commence in July 2025. This plan will align with the strategies that exist within the NSW Local Government Disability Inclusion Action Plan. The needs of older people and those with disability are continued to be recognised within the planning of the new Community Safety & Criem Prevention Plan.	3-MCMS Manager Community Services	Community Culture and Places
		Participate in regular interagency groups to assess the needs of older people and people with a disability		Council's Community Development Officer for Seniors and People with disability facilitates the Dubbo Aged Services Interagency every second month. Attends local Interagency meetings once a month and attends the	3-MCMS Manager Community Services	Community Culture and Places

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				Sports Council meeting each quarter. CDO has raised issues related to our regions aged sector and is increasing the profile of access and inclusion issues associated with our region. CDO continues to cofacilitate the Dubbo Dementia Alliance.		
		Maintain and implement the Disability Inclusion Action Plan		Council's Community Development Officer for Seniors and People with disability facilitates the Disability Access & Inclusion Advisory Committee and the updating and tracking of actions within the current Disability Inclusion Action Plan. CDO has attended to 7 internal meetings within Dubbo Regional Council and its various divisions to report on status of actions. CDO has reviewed and is making updated changes to the existing Mobility Maps. CDO worked with Council customer engagement team to complete a widget trial on Council's websites.	3-MCMS Manager Community Services	Community Culture and Places
5.1.3	There is an appropriate level of policing in our region	Participate in relevant crime prevention networks and help the community understand the enablers of crime		Community engagement complete. The community were asked for input by assisting us to define our approach towards community safety. Provided input to what Council can do to make our public spaces safer. Dropped a pin in the active map. Three feedback tools (Vision, Approach & Public Spaces) to tell Council what areas should be focused on. The plan is now being developed via internal consultation before presentation to Council for public exhibition.	3-MCMS Manager Community Services	Community Culture and Places
		Advocate to the State Government to provide 24-hour police services in Wellington		Council continues to strengthen its partnerships with the Orana Mid Western Police District through their participation and commitment to the Community Safety and Crime Prevention reference group and the creation of a new	3-MCMS Manager Community Services	Community Culture and Places




Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				Community Safety & Crime Prevention Plan		
		Advocate to the State Government for the establishment of a Youth Koori Court in Dubbo		Councils Youth Development Officer works closely with the local case workers of the Youth Koori Court. Reports have stated that Youth Koori Court is going well. Currently there are 13 participants in the program with one graduation soon to be completed.	3-MCMS Manager Community Services	Community Culture and Places





5.2: Our First Nations communities and cultures are celebrated and enhanced


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
5.2.1	The health, education and socio-economic status of our First Nations communities is improved	Council undertakes high level communication activities to support local community to access information regarding 'the Voice' referendum with links to published Australian Government information		Completed	3-MCMS Manager Community Services	Community Culture and Places
		Provide and maintain an Aboriginal liaison service and participate in advisory groups to support and assist our First Nations community		Council continues to hold the position of Aboriginal Liaison Officer. Council has a functioning reconciliation Action Plan Working Group which works with Reconciliation Australia to gain an endorsed Reconciliation Action Plan. Council continues to work with the Dubbo Aboriginal Community Working Party and the Wellington Aboriginal Action Panel and the Wellington Local Aboriginal Land Council to promote and encourage the First Nations Community. Council budget has supported the Dubbo NAIDOC committee with the availability of \$25,000 to support the Dubbo NAIDOC Week events. Council budget has supported the Wellington NAIDOC committee with the availability of \$15,000 to support the Wellington NAIDOC events.	3-MCMS Manager Community Services	Community Culture and Places


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		Maintain positive working relationships with representative bodies such as the Aboriginal Working Party, Wellington Leaders Groups, traditional owners and Aboriginal Land Councils		Council continues its positive working relationships with the Wellington Aboriginal Action Panel and the Dubbo Aboriginal Community Working Party and Local Aboriginal Land Councils. Seeking cultural protocol advice with the creation of the draft Reflect Reconciliation Action Plan and other regional matters of concern.	3-MCMS Manager Community Services	Community Culture and Places
		Maintain Supply Nation membership in Council's Procurement Policy to include the First Nations business sector		Council continues to maintain formal membership of an Indigenous sourcing panel. This specialised procurement sourcing panel allows Council to direct work offers to certified and registered Indigenous businesses. In its report for July 2024, the Council disclosed expenditures with indigenous businesses using the Spend Tracker for the fourth quarter, revealing a total spend of \$2,475,199.60 (excluding GST) for the financial year 2023/24.	3-MP Manager Procurement	Organisational Performance
5.2.2	The culture of our First Nations communities is recognised and celebrated	Implement Council's Reconciliation Plan to address national Closing the Gap initiatives including health, cultural, economic and social outcomes		Councils draft Reflect Reconciliation Action Plan is currently being developed in close consultation with Reconciliation Australia for their endorsement	3-MCMS Manager Community Services	Community Culture and Places
5.2.3	Items, areas and places of First Nations cultural heritage significance are protected and conserved	Collaborate with the First Nations communities to identify and protect items of cultural significance		Discussions are ongoing with Transport for NSW and community. Initial discussions with Wellington LALC on opportunities for their Mayilan cultural centre and professional displays for cultural assets. Wiradjuri Cultural and Tourism Centre now funded and DA approved. Next phase is operational model development with community.	1-CEO Chief Executive Officer	



5.3: The lifestyle and social needs of the community are supported

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
5.3.1	The social services requirements of our community are identified and met	Participate in interagency groups in regard to social service issues		Dubbo Family Day Care has engaged in a range of interagency meetings April - June 2024 including, Dubbo Early Years Education Support group - Monthly Meetings, Regional Family Day Care meeting - Facilitated and hosted by Dubbo Family Day Care June 2024, NSW FDC Association State Meeting - February and May 2024, Youth Development Officer has attended: 4 Youth Interagency, 4 Dubbo Interagency and 4 Taronga Zoo meetings. Community Development Officer has attended: 4 Interagency meetings, 1 LGNSW Community safety Crime Prevention Network meetings. Communities for Children Officer has attended 6 Interagency meetings within Wellington over the last quarter.	3-MCMS Manager Community Services	Community Culture and Places
		Provide support for the operations of the Dubbo and Wellington Neighbourhood centres and associated service providers		Council continues to support Wellington Information and Neighborhood (WINS) to acquit the \$30,000 Community Services Funding that it received in Round 1 2021/2022 for the conversion of the double shed into a youth activity center. \$168,611.21 is available for specific projects in the first-round allocation of the Community Services Fund for 2024/2025	3-MCMS Manager Community Services	Community Culture and Places
		Community service outcomes supported with funding in accordance with Council's Financial Assistance Policy		The Community Services Fund provides a grant to community organisations to support projects that deliver social or environmental outcomes to the DRC Local Government Area and helps create, enhance, or build community well-being and amenity. There is \$168,611.21 available for specific projects in the first-round	3-MCMS Manager Community Services	Community Culture and Places

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				allocation of the Community Services Fund for 2024/2025.		
		A highly skilled, diverse and motivated workforce is maintained. Opportunities are explored to effectively enhance Council's related services and improve community outcomes through community based partnerships and volunteerism		A community partnership approach to open space maintenance in village precincts has been considered and supported through the Village Community Committee. Council Volunteer Framework has been created to support the safe, effective and consistent engagement of volunteers across the organisation.	2-DSPE Director Strategy Partnership & Egmt	Strategy Partnerships and Engagement
		Multicultural audiences are catered for in corporate and destination communication platforms		Destination fact sheets have been produced in the top five non-English languages spoken in the region. Accessibility trial undertaken across 5 council websites to include the top 5 languages spoken by community in the region and also includes enhancements for vision impaired, ADHD, colours, fonts sizes etc.	3-MSPI Mgr Strategic Partnerships & Investment	Strategy Partnerships and Engagement
5.3.2	A variety of youth activities and entertainment is available	Operate and resource the Youth Council and support participation in National Youth Week		Council's Youth Development Officer continues to facilitate the Youth Council meetings each month, with active local youth members. Youth Week in April 2024 was funded by the Dept Communities and Justice. Events held include, Aussie FMX Motor Cross Stunt Show - Wellington and Dubbo on the 17th of April, Wellington attendance - 750, Dubbo attendance - 1500.	3-MCMS Manager Community Services	Community Culture and Places
5.3.3	People have access to a range of burial and interment options	Develop long term management plans for cemetery facilities and ensure required service support		Council is now operating under its new Cemetery Operator License which was approved by Cemeteries and Crematoria NSW. Council's Executive Assistant & Director for Community Culture & Places have worked with various divisions of Council to create a new online platform on Council's website for all Cemetery	3-MCMS Manager Community Services	Community Culture and Places


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				enquiries. Council continues to work towards a Cemetery Management Policy.		
5.3.4	Our community values domestic, companion and other animals	Provide animal shelter and impounding services in Dubbo and Wellington		<p>The Dubbo City Animal Shelter had a total of 213 Dogs brought to the shelter between 1 April 2024 and 30 June 2024 of these.</p> <ul style="list-style-type: none"> • 162 were brought in by the Rangers, • 43 were strays dropped to the shelter by members of the public. • 8 were surrendered by their owners. <p>During that period a total of 177 cats were also brought in.</p> <ul style="list-style-type: none"> • 108 were brought in by the Rangers. • 69 were strays dropped to the shelter by members of the public. <p>During that period</p> <ul style="list-style-type: none"> • 77 Dogs and 6 cats were returned to their owners, • 17 Dogs and 16 Cats were adopted from the Shelter. • 95 Dogs and 46 Cats were sent to rescue organisations. <p>For the 2023/24 Financial year a total of 949 Dogs were brought to the shelter -</p> <ul style="list-style-type: none"> • 642 were brought in by the Rangers • 228 were strays dropped to the shelter by members of the public. • 79 dogs were surrendered by their owners. <p>For the 2023/24 Financial year 705 cats were brought to the shelter -</p> <ul style="list-style-type: none"> • 365 by the Rangers • 322 were strays dropped to the shelter by members of the public. • 18 surrendered by their owners. 	3-MEC Manager Environmental Compliance	Development and Environment




Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				<p>During the 2023/2024 Financial year-</p> <ul style="list-style-type: none"> • 340 Dogs and 28 Cats were returned to their owners. • 49 Dogs and 75 Cats were adopted. • 375 Dogs and 185 cats were sent to rescue organisations. <p>The current animal shelter can hold 82 dogs and 24 cats unfortunately due to the shelter being at capacity and rescue organisations struggling to rehome animals. The staff have had to implement a surrender waitlist for people wishing to surrender their animals. When stray animals are presented to the shelter, staff try reuniting the animal by checking for a microchip, if the animal is microchipped, and the details are up to date the owners are contacted to inform their animal is currently at the shelter.</p> <p>The Wellington pound facility is not staffed so is consequently only used as a holding facility for animals by the Rangers before being transported to the main holding facility at the Dubbo Animal Shelter.</p> <p>Depending on if the Animal Shelter in Dubbo is at capacity, the overnight pens are available for strays to be dropped off afterhours. Both overnight pens in Wellington and Dubbo are checked daily for animals.</p>		
		Complete construction of the new Dubbo Animal Shelter		<p>In April 2024 Council negotiated and awarded the Tender for the Construction of the New Dubbo Animal Shelter to a local building company. The construction has started on site in mid-June and is expected to be completed by April 2025. The new facility has been designed to</p>	3-MEC Manager Environmental Compliance	Development and Environment




Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				<p>increase the capacity of animals that it can accommodate, both now and into the future with the ability to add on an extension if required.</p> <p>The layout of the facility will help to prevent spread of disease by ensuring that new animals entering the facility are housed for a period in a separate isolation area of the facility before being placed in the larger general healthy animals are housed.</p>		
		<p>Implement an education program to educate residents on the requirements of keeping companion animals</p>		<p>Council works with both the RSPCA and Animal Welfare League (AWL) to assist in providing education and healthy pet days to the residents. This financial year a total of 202 animals were seen by the Animal Welfare League Mobile Vet truck in Wellington and Dubbo. The animals were all health checked and if required they were microchipped and vaccinated free of charge. The Mobile Vet Truck also conduct the desexing of animals for 12 animals owned by concession card holders. The RSPCA held their day at West Dubbo in August 2023</p> <p>Additionally, Rangers attend schools and childcare centres to educate students on responsible pet ownership, caring for animals and how to behave safely around animals.</p> <p>The Animal Shelter Facebook page also provides educational posts as well as Council media releases to help educate the public around responsible pet ownership and the legal requirements of owning a pet.</p>	<p>3-MEC Manager Environmental Compliance</p>	<p>Development and Environment</p>
		<p>Deliver Ranger Services to assist with lost, stray, noisy or nuisance animals</p>		<p>Rangers have received 894 customer requests relating to lost stray, noisy and nuisance animals for the 2023/2024 financial year.</p> <p>Rangers are based in both Dubbo and</p>	<p>3-MEC Manager Environmental Compliance</p>	<p>Development and Environment</p>

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				<p>Wellington and conduct regular patrols within the Local Government Area for stray dogs, dogs off leads as well as responding to the customer requests.</p> <p>Stray animals that are picked up by Rangers which are microchipped, lifetime registered and have up to date details may be returned to the owners, otherwise the animals are taken to the Animal Shelter in Dubbo where they will be accommodated until the owner is contacted.</p> <p>The process for dealing with Noisy animal complaints requires that a barking dog diary be kept recording the instances of the dog barking. If the Diary shows excessive barking the Rangers will conduct a neighborhood survey to confirm if others are disturbed by the barking. If sufficient evidence is found a nuisance order can be placed on the dog. Rangers provide the dog owners with numerous suggestions on how to prevent the dog from barking. Noisy animal complaints are difficult to resolve.</p>		


5.4: Our community has access to a full range of educational opportunities





Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
5.4.1	Access to a variety of high quality education facilities, opportunities and choice is available	Advocate for appropriate primary, secondary and tertiary education service provision and collaborate with government agencies and industry to support key worker attraction initiatives		Council continues to lead the Central West Renewable Energy Zone Steering Committee. Benefits for all of community including education will benefit.	3-MCMS Manager Community Services	Community Culture and Places



Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		Provide ongoing support to Macquarie Conservatorium in exploring ongoing service provision in the LGA, including state government advocacy and funding application support		Relevant Divisions of Council continue to be available to assist the Conservatorium of Music.	3-MCMS Manager Community Services	Community Culture and Places
5.4.2	Childhood, pre-school and after hours care meets the needs of the community	Provide and maintain Family Day Care services in Dubbo and Wellington		In June 2024 a new educator located in Wellington was successfully recruited. This brings the total number of registered educators within Wellington to 4 who provide care to 34 enrolled children. The Service Manager has also been in communication with 2 other prospective educators located within Dubbo and Trangie. All current registered educators with Dubbo Family Day Care are at enrolment capacity with minimal vacancies at present. In addition to this the scheme has an active waitlist with the scheme continuing to receive regular requests for care. Dubbo Family Day Care Coordinator and team successfully facilitated their first Early Childhood Forum in Dubbo on the 26 June 2024. Over 300 students attended with 30 stall holders. Dubbo Family Day Care has 156 active children registered for the service and a total of 219 families on the waiting list.	3-MCMS Manager Community Services	Community Culture and Places
		Advocate to the State Government and private education providers to provide and expand childcare, preschool and after-hours services in the villages		In June 2024 Dubbo Family Day Care in collaboration with NSW Government Regional Industry Education Partnerships (RIEP) program, Training Services NSW and other Early Childhood and Allied Health Services held the first Orana Western Early Childhood Forum in Dubbo. Over 300 high school students from Dubbo and surrounding communities attended the morning session where they were able to experience a range of guest speakers, interactive events, engage in an exhibitor	3-MCMS Manager Community Services	Community Culture and Places

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				halls and to interact with a range of industry professionals who shared their knowledge, experience and passion for the sector. A second session was held in the afternoon bringing together community members, families, job seekers and local employment services.		
5.4.3	Access to a high standard of library services and facilities is available	Undertake a strategic review and options analysis of library services in the region		Completed as per previous quarter reporting.	3-MMRL Manager Macquarie Regional Library	Community Culture and Places
		Prepare an annual report on the Macquarie Regional Library		Report completed and distributed to member councils. Copy sent to State Library of NSW repository under the Records Act.	3-MMRL Manager Macquarie Regional Library	Community Culture and Places
		Implement the findings of the Macquarie Regional Library Service Review		Library Improvement Plan actions for 2023-2024 have been completed. The opportunity to undertake some actions outside the scheduled year has occurred with successful implemented. These actions include a review of the Library's I.T and cybersecurity in conjunction with Council's Information Services,	3-MMRL Manager Macquarie Regional Library	Community Culture and Places



5.5: Our community has access to a diverse range of recreational opportunities





Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
5.5.1	Passive and active open space is located to maximise access and use by the community	Conduct a review of the Strategic Open Space Master Plan		The Open Space Master Plan 2034 has been drafted after significant internal consultation with other sections of Council. It provides a significant update from the previous plan, with more detailed information surrounding current and future provision of open space, and the integration of open space across the urban areas of Dubbo, Wellington and	3-MROS Manager Recreation & Open Space	Community Culture and Places






Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				the villages, as well as with the broader landscape of the local government area. Following community consultation, a report will be submitted back to Council for their consideration.		
		Identify government grants to further environmental restoration and rehabilitation works as part of the adopted Macquarie River Master Plan		Council was unsuccessful in the Growing Regions grant submission for Sandy Beach. The Bell River Bank Stabilisation Project was completed and Council is finalising the arrangements for the South Dubbo Weir Picnic Area with the intention of relocating the project to the Regand Park North. The Flying Fox Habitat Foraging planting had to be delayed until August 2024.	3-MROS Manager Recreation & Open Space	Community Culture and Places
		Engage with the community in the planning and development of public open space areas		Council has proactively sought input from the community through Your Say and other platforms, as appropriate. Projects have included: Regand Park Leash Free Area, Regand Park South Dubbo Weir Project, Legacy Shared Pathway, the Ollie Robbins Event Precinct (Destination Dubbo), Tree Planting Projects and Bell River/Pioneer Park Restoration Projects. Currently "Name Your Path" is being exhibited to determine a name for the former Legacy Shared Pathway.	3-MROS Manager Recreation & Open Space	Community Culture and Places
		Develop Public Open Space Guidelines to identify standards for future developments		A final draft of the Open Space Guidelines has been received and a final peer review will be carried out prior to community consultation. Following community consultation, a report will be submitted to Council for their consideration.	3-MROS Manager Recreation & Open Space	Community Culture and Places
5.5.2	Unique recreation and open space facilities are available	Revitalise Pioneer Park in Wellington, including repair of flood damage to the facility		Bell River Bank Stabilisation project completed, Severe Weather and Flooding (Pathway reconstruction) approximately 90% completed, irrigation	3-MROS Manager Recreation & Open Space	Community Culture and Places


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				system renewal - Contractor engaged, internal roadway - completed.		
		Identify external funding opportunities to install shade for the multi-purpose courts at Rygate Park		A decision was made to provide shading at Rygate Park using natural shade rather than installing shade structures. 5 advanced rough-barked apples (Angophora floribunda, were planted and are performing well.	3-MROS Manager Recreation & Open Space	Community Culture and Places
5.5.3	Our sporting facilities cater for a wide range of events and opportunities	Actively engage and collaborate with sports user groups and Dubbo Regional Sports Council to support effective asset management and development and viable and responsive service delivery		Council continues to actively engage with the Dubbo Regional Sports Council in identifying opportunities to collaborate in renewing or upgrading sporting asset infrastructure through the Sportsgrounds Improvement Fund. Additional projects where collaboration between Council and sporting groups have occurred include: the Dubbo Hockey Association, purchase of air condition for the office and canteen, and Dubbo Junior AFL to assist in the installation of the scoreboard.	3-MROS Manager Recreation & Open Space	Community Culture and Places

5.6: The diversity of our heritage, cultural services and facilities are maintained and promoted

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
5.6.1	Our community participates in and celebrates the high quality of cultural services and facilities available	Implement and monitor the SPARC Plan (Cultural Plan)		Sparc Actions included in this period is the finalisation of Round 2 of SPARC Grant Funding, Artist workshops, from the Vault, Teachers Professional Development with NGA, Anzac Day Talk, Handmade, Schol Holiday Workshops, Jodi Crammond Homeground and Mini Makers.	3-MRE Manager Regional Experiences	Community Culture and Places
		Develop a seasonal program that attracts a range of shows and community events to the Dubbo Regional Theatre and Convention Centre		2023/2024 season complete.	4-EPTL Events & Partnerships Team Leader	Community Culture and Places





Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		Implement Strategic Plans and Internal Business Strategies for the Dubbo Regional Theatre and Convention Centre		Business plans and strategies for the DRTCC will be reviewed and implemented for 2024/2025.	4-EPTL Events & Partnerships Team Leader	Community Culture and Places
		Develop a seasonal program that attracts a range of cultural and arts events to the Western Plains Cultural Centre		<p>Programming at the WPCC continued to deliver a range of strong exhibitions and public programs. This period included the 4th National indigenous Art Triennial - Ceremony, Rauschenberg and Johns Significant Others, both touring from the National Gallery of Australia with the WPCC being the only venue in NW to display these exhibitions.</p> <p>Additional exhibitions included Waste 2 Art, Jodi Cramond Ornibiography and the Best of the Bald Achy Prize.</p> <p>From the Vault continued its exhibitions in the museum space with A Womans Place.</p> <p>A range of programming, workshops and events also took place across the WPCC and Community Arts Centre including successful programs such as mini-makers and school holiday activities.</p>	3-MRE Manager Regional Experiences	Community Culture and Places
		Implement Strategic Plans and Internal Business Strategies for the Western Plains Cultural Centre		<p>Customer feedback survey completed during this period with a 4.73 out of 5.00 satisfaction rating achieved for the WPCC.</p> <p>Ongoing business development has taken place during this period led by the Internal Business Strategy and the SPARC Cultural Plan.</p> <p>Ongoing continuous improvement strategies and data collection/reporting increased to help support this growth.</p>	3-MRE Manager Regional Experiences	Community Culture and Places
		Implement a Public Art Strategy for culture and space activation within the region		Completed in Quarter two.	3-MRE Manager Regional Experiences	Community Culture and Places





Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
		Development of a future focused Cultural Precinct Plan at the Western Plains Cultural Centre		This continues to be deferred until the status of the land is confirmed.	2-DCCP Director Community Culture & Places	
5.6.2	Culturally and Linguistically Diverse peoples' culture and heritage is celebrated	Collaborate with the culturally and linguistically diverse local community to identify needs and respond to opportunities for celebration of diversity in culture and heritage in the LGA.		Council has continued to support the Multicultural community through the Multicultural Advisory Committee. Manager Community Services continues to attend the Welcoming Cities meetings. Council divisions and the Dubbo NAIDOC committee have worked together to support the creation of various NAIDOC week events. Council has engaged a consultant to create preliminary designs for a Multicultural Garden. Consultation has been sort through the Multicultural Advisory committee.	3-MCMS Manager Community Services	Community Culture and Places
		Identify external funding opportunities to create a multicultural park, incorporating a mother language monument		Council has received 2 advance concepts for the Multicultural Garden at Elizabeth Park. Designs of the Mother Tongue Monument have also been received. Community consultation on the preferred concept design will occur in July 2024 that will assist in identifying the preferred design to further develop into a Master Plan. Once completed external funding sources to fund its construction can be investigated.	3-MROS Manager Recreation & Open Space	Community Culture and Places
		Maintain Sister Cities relationships and support opportunities for cultural exchange		Planning for the upcoming 2024 Student Exchange has taken place including student nominations and assessment.	3-MRE Manager Regional Experiences	Community Culture and Places
5.6.3	Items of heritage significance are protected, conserved and adapted for re-use where appropriate	Heritage protection outcomes supported with funding in accordance with Council's Financial Assistance Policy		Council participates in the Local Heritage Assistance Fund every year, with NSW Heritage Office having confirmed that the programme (partial funding) will continue for at least the next two (2) years. However, the funding from the NSW	3-MBDS Mgr Building & Development Services	Development and Environment






Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				Heritage Office has remained static for some years, limiting the amount of projects that can Council assist.		
		Provide a heritage advisory service to protect and enhance heritage assets, and to identify items of heritage significance		Council's Planning staff provide operational heritage advice. Additionally, Council's Heritage Advisor is available 1 day per month to assist both staff and the general public with regard to development associated with listed heritage items.	3-MBDS Mgr Building & Development Services	Development and Environment


Theme 6: Environmental Sustainability

6.1: We achieve net zero emissions





Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
6.1.1	Investment in renewable energy opportunities are encouraged and supported	Develop and implement appropriate policies to ensure new development and street lighting upgrades adopt LED technology		In accordance with Section 45 of the Electricity Supply Act 1995 (Placement of Electricity Works) and Clause 2.45 of the State Environmental Planning Policy (Transport and Infrastructure) 2021, developers installing street lighting must notify Council of their intention to do so and to obtain Council's consent for the works proposed. As part of this process, Council reviews all street lighting designs proposed by ongoing new developments to ensure new lighting is adopting the latest LED technology.	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure
		Collaborate with the State Government to ensure development in the Central-West Orana Renewable Energy Zone takes a strategic approach to community development		Council staff met with Government representatives on 7 June to discuss issues in relation to the Central-West Orana Renewable Energy Zone. Council actively collaborates with other Council's in the REZ and State Government Departments with the implementation of a Steer Co Group for overall coordination of planning and development activities. This includes a number of working groups, which are focused on agricultural and primary land uses, housing and accommodation, social services, environment, traffic and transport and economic development.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
		Implement the Energy Strategy and Implementation Plan		Energy Report being conducted with forecasted completion in November, to allow for a snapshot to be reviewed/compare against the adopted Strategy.	3-MRRE Mgr Resource Recovery & Efficiency	Development and Environment
		Maintain membership in the Cities Power Partnership		The Cities Power Partnership for the current Financial Year has been renewed.	3-MRRE Mgr Resource	Development and Environment


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
					Recovery & Efficiency	
6.1.2	Council buildings and facilities are energy efficient, carbon neutral and utilise renewable energy sources	Investigate opportunities for energy efficiency and renewable energy use for Council buildings and facilities, and implement where appropriate		Building Management System data is now integrated and being captured measuring against energy consumption. This will assist in forming future capital projects and decisions. Manager of Building Assets is currently in the Passivhaus incubator program exploring possibilities in how this design methodology can influence current and future Building projects.	3-MBA Manager Building Assets	Organisational Performance
		Monitor and report the energy performance of Council buildings and facilities via Council's energy management tool		The E21 bill reviewer platform is currently utilised monthly by the respective Facility Managers to review monthly energy consumption and energy performance of respective sites.	3-MRRE Mgr Resource Recovery & Efficiency	Development and Environment
		Implementation and application of Council's Sustainable Building Policy		The adopted Sustainable Buildings Policy and Standards is actively being implemented to assist in applying minimum and best practice sustainability standards to the design, construction, refurbishment, and operation of buildings. The Policy and Standards will apply to all buildings owned or managed by Council, including renovations over \$50,000 and any new builds over \$250,000.	3-MRRE Mgr Resource Recovery & Efficiency	Development and Environment
		Comply with Council's Net Zero Strategy		The endorsed Net Zero Framework will provide Council with an overarching blueprint for reducing greenhouse gas emissions to net zero within its operations by 2050. The requirement for Council to achieve 'net zero emissions' is outlined within the 2040 Community Strategic Plan (Objective 6.1). The Net Zero Framework has been set out in three parts (Background, Framework, and Implementation, Monitoring and Review) and is structured	3-MRRE Mgr Resource Recovery & Efficiency	Development and Environment


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				around the United Nations Framework Convention on Climate Change (UNFCCC) guidance for setting and achieving net zero commitments.		
		Conduct strategic review of opportunities for offsetting Councils electricity costs through renewable energy projects at high energy consumption sites		This action has been deferred due to higher priorities and is an action in the 2024/2025 Operational Plan.	3-MSWSS Manager Strategy Water Supply & Sewerage	Infrastructure
6.1.3	Alternative modes of transport are available	Investigate the provision of electric vehicle charging stations, along with opportunities to fund installation of these facilities		Active discussions are being had with Commercial Electric Vehicle Charging Station Suppliers. Funding and grant opportunities are continuously being monitored and identified.	3-MRRE Mgr Resource Recovery & Efficiency	Development and Environment
		Collaborate with the State Government as part of the NSW Electric Vehicle Strategy		The NSW EV Destination Charging Grant received is completed, with the installation of two (2) Electric Vehicle charging stations located at the Wellington Library, and two (2) Electric Vehicle charging stations located at the Wellington Caves. Monitoring and working closely with State Government to identify future funding opportunities.	3-MRRE Mgr Resource Recovery & Efficiency	Development and Environment
6.1.4	Existing and new development is sustainable, has sufficient greenspace and efficiently uses resources	Investigate mechanisms and smart technologies to reduce the urban heat effect		University of NSW has been successful in receiving a State Government grant to establish a National Heat Observatory in Dubbo, to examine best ways to mitigate heat effects in urban design. University of NSW have created a website for the project and plans have been created to install temperature sensors on street assets for which approval is currently being sought.	3-MRRE Mgr Resource Recovery & Efficiency	Development and Environment
		Implement the Street Tree Master Plans and Street Tree Maintenance Guidelines to improve the quality of street appeal in the region in line with budget and resources		The Dubbo and Wellington Street Tree Master Plans have been adopted and implemented. Four priority 1 sites and a priority 3 site were planted utilising the funds available. Additional plantings were carried out as part of the Customer	3-MROS Manager Recreation & Open Space	Community Culture and Places


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				Request system, with these plantings being consistent with the adopted plans.		
		Implement the Dubbo Regional Council Tree Preservation Order and Significant Tree Register 2023 (as resolved by Council)		Existing Tree Preservation Order and Significant Tree Register implemented as per Council Resolution.	3-MROS Manager Recreation & Open Space	Community Culture and Places

6.2: We recognise, plan for and respond to the impacts of climate change



Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
6.2.1	The impacts of climate change are identified and addressed through collaboration with our community and government	Support and encourage community groups and programs to undertake environmental restoration works		in 2023/2024 over 3,220 trees and shrubs have been planted in Dubbo and Wellington on a range of sites including streets, sporting facilities and reserves. The majority of these trees have been planted as a result of specific projects through Contractors. Opportunities for greater community input will be investigated in 2024/2025.	3-MROS Manager Recreation & Open Space	Community Culture and Places
		Consider climate change risk planning for Council and Council's assets within the development of Council's Risk Management Framework and associated documents		Council continues to work on it's overall Risk Register. Implementation of the framework is ongoing.	3-MGIC Manager Corporate Governance	Organisational Performance
		Adopt an urban forest tree canopy target and deliver against actions and associated policies		The Greening Strategy document is still in draft. Significant work has been undertaken to identify a realistic canopy target based on tree planting on public / Council controlled land. Further investigation is required to determine the level of support from private land managers in urban areas.	3-MROS Manager Recreation & Open Space	Community Culture and Places
6.2.2	Water supply is provided efficiently and sustainably to our community	Promote and encourage water savings initiatives to the community		Council has continued to undertake a number of water saving programs and initiatives throughout the reporting period. Communication to encourage saving	3-MWSS Manager Water Supply & Sewerage	Infrastructure





Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				<p>water during the summer period was undertaken through social media, mail box flyers and media releases.</p> <p>In November 2023 Council released a mobile phone app 'Water Portal' for apple and android users to conveniently access the MyDRC Water portal to monitor and manage their water consumption. The app allows users with a smart meter device to receive SMS or email alerts for water leaks or high consumption.</p> <p>Through the communications and promotion of the mobile phone app, saw a 26% increase of customers sign up to the MyDRC Water portal.</p> <p>A number of community engagement activities were also held including a water saving information and activity stall at the 2023 Dream Festival and 2024 annual Dubbo Show.</p>		
		Investigate activities and funding strategies to ensure long-term water security		<p>Council has constructed two new production bores and associated pipelines in Wellington. Contractors have been engaged to perform an underbore of the Main Western Railway Line, linking two portions of the Wellington Bore Water Pipeline together. Completion of this work is expected mid to late 2024. Underboring of the Macquarie River is also being planned with extensive geotechnical investigation work being conducted. Council has engaged consultants who are reviewing the operation of the Wellington Water Treatment Plant and investigating what modifications need to be made to run the facility on 100% bore water. A draft scope has been completed with more</p>	3-MSWSS Manager Strategy Water Supply & Sewerage	Infrastructure

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				<p>detailed design works to commence.</p> <p>Council has constructed two new production bores and associated pipelines in Geurie. Council has awarded the modification of the Geurie Macquarie River pump station to allow the Geurie Water Treatment Plant to operate on both river water, bore water, or a mixture of both. These works are progressing well with new line shaft pumps ordered, and detailed design of electrical and mechanical infrastructure underway.</p> <p>Council has recently constructed an additional 9km of bore water pipelines in West Dubbo, in the vicinity of Bunglegumbie, Troy Bridge and Nulla Roads. Two new production bores have been drilled with a third production bore to be constructed shortly. Council is now planning for the award of a tender to construct the mechanical and electrical components for the three new production bores.</p> <p>Council is working to develop an Advanced Wastewater Treatment Plant at the Dubbo Sewerage Treatment Plant on Boothenba Road in Dubbo. Council aims to develop a facility capable of producing construction quality water from effluent generated by the Sewerage Treatment Plant.</p>		
6.2.3	Waste management processes reduce our environmental footprint and impact on the environment	Investigate smart technology to improve waste management practices		Smart technologies that are aimed to improve waste management practices are continuously being explored, such as, Implementation of GPS technology in the Whylandra Waste and Recycling Facility compactor. This technology advancement allows for an increase in operation efficiency by compacting waste	3-MRRE Mgr Resource Recovery & Efficiency	Development and Environment

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				to predetermined heights and compaction rates. In addition, this technology prevents unnecessary passes over the waste by the compactor and allow for accurate heights to be achieved, as a result conserving fuel and extending plant life.		
		Work with NetWaste on waste projects and opportunities for greater diversion from landfill		As an active member of the Netwaste steering committee, potential waste projects and trials to increase greater diversion from landfill, increase reuse, recycling and circular economy opportunities are continuously being identified and utilised. Polystyrene recycling was adopted at both Whylandra and Wellington Waste and recycling Facilities.	3-MRRE Mgr Resource Recovery & Efficiency	Development and Environment






6.3: Land use management sustains and improves the built and natural environment


Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
6.3.1	The quality of the Macquarie, Talbragar and Bell river corridors are managed and enhanced	Support and encourage participation in Council's Parks and Bushcare Program		The Parks and Bushcare Program remains dedicated to supporting and facilitating volunteer efforts in this domain. Council continues to strengthen collaboration with various volunteer groups, providing enhanced support for their invaluable contributions to the maintenance and preservation of our natural areas.	3-MGSO Manager Greenspace Operations	Infrastructure
6.3.2	Stormwater discharge into receiving waters is limited	Appropriately designed stormwater treatment devices and detention systems are to be implemented or conditioned on new or existing stormwater catchments where practical and in consideration of full lifecycle costs		This is an ongoing activity for Dubbo Regional Council. Ongoing new development applications are reviewed by Council to ensure developers are implementing appropriate stormwater detention and water quality systems in accordance with Council's stormwater management policies.	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
6.3.3	Endangered ecological communities, threatened species, habitats and environmental assets are protected	Advocate to the State Government for funding to map all endangered environmental assets		Council continues to work closely with the State Government on biodiversity issues and assessment processes across the Local Government Area. The NSW Draft Native Vegetation Regulatory Map was last updated in March 2024.	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
		Advocate to the State Government for funding to restore degraded environments		Council continues to actively advocate to the State (and Australian) Governments for funds to restore degraded habitat. Council was unsuccessful in its (Australian) application to install erosion control measures at Sandy Beach. Council was successful in securing \$396,000 for the South Dubbo Weir project that includes river red gum planting, \$581,000 for Pioneer Park, Wellington that includes rehabilitation of the badly damaged swale area, \$300,000 for Bell River Bank Stabilisation Project and funds through the Severe Weather and Flooding grant. Most of these projects are either finalised or in the final stages of completion.	3-MROS Manager Recreation & Open Space	Community Culture and Places
		Report on the Weed Action Program (Department of Primary Industry)		The Natural Resources team continues to facilitate the efforts of the Weed Action Program across the local government area, This is an inspection-based program with quarterly and annual reports provided to the Department of Primary Industry through a dedicated system.	3-MGSO Manager Greenspace Operations	Infrastructure
		Assess major infrastructure projects so that they reasonably avoid endangered ecological communities, threatened species, habitats and environmental assets		All Council's Part 5 projects are assessed through Council's Development Unit and none have impacted significantly upon any endangered ecological communities and/or the habitats of threatened species. With regard to State Significant	3-MBDS Mgr Building & Development Services	Development and Environment

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
				Development / Infrastructure, Council provides input at all stages of the assessment process, noting that these applications are assessed and determined by NSW Department of Planning & Environment.		

6.4: We plan for and mitigate the impacts of natural events and disasters

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
6.4.1	People and property are protected from fire-related incidents	Review bushfire prone mapping for the region		The Bush Fire Prone Land Map was certified by the NSW RFS Commissioner on 13 June 2024, and will be uploaded to the NSW RFS website in due course	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
6.4.2	Development does not place the community at risk from flood impacts	Implementation of the Floodplain Risk Management Plan for Geurie.		The flood planning levels and development controls are in place and being utilised to inform new development for Geurie. The structural mitigation option proposed for mitigating flooding from the Geurie Creek will need further detailed assessment and modelling to determine effectiveness and feasibility.	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure
		Complete planning activities for stormwater drainage and flooding works in Wongarbron, and investigate funding opportunities and mechanisms		This has not yet commenced due to other competing priorities.	3-MISD Mgr Infrastructure Strategy & Design	Infrastructure
		Develop an appropriate flood planning policy for Eumungerie following adoption of the Floodplain Risk Management Plan		Growth Planning commenced work with Infrastructure Strategy and Design to develop and appropriate flood policy for Eumungerie	4-TLGPP Team Leader Growth Planning Projects	Development and Environment
6.4.3	Local emergency management organisations and local State Emergency Services	Progress Council's Enterprise Risk management Framework and local Emergency Responses		Council fosters a close working relationship with local emergency bodies and is currently progressing joint planning documents for emergency	3-MGIC Manager Corporate Governance	Organisational Performance

Code	3 Year Focus	1 Year Action	Status	Comments	Responsible Officer Position	Responsible Directorate
	are capable of responding to emergencies			response situations. The Enterprise Risk Framework has recently been reviewed and the resulting Risk Registers are currently being progressed through a series of workshops across Council.		
		Coordinate Council's response and assist relevant agencies during emergencies and disasters		Council works with emergency response services to deliver the most robust and safest emergency responses to the community. The Emergency Management Plan for the combined emergency services is currently under review with Council's People Culture and Safety team.	3-MGIC Manager Corporate Governance	Organisational Performance

