

UPPER MACQUARIE COUNTY COUNCIL

**BUSINESS ACTIVITY STRATEGIC PLAN
2013/14 – 2022/23**

INCORPORATING
RESOURCING STRATEGY



The Noxious Weeds Control Authority for the areas of
Bathurst Regional Council, Blayney and Oberon Shire Councils and the Lithgow City Council

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Acknowledgements

Some of the explanatory material in this plan has been copied verbatim, or paraphrased, from material prepared and circulated to Councils by the Division of Local Government without in every instance the use of the material being separately attributed.

As always, all errors and omissions are entirely my own.

Roy Jennison
General Manager

1. What is a Business Activity Strategic Plan?

The *Local Government Amendment (Planning and Reporting) Act 2009* was assented to on 9 October 2009.

The aim was to introduce a new reporting framework for NSW local government. This framework replaced the former Management Plan and Social Plan which local government had been required to prepare with an integrated framework. It also included a new requirement to prepare a long-term Community Strategic Plan and Resourcing Strategy.

The new framework recognized that communities do not exist in isolation – they are part of a larger natural, social, economic and political environment that influences and, to a large extent, shapes their future direction.

Neither do council plans exist in isolation – land use and infrastructure planning produces social, environmental and economic outcomes, and vice-versa – they are connected.

This framework encouraged councils to draw their various plans together, to understand how they interact and to get the maximum leverage from their efforts by planning holistically for the future.

It recognized that most communities share similar aspirations: a safe, healthy and pleasant place to live, a sustainable environment, opportunities for social interaction, opportunities for employment, reliable infrastructure, etc. The difference lies in how each community responds to these needs. That is what shapes the character of individual towns and cities.

The new framework opened the way for councils and their communities to have important discussions about funding priorities, service levels and preserving local identity and to plan in partnership for a more sustainable future.

The framework was developed after extensive consultation with the Local Government Sector and other key stakeholders.

Diagrammatically the new framework can be represented in this way –



Local Government Planning and Reporting framework

The specific aims of the new Integrated Planning & Reporting Framework, in summary, were to:

UPPER MACQUARIE COUNTY COUNCIL

- improve integration of various statutory planning and reporting processes undertaken by councils as required by the *Local Government Act 1993* and the *Environmental Planning and Assessment Act 1979*,
- strengthen councils' strategic focus,
- streamline reporting processes,
- ensure that the *Local Government Act 1993* and the Government's guidelines support a strategic and integrated approach to planning and reporting by local councils.

However the Government recognized that county councils were different to general purpose or local councils (see "Upper Macquarie County Council" below) and that to require that each county council prepare a Community Strategic Plan would in many instances merely duplicate the Community Strategic Plan required to be prepared by constituent councils of the county council.

Accordingly, county councils were exempted by Clause 218 of the *Local Government (General) Regulation 2005* from the necessity to prepare a Community Strategic Plan and were instead required by Clause 219 of the same regulation to prepare a Business Activity Strategic Plan.

The remainder of the local government planning and reporting requirements continued to apply to county councils and therefore diagrammatically the planning and reporting framework for county councils can be represented in this way –



County Council Planning and Reporting framework

The Business Activity Strategic Plan of a county council must –

- be endorsed by the council, and
- identify the main business activity priorities of the council, and
- cover at least 10 years from when the plan is endorsed by the council, and
- establish strategic objectives, and
- establish strategies for achieving the strategic objectives, and
- be “developed having due regard to the community strategic plans of the county council’s constituent councils and in consultation with those councils”.

The Business Activity Strategic Plan of a county council must be reviewed before 30 June in the year following an ordinary election of councillors for the constituent councils of a county council. Following the review the county council may endorse the existing plan, endorse

amendments to the existing plan or develop and endorse a new Business Activity Strategic Plan, as appropriate to ensure that the council has a Business Activity Strategic Plan covering at least the next 10 years.

This Business Activity Strategic Plan includes the Upper Macquarie County Council resourcing strategy which is the council's long-term strategy for the provision of the resources required to implement the strategies established by the Business Activity Strategic Plan. The resourcing strategy includes long term financial planning, workforce management planning and asset management planning.

This Business Activity Strategic Plan should be read in conjunction with the Council's –

- Delivery Program, and
- Operational Plan.

In a nutshell, the dual purpose of this Business Activity Strategic Plan, the Delivery Program, and the Operational Plan is –

- to improve the way that the Upper Macquarie County Council conducts its core business, and
- to enhance the position of Upper Macquarie County Council as a key natural resource manager.



The Community Strategic Plans of the Upper Macquarie County Council constituent councils are available at the following locations –

Bathurst Regional Council

http://www.bathurst.nsw.gov.au/images/stories/pdfyourcouncil/Bathurst2036Plan_adoptFeb12.pdf

Lithgow City Council

<http://archive.lithgow.nsw.gov.au/exhibitions/draftCommunityStrategicPlan.pdf>

Oberon Shire Council

<http://www.oberon.nsw.gov.au/>

Blayney Shire Council

http://www.blayney.local-nsw.gov.au/images/documents/blayney/mig/draft_community_strategic_plan.pdf

2. Upper Macquarie County Council

Section 387 of the *Local Government Act 1993* empowers the Governor to establish county councils by proclamation.

The proclamation is, in effect, the constitution of the county council.

The county council must have a governing body which is responsible for managing the affairs of the county council. The members of the governing body are elected from among the councillors of the constituent councils (Section 390).

The functions of the county council are set out in the proclamation and may comprise “any one or more of the functions of a council under” the Act. A council may not undertake a function conferred on a county council but it may do so if the county council delegates the function to the constituent council (Section 394). With limited exceptions, including the power to make and levy an ordinary rate, the *Local Government Act 1993* applies to county councils and members of county councils in the same way as it applies to councils and councillors.

The method of constitution of a county council is no different to that of other councils. Only the method of election of councillors and the particularity of the functions of county councils differentiates them from councils. The method of election is similar to collegiate voting and provides indirect election: nevertheless the role of a member of a county council is the same as that of a councillor as set out in Section 232.

The Upper Macquarie County Council was originally constituted by proclamation on 18 February 1949. Part 7 of Schedule 7 to the *Local Government Act 1993* operated to continue the county council as if it had been constituted under Section 387 with an area of operations the same as its former county district.

As presently constituted, the constituent councils of Upper Macquarie County Council are –

Bathurst Regional Council
Lithgow City Council
Blayney Shire Council
Oberon Shire Council.

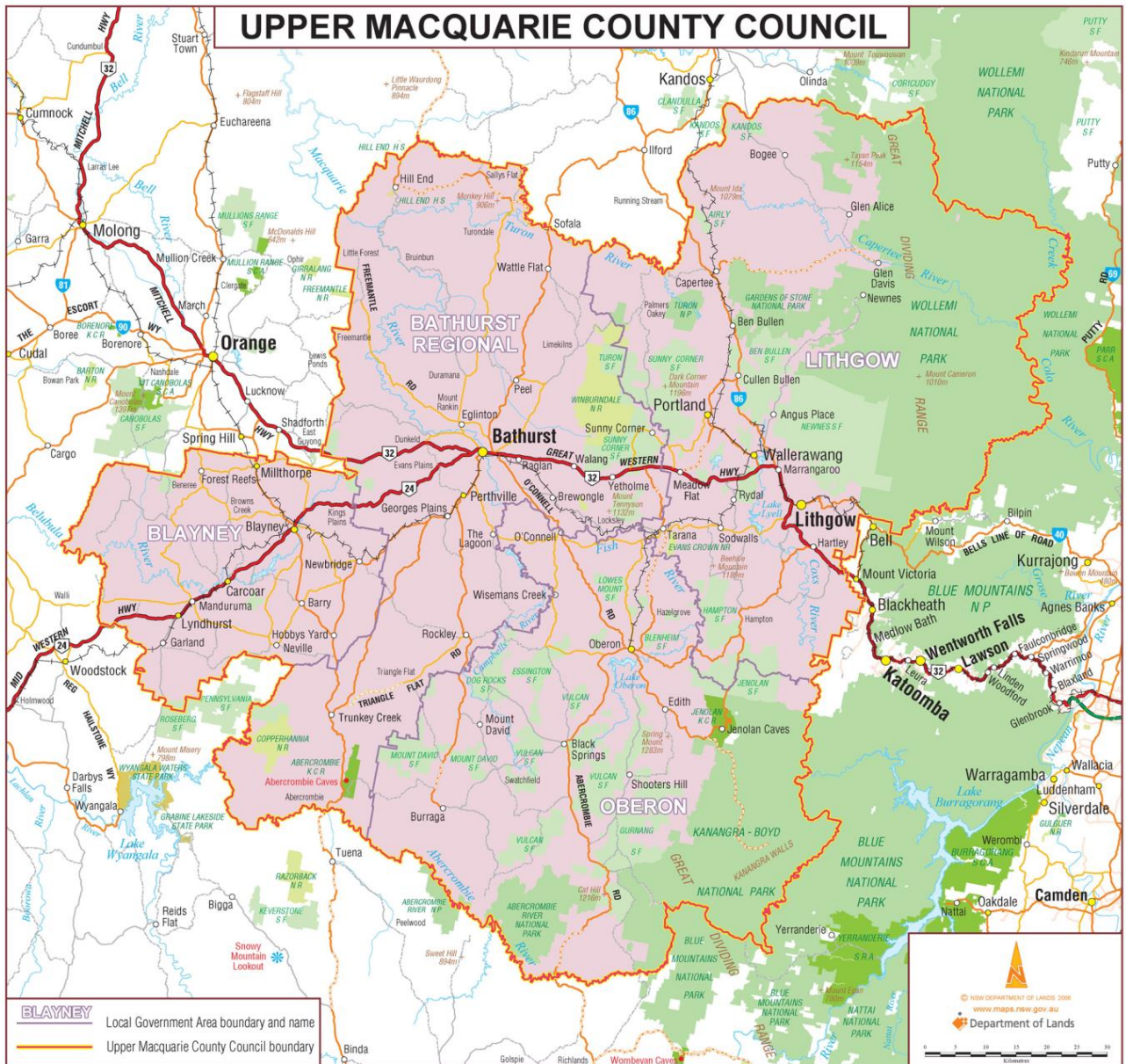
Being a county council upon which noxious weed control functions for its area of operations have been conferred the Upper Macquarie County Council is a local control authority as defined in Section 35 of the *Noxious Weeds Act 1993*. As such the county council has the functions set out in Section 36 of the Act.

Significantly, these functions include the responsibility for the control of noxious weeds by occupiers of land (other than public authorities) in the local area (the county council’s area of operations) and the control of noxious weeds on roads in the local area as required by Section 14 (although this is a joint obligation with any occupier required to control weeds on roads under Section 17).

A constituent council of the County Council is a “public authority” under the Act and therefore the county council is not responsible for the control of noxious weeds by constituent councils on land which they occupy (Section 11(2)), just as it is not responsible for the control of noxious weeds by other public authorities.

3. UMCC Area of Operations

Map showing Upper Macquarie County Council Area of Operations



The Area of Operations of Upper Macquarie County Council comprises an area of approximately 13,500 square kilometres with a population of approximately 73,700 people.

The following table shows some vital statistics for the four local government areas which make up the Upper Macquarie County Council Area of Operations.

Local Government area	Total land area (km²)	Area of agricultural land (ha)	Population	Length of roads
Bathurst	3,818.2	241,000	39,915	1,624
Blayney	1,524.7	141,000	7,259	765
Lithgow	4,507.4	Not available	21,094	858
Oberon	3,628.0	172,000	5,438	847
Totals	13,478.3		73,706	4,094

Additional information about the individual local government areas may be obtained from the Community Strategic Plan for the individual areas (see page 6) or from the Bureau of Statistics at the following website address <http://www.abs.gov.au/> .

4. Noxious weeds

The Upper Macquarie County Council's functions relate to "noxious weeds".

Noxious Weeds are plants in respect of which the Minister has made a weed control order under Section 7 of the *Noxious Weeds Act 1993*.

There are five classes of noxious weed.

- (a) **Class 1** noxious weeds are plants that pose a potentially serious threat to primary production or the environment and are not present in the State or are present only to a limited extent.
- (b) **Class 2** noxious weeds are plants that pose a potentially serious threat to primary production or the environment of a region to which the order applies and are not present in the region or are present only to a limited extent.
- (c) **Class 3** noxious weeds are plants that pose a serious threat to primary production or the environment of an area to which the order applies, are not widely distributed in the area and are likely to spread in the area or to another area.
- (d) **Class 4** noxious weeds are plants that pose a threat to primary production, the environment or human health, are widely distributed in an area to which the order applies and are likely to spread in the area or to another area.
- (e) **Class 5** noxious weeds are plants that are likely, by their sale or the sale of their seeds or movement within the State or an area of the State, to spread in the State or outside the State.

Weed Control Order No. 28 made under the Act on 30 September 2011 declared various plants to be noxious weeds within the Area of Operations of the Upper Macquarie County Council. A full list of these plants, and the various control measures to be taken in respect of them, can be obtained at http://www.dpi.nsw.gov.au/agriculture/pests-weeds/weeds/noxweed/noxious-application?sq_content_src=%252BdXJsPWh0dHAIM0EIMkYIMkZ3d3dpLmFnemljLm5zdy5nb3YuYXUIMkZ0b29scyUyRnZpZXdj3VuY2lsLmh0bWwmYWxsPTE%253D&council_id=112.

Information about the more common noxious weeds in the Area of Operations of Upper Macquarie County Council may be obtained at <http://www.umcc.nsw.gov.au/noxious-weeds/noxious-weeds-list.html>.

5. Principal Activities

As a local control authority as defined in Section 35 of the *Noxious Weeds Act 1993* Upper Macquarie County Council has the functions set out in Section 36 of the Act.

These functions are –

- (a) responsibility for the control of noxious weeds by occupiers of land (other than public authorities or local control authorities),
- (b) control of noxious weeds on land owned or occupied by the Upper Macquarie County Council and on certain roads and watercourses, rivers or inland waters as provided by the Act,
- (c) to ensure, so far as practicable, that owners and occupiers of land (other than public authorities or other local control authorities) carry out obligations to control noxious weeds imposed under this Act,
- (d) to develop, implement, co-ordinate and review noxious weed control policies and noxious weed control programs,
- (e) inspection of land within the local area in connection with its noxious weed control functions,
- (f) to report, at the request of the Minister, on the carrying out of the Upper Macquarie County Council's functions under the Act,
- (g) to co-operate with local control authorities of adjoining areas to control noxious weeds, where appropriate,
- (h) any other functions that are conferred or imposed on the Upper Macquarie County Council by or under the Act.

These statutory functions may usefully be broken down into the following day to day activities which are, or may be, undertaken by Upper Macquarie County Council

- Private property visits. (Property visits differ from “inspections” in that they are extension/advisory and not regulatory in nature and are not carried out using regulatory powers.)
- Private property inspections. (Property inspections are carried out either using regulatory powers under the Act or for the purpose of taking or enforcing regulatory action under the Act.)
- Assisting in the preparation of Property Weed Management Plans.
- Approval of Property Weed Management Plans.
- Pre-purchase property visit and report.
- Pre-purchase certificate regarding any weed control notices on land.
- Report on noxious weeds status of land (are there noxious weeds on my land?).
- Advice on legal requirements for noxious weed control.
- Advice on how to control noxious weeds.
- Preparation of education and advisory material.
- Supply of education and advisory material.
- Sale of chemicals for noxious weed control.
- Advice on use of chemicals (application rates, time of application, appropriate application methods).
- Aerial spraying of noxious weed.

- Undertaking noxious weed control work on private land by arrangement with the landholder and at the landholder’s cost.
- Undertaking noxious weed control work on private land by arrangement with the landholder at the cost of the County Council.
- Undertaking noxious weed control work on Crown land at the cost of the Crown.
- Undertaking noxious weed control work on Constituent Council land by arrangement with the Constituent Council and at its cost.
- Inspection of public authority land to ensure compliance with the requirements of the Act in relation to noxious weed control and to promote cooperative arrangements for the control of noxious weeds.
- Undertaking noxious weed control work funded by Catchment Management Authorities and others.
- Undertaking noxious weed control work on public roads.
- Inspection of public roads to ensure that landholders are carrying out their obligations under the Act to control noxious weeds.
- Identification of suspected noxious weed.
- Liaison between neighbours to establish cooperative weed control programs.
- Conducting trials and demonstrations relating to noxious weed control.
- Conducting seminars, workshops, meetings, field days, to promote the work of the County Council and noxious weed control.
- Inspection of nurseries and aquaria, and other high risk enterprises, for compliance with the Act in relation to noxious weeds.
- Inspection of waterways for the presence of aquatic noxious weeds.
- Monitor the presence of noxious weeds in its Area of Operations and keep the records required by Section 37.
- Report to the Director-General as required under Section 37.
- Research measures for the effective long term control of serrated tussock on non-productive land.
- Provide incentives to promote the control of noxious weeds on non-productive land and to protect biodiversity.
- Research and promote the use of non-productive noxious weed infested lands for the carbon sequestration.
- Research and promote the more effective and environmentally sensitive control of noxious weeds on public roads.
- Promote and maintain a voluntary register of land onto which “off farm” fodder or grain has been taken, particularly in drought, to enable monitoring of any spread of noxious weeds and the provision of advice and assistance to the landholder.

In undertaking its functions under the *Noxious Weeds Act 1993* the Upper Macquarie County Council, being a council constituted under the *Local Government Act 1993*, has the following charter as set out in Section 8 of that Act which it is required to pursue –

- to provide directly or on behalf of other levels of government, after due consultation, adequate, equitable and appropriate services and facilities for the community and to ensure that those services and facilities are managed efficiently and effectively
- to exercise community leadership
- to exercise its functions in a manner that is consistent with and actively promotes the principles of multiculturalism
- to promote and to provide and plan for the needs of children

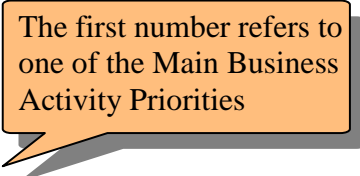
- to properly manage, develop, protect, restore, enhance and conserve the environment of the area for which it is responsible, in a manner that is consistent with and promotes the principles of ecologically sustainable development
- to have regard to the long term and cumulative effects of its decisions
- to bear in mind that it is the custodian and trustee of public assets and to effectively plan for, account for and manage the assets for which it is responsible
- to engage in long-term strategic planning on behalf of the local community
- to exercise its functions in a manner that is consistent with and promotes social justice principles of equity, access, participation and rights
- to facilitate the involvement of councillors, members of the public, users of facilities and services and council staff in the development, improvement and co-ordination of local government
- to raise funds for local purposes by the fair imposition of rates, charges and fees, by income earned from investments and, when appropriate, by borrowings and grants
- to keep the local community and the State government (and through it, the wider community) informed about its activities
- to ensure that, in the exercise of its regulatory functions, it acts consistently and without bias, particularly where an activity of the council is affected
- to be a responsible employer.

6. Main business activity priorities, strategic objectives and strategies

A preliminary note on paragraph numbering.

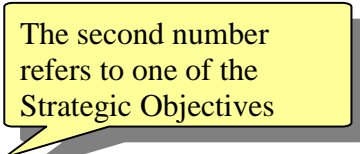
Paragraph numbers in this Plan extend to three numbers.

These numbers have a significance as follows.



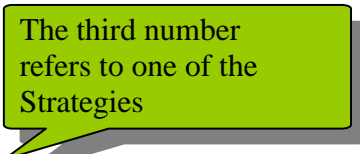
The first number refers to one of the Main Business Activity Priorities

1.1.1



The second number refers to one of the Strategic Objectives

1.1.1



The third number refers to one of the Strategies

1.1.1

Main business activity priorities

1. Improve the natural environment through a reduction in noxious weeds.
2. Develop an efficient, effective and financially secure County Council.
3. Enhance the educational and advisory role of the County Council.
4. Improve the effectiveness of the County Council's regulatory role.

Strategic objectives and strategies to achieve main business activity priorities

1.1 Strategic objective

Build strong relationships with other natural resource managers having responsibilities in, or adjacent to, the County Council's area of operations through a program to improve liaison between natural resource managers.

Strategies

- 1.1.1 Foster a spirit of cooperation with other natural resource managers.
- 1.1.2 Encourage and establish personal contact between Council staff and staff of other natural resource managers.
- 1.1.3 Promote joint works for noxious weed control by natural resource managers.

1.2 Strategic objective

Ensure the effectiveness of the Council's role in improving the natural environment through a reduction in noxious weeds.

Strategies

- 1.2.1 Ensure that the Council is aware of any presence of noxious weeds in its Area of Operations.
- 1.2.2 Provide assistance and support to private occupiers in controlling noxious weeds on their land.
- 1.2.3 Actively pursue the control of noxious weeds on vacant Crown land.
- 1.2.4 Actively pursue the control of noxious weeds on land of Forests NSW.
- 1.2.5 Conduct aerial spraying programs for noxious weeds.

1.3 Strategic objective

Improve the effectiveness of the control of noxious weeds on roads by promoting changes in management techniques and cooperative action.

Strategies

- 1.3.1 Ensure that all occupiers are aware of their obligations to control noxious weeds on roads.
- 1.3.2 Identify the extent of noxious weed infestations on roads and whether the responsibility for control is the Council's or the adjoining occupier's.
- 1.3.3 Control identified noxious weed infestations on roads.
- 1.3.4 Pursue alternatives for the control of noxious weeds on roads.

1.4 Strategic objective

Secure funding, where possible, to assist occupiers in their management of noxious weeds by encouraging policy change by NSW State Government and other funding authorities.

Strategies

- 1.4.1 Provide assistance and support to occupiers in securing funding for noxious weed control.
- 1.4.2 Lobby politicians and others to increase awareness of the necessity of providing public support for weed control work on private land.

2.1 Strategic objective

Improve communications between the Council and its community through increased use of electronic and other media.

Strategies

- 2.1.1 Improve the Council's profile in the community.
- 2.1.2 Hold Council's Ordinary meetings at least once each year in the area of each of the constituent councils.
- 2.1.3 Inform members of the Council's community of the Council's activities and seek input into the Council's operations.
- 2.1.4 Inform members of the Council's community of new initiatives by the Council and of changes in Council's policies, etc.
- 2.1.5 Encourage members of the Council's community to make comments, suggestions, criticisms, etc., on the Council's activities and to otherwise have input into the Council's operations.

2.2 Strategic objective

Improve the accountability of the Council to its community by providing more open access to information and public participation.

Strategies

- 2.2.1 Encourage members of the Council's community to take an interest in the Council's affairs.

- 2.2.2 Ensure that members of the Council's community are aware of the dates, times and places of Council meetings.
- 2.2.3 Ensure that members of the Council's community receive meaningful information on the Council's operations.
- 2.2.4 Establish a proper complaints handling procedure.

2.3 **Strategic objective**

Develop an efficient and effective Council administration for the management of noxious weeds through improved training, procedures and use of technology.

Strategies

- 2.3.1 Engage and retain sufficient skilled staff to provide administrative services to the Council.
- 2.3.2 Provide up to date computer and other technological facilities.
- 2.3.3 Provide an efficient records management system.
- 2.3.4 Provide administrative support for the Council's education and advisory functions to enhance communication by the Council with its community.

2.4 **Strategic objective**

Secure the Council's financial position by promoting stronger funding arrangements with funding bodies and seeking alternative sources of funds.

Strategies

- 2.4.1 Secure alternative sources of funding for the Council's ordinary operations.
- 2.4.2 Secure alternative sources of funding for particular Council functions.
- 2.4.3 Maximise income from fees, charges and income producing operations.
- 2.4.4 Eliminate unnecessary expenditure.

3.1 **Strategic objective**

Increase public awareness of the impact of noxious weeds on the community and the cost to the community of noxious weeds through contact with community leaders and public awareness campaigns.

Strategies

- 3.1.1 Increase politician's awareness of weeds.
- 3.1.2 Foster an interest in weeds in the local and rural press and news media.
- 3.1.3 Publicise weed matters within the Council's community.

3.2 **Strategic objective**

Enhance the educational and advisory role of the Council through the provision of a range of written and electronic material and staff promotion of this role.

Strategies

- 3.2.1 Ensure that the Council fulfils its educational and advisory role.

4.1 **Strategic objective**

Improve the effectiveness of the Council's regulatory role by the strategic use of the regulatory powers and appropriate publicity.

Strategies

- 4.1.1 To use the Council's regulatory powers, where necessary, to enforce the requirements of the Act with regard to noxious weed control.
- 4.1.2 Publicise the Council's intention to use its regulatory powers to enforce the requirements of the Act with regard to noxious weed control.

- 4.1.3 Ensure that the powers of inspection are used strictly in accordance with the Act and the Council's priorities.
- 4.1.4 Use the power under Section 21 to recommend to the Minister that the Minister serve a weed control notice on a public authority.
- 4.1.5 Ensure that the regulatory powers are used fairly and impartially and in accordance with this strategy.

7. Background information to strategic objectives

1.1 Strategic objective

Build strong relationships with other natural resource managers having responsibilities in, or adjacent to, the County Council's area of operations through a program to improve liaison between natural resource managers.

When the Council was established in 1949 for the control of serrated tussock the primary concern was the damage that noxious weeds could do to agricultural production.

The environmental movement was in its infancy and there was little or no appreciation of the true cost of noxious weeds to the community. The impact of noxious weeds on the environment, including biodiversity, was of little concern beyond the impact on agriculture.

This is no longer the case and the control of noxious weeds is recognised as a vital part of natural resource management.

It is impossible, however to control noxious weeds without considering the broader environment, both in terms of the impact of the weeds and the impact that control measures may have. The management of noxious weeds therefore needs to be a cooperative and consultative process involving all natural resource managers.

In this context, a natural resource manager is either a person or organisation who, or which, is responsible for the management of particular land which they occupy, including private land, or who, or which, has broader responsibility for the management of land.

Natural resource managers within this definition would include private land owners (particularly primary producers), Livestock Health and Pest Authorities, Catchment Management Authorities, Department of Environment and Conservation (National Parks and Wildlife Service), Sydney Catchment Authority, Forests NSW, Crown Lands NSW, and local Councils.

There is scope within the Noxious Weeds Act for the Council to delegate its functions under the Act and also for it to "enter into agreements or other arrangements" with others for the exercise of all or any of its functions, or for assistance in the exercise of its functions.

As well as such formal arrangements under the Act, there is undoubtedly scope for natural resource managers to cooperate in the exercise of their functions to the mutual benefit of the community.

1.2 Strategic objective

Ensure the effectiveness of the Council's role in improving the natural environment through a reduction in noxious weeds.

Local control authorities, of which the Upper Macquarie County Council is one, are in the front line of managing noxious weeds in New South Wales.

It is to local control authorities that the responsibility falls not only to carry out the majority of the face to face education and advisory work relating to noxious weeds in the community but also to act as the "policeman" in ensuring that the statutory obligations imposed on landholders, both public and private, with regard to noxious weed control are complied with.

It is to the local control authorities that most complaints about noxious weeds come and it is the local control authorities that have the responsibility of responding to these complaints.

Noxious weeds are the responsibility of local control authorities.

1.3 Strategic objective

Improve the effectiveness of the control of noxious weeds on roads by promoting changes in management techniques and cooperative action.

The *Noxious Weeds Act 1993* requires the Council to control noxious weeds on all roads in the Council's area of operations (Section 14(2)). This obligation does not include a road that is a freeway, tollway or a State work within the meaning of the *Roads Act 1993*.

The obligation on the Council to control weeds on roads is a joint obligation with any occupier required to control the weeds on the road under Section 17.

Section 17 requires an occupier of land to control noxious weeds on –

- any part of a road that intersects the land, except where the road is fenced on both sides, and
- half the width of any part of a road that forms part of the boundary of the land, except where the part of the road is fenced on both sides, and
- any part of a road that forms part of the boundary of the land where the side of the road forming the boundary is not fenced but the other side is.

Section 17 does not apply to a State highway, freeway, tollway or State work within the meaning of the *Roads Act 1993*.

It should be noted that the Council's obligation under Section 14(2) extends to a State highway, but the obligation on an occupier under Section 17 does not.

1.4 Strategic objective

Secure funding, where possible, to assist occupiers in their management of noxious weeds by encouraging policy change by NSW State Government and other funding authorities.

Because the Council's funds are limited, it generally does not undertake weed control work at its cost on private land.

Nor does it undertake work at its cost on the land of public authorities who have a statutory obligation to control weeds on land which they occupy.

The Council does provide limited funds to subsidise noxious weed control work for impecunious occupiers. The individual amounts involved are small, generally involving the removal of urban weeds by pensioners. The Council does not have sufficient funds to subsidise costly weed control work, even in those cases where the work might be seen to be imperative.

In many cases effective control of noxious weeds is expensive and is sometimes beyond the financial resources of private land occupiers.

Similarly, the funds provided to public authorities for the management of land which they occupy are invariably insufficient for the purpose. In this case, noxious weed control is, in many cases, low on the priority list for the expenditure of funds and consequently is invariably under resourced.

Logically, the social benefit (public good) resulting from some weed control work would justify wider government intervention in the form of financial or other assistance to owners or occupiers of infested land.

Public financing of weed control on private land would require the development of cost sharing rules so that both private and social costs and benefits are taken into account. This would ensure that there is no overpayment to landholders, which would result if private benefits are understated, while still compensating a landholder for the social benefits (public goods) resulting from weed control work and thus providing sufficient incentive for a landholder to undertake the work. (See Comerford et al., *Approaches to cost sharing for incentives: a practical guide for regional NRM groups in Queensland*, The State of Queensland, Department of Natural Resources, Mines and Water 2005).

It might be argued that the *Noxious Weeds Act 1993* (“the Act”) addresses this entitlement to, and need for, financial assistance for weed control to private land owners and occupiers by virtue of the Minister’s power in Section 33(d) of the Act to make “...grants of money, out of money appropriated by Parliament, to assist public authorities, local control authorities and trustees of commons or reserves in carrying out their obligations under this Act or to further the objects of this Act”. However, the objects of the Act have been drafted so narrowly, (“control mechanisms”, “monitoring”, “reporting”) that it is doubtful if this is the case, and, in practice, the Minister does not make grants available for expenditure on private land.

The Act and Government policy needs to promote and facilitate the provision of assistance, both financial and otherwise, to private landholders for weed control.

Until society recognizes the social benefit (public good) resulting from requiring weed control on unproductive land, and adequately funds such control to the extent of the public good, the control of weeds such as serrated tussock on non-productive or low productivity land will, in the long term, fail and such land will continue to be a source of infestation of quality land.

2.1 Strategic objective

Improve communications between the Council and its community through increased use of electronic and other media.

Communication is the sharing or imparting of information.

Communication is vital to the operations of the Council and, particularly, to an effective and efficient program for the control of noxious weeds.

The Council, for its part, needs to communicate to its Community the requirements of the Act in relation to noxious weed control; how they might meet those requirements; the consequences if they do not; advice and assistance on noxious weed control; and information about the Council’s budget and management strategies.

For their part, members of the Council’s Community need to communication to the Council their views on how the Council is managing its noxious weed responsibilities; suggestions on how the

Council might improve its budget and management strategies; reports on noxious weed infestations; and complaints about and criticisms of the Council's operations.

Communication needs to be two way and it is the Council's responsibility to facilitate a two way exchange of information.

2.2 Strategic objective

Improve the accountability of the Council to its community by providing more open access to information and public participation.

The *Local Government Act 1993* sets out the formal mechanisms by which Councils, including County Councils, are made accountable for their actions.

The Council is required to keep proper accounts which are to be audited each year.

Each year, the Council is required to prepare an annual report on its work and activities.

Members of the public are entitled to inspect a wide range of council documents (Section 12). They are also entitled, under the *Government Information (Public Access) Act 2009* (the GIPA Act), to be given access to certain other documents held by the council.

At least once each six months the General Manager is required to report to the council its progress with respect to the principal activities detailed in its delivery program.

Meetings of the Council are also, generally, open to the public and the public are invited and encouraged to attend.

2.3 Strategic objective

Develop an efficient and effective Council administration for the management of noxious weeds through improved training, procedures and use of technology.

Efficient and effective management of its services and facilities is part of the Council's charter under the *Local Government Act 1993*.

In addition, the Council has obligations under the *Noxious Weeds Act 1993* (Section 37) related to the monitoring of noxious weeds and keeping of records relating to –

- (a) the presence and distribution of noxious weed in the local area, and
- (b) the implementation of the Council's weed control policy and weed control programs.

Section 37 also requires the Council, if required by the Director-General, to “report to the Director-General on the presence and distribution of noxious weeds in the local area and on its weed control policy and weed control programs and their implementation”.

There are other requirements on the Council to keep proper records of its activities, such as the requirement to keep proper accounting records as required by the *Code of Accounting Practice and Financial Reporting* with which the Council must comply.

It is obvious that an effective and efficient administration is vital to the Council carrying out its noxious weed functions.

2.4 Strategic objective

Secure the Council's financial position by promoting stronger funding arrangements with funding bodies and seeking alternative sources of funds.

Section 491 of the *Local Government Act 1919* lists the sources of income for a council, including a county council.

These are –

- rates
- charges
- fees
- grants
- borrowings
- investments.

Missing from this list is the income of county councils which consists of financial contributions made by its constituent councils.

Under the *Local Government Act 1919* a county council could levy an assessment on its constituent councils based on the proportion that the unimproved capital value of rateable land in each area bore to the whole.

This provision was not reproduced in the *Local Government Act 1993* presumably on the basis that a county council would obtain income, in the same way as other councils, from the sources set out in Section 491 of the Act or from contributions by constituent councils pursuant to a regulation made under Section 399.

While contributions by constituent councils is the traditional method of financing county councils such contributions are not compulsory. They can be made compulsory, and the level of contribution set, by regulation made under the Act. No such regulation has been made.

The Council has agreed with the constituent councils of Upper Macquarie County Council that they will continue to contribute to the operations of the County Council on the basis of an agreed formula.

While the County Council under the *NSW Weeds Action Program* also receives some funds by way of grants by the Minister under Section 33 of the Noxious Weeds Act, these grants are insufficient to run the Council's ordinary operations.

Similarly, the County Council receives some funds from charges and fees and from its other operations but these funds are minor and would not provide sufficient funds to run the Council's ordinary operations.

The cost pressures on the Council have, previously, caused the Council to investigate the levying of a rate under the Local Government Act.

Under the Act, a council may normally levy two types of rates: ordinary rates and special rates.

However, because of the terms of Section 400 of the Act the county council does not have power to levy an ordinary rate.

The Council does have power to levy a special rate.

Following extensive consultation with its constituent councils the Council determined that it was not in the interests of landholders in its Area of Operations for it to levy a special rate.

3.1 Strategic objective

Increase public awareness of the impact of noxious weeds on the community and the cost to the community of noxious weeds through contact with community leaders and public awareness campaigns.

Recent research has established that weeds cost Australia \$3.9 billion per year in lower farm incomes and higher food costs.

A paper prepared by Jack Sinden and Rachel McFadyen, presented at the *13th Biennial Noxious Weeds Conference* summarised the result of the research undertaken by the Weeds Co-operative Research Centre through the University of New England.

The costs to agriculture were estimated as direct financial costs of control (such as the cost of herbicides and fuel), yield losses, lost net income to farmers and higher food costs to consumers. The lost income to farmers included the financial costs of control and yield losses.

Control costs were highest for the cropping industries, but yield losses were greater for livestock. Indeed, yield losses due to weeds in the livestock industries were a substantial \$1,870m each year. While the mean loss was \$3,927m per annum the range was \$3,442m to \$4,420m per annum. The mean loss comprised \$883m in the beef industry, \$717m in the wheat industry and \$588m in the wool industry.

The loss of \$3.9 billion is about 14% of the current value added by agriculture to the economy, so Australia loses about \$1 in every \$7 of its agricultural income due to weeds.

Primary producers bear 81.4% of the mean loss while consumers bear 18.6%.

This relatively large cost to consumers indicates that the losses caused by weeds in agriculture impact widely across the whole community. The real cost to the community also includes damage to the natural environment, impacts on human health, and the huge effort of the many volunteers engaged in weed control across the country.

The report concludes that at an annual cost of \$3.9 billion per year to agriculture, weeds constitute a major natural resource management issue. Indeed, this estimate of the cost of weeds exceeds the combined estimates of the cost of salinity, soil acidity and soil sodicity, all major problems in the farm sector.

Weeds are also one of the greatest threats to biodiversity in Australia.

3.2 Strategic objective

Enhance the educational and advisory role of the Council through the provision of a range of written and electronic material and staff promotion of this role.

The Council has no formal function to educate members of its community about noxious weed or to advise on noxious weed control.

To some, the regulatory role, together with the control of weeds on roads, is seen to be the principal or only role of the Council.

This is not the case.

The Council has a vital role in educating its community on the impact of noxious weeds; the identification of noxious weeds; and the control of noxious weeds.

While others, such as Department of Primary Industries, provide educational materials about noxious weeds the Council is the first point of contact for members of its community in relation to noxious weeds. It is to the Council that members of the community will look first for the identification of noxious weeds and for information about those weeds.

Similarly, it is on the Council that members of the community will rely for advice on appropriate methods of control of noxious weeds.

The Council must be equipped to meet the community's expectations.

4.1 Strategic objective

Improve the effectiveness of the Council's regulatory role by the strategic use of the regulatory powers and appropriate publicity.

The *Noxious Weeds Act 1993* provides that the functions of the Council include the following –

- responsibility for the control of noxious weeds by occupiers of land (other than public authorities or local control authorities),
- to ensure, so far as practicable, that owners and occupiers of land (other than public authorities or other local control authorities) carry out obligations to control noxious weeds imposed under this Act,
- inspection of land within the local area in connection with its noxious weed control functions.

Besides the powers of inspection of premises which Section 44 gives to an inspector, the Act gives the Council certain powers to enforce the requirements of the Act for the control of noxious weeds.

- Section 18 empowers the Council to serve a weed control notice on an owner or occupier of land (other than a public authority) requiring the owner or occupier to carry out any of the occupier's obligations to control noxious weeds on the land as required under a weed control order.
- Section 20 empowers the Council to control noxious weeds on land in respect of which a Section 18 weed control notice has been served if the owner or occupier fails, or a predecessor in title to the owner or occupier has failed, to comply with the weed control notice.
- Section 21 gives the Council the power to recommend to the Minister that a weed control notice be given by the Minister to a public authority. The Minister, under Sections 22 and 23, has the same powers in respect of a public authority as the Council has under Sections 18 and 20.

For present purposes these powers are referred to as “regulatory powers”.

8. Resourcing Strategy

This section sets out the County Council's Resourcing Strategy.

The County Council is required to have a long-term strategy for the provision of the resources required to implement the strategies established by the Business Activity Strategic Plan. This long-term strategy is called the Council's Resourcing Strategy.

The Resourcing Strategy is required to include –

1. long-term financial planning;
2. workforce management planning; and
3. asset management plan.



Long-term Financial Plan

The County Council's long-term financial planning is contained in its Long-term Financial Plan which is **Appendix A** to this Business Activity Strategic Plan.



Workforce Management Plan

The County Council must have a Workforce Management Strategy which must address the human resourcing requirements of the County Council's Delivery Program.

The Workforce Management Strategy must be for a minimum timeframe of 4 years.

The Upper Macquarie County Council Workforce Management Strategy is set out in the following paragraphs.

The current staff structure of the Council consists of a part time General Manager, a full time Chief Weeds Officer, a part time clerical assistant, and five full time Weeds Officers.

Part time Information Technology assistance is supplied on a contract basis and Bathurst Regional Council has also been willing to assist with this function on a resource sharing basis.

The Weeds Officers are each allocated the whole or part of a constituent council area for which they are responsible under the supervision of the Chief Weeds Officer.

All Weeds Officers are available to assist outside their designated area as and when required.

It is unlikely that this staffing structure will continue unaltered throughout the whole of the period covered by this Plan.

The previous, long standing, Chief Weeds Officer retired recently.

The position of Chief Weeds Officer will be filled by the next most experienced Weeds Officer, but this person is also likely to retire in 2014/15. In the intervening period it will be necessary to give consideration to the training and mentoring of another Weeds Officer to endeavour to ensure that a person with suitable qualifications and experience is available to fulfil the role of Chief Weeds Officer at that time.

Financial constraints are such as to preclude the employment of field staff beyond the existing numbers and it will be necessary to consider a training and mentoring program to endeavour to ensure that a suitably qualified person from the existing staff is available to undertake the necessary supervisory role.

The internal appointment to the position of Chief Weeds Officer will result in a vacancy in a Weeds Officer position and this will be filled by external recruitment.

Staff turnover has historically been very low and the Council has not had difficulty in the past in recruiting and retaining staff at the level of Weeds Officer. There has in the past been a surfeit of applicants, many with at least basic qualifications and experience. While candidates mostly lack a detailed knowledge of the Noxious Weeds Act and experience in the regulatory aspects of the work, with training and mentoring they become effective within a relatively short time.

Weeds Officer positions are attractive to many prospective employees from a rural and horticultural background due to their relative independence and high degree of self management. Due to the increasing use of technology by Council, prospective employees do, however, need to either be familiar with information technology or have the aptitude to quickly adapt to it.

Sources for prospective employees include former Livestock Health and Pest Authority staff, Local Government Staff, nursery staff and rural landholders and workers.

Recruitment to Weeds Officer positions is not considered to be a limiting factor but financial constraints are, however, a continuing concern and make it imperative that the Council retain the goodwill of staff.

Staff, other than the General Manager, are currently remunerated in accordance with the *Local Government (State) Award 2010*.

The General Manager is employed under a Contract of Employment in the form of the standard contract for general managers approved by the Director General under Section 338(4) of the *Local Government Act 1993*.

All staff are given the opportunity for continuing training both to meet statutory requirements of their position and to enhance their effectiveness in their roles. The Council provides an appropriate budget for staff training and all staff are encouraged to participate.



Asset Management Plan

The County Council is required to account for and plan for all of the existing assets under its ownership and for any new assets proposed under its Business Activity Strategic Plan and Delivery Program.

For this purpose, the County Council must have an Asset Management Strategy which is included in its Asset Management Plan.

The Asset Management Strategy must be for a minimum timeframe of 10 years and must –

- include a council endorsed Asset Management Policy;
- identify assets that are critical to the council's operations and outline risk management strategies for these assets; and
- include specific actions required to improve the council's asset management capability and projected resource requirements and timeframes.

The Asset Management Plan must encompass all the assets under the council's control, must identify asset service standards, and must contain long term projections of asset maintenance, rehabilitation and replacement costs.

The Upper Macquarie County Council Asset Management Plan is set out in the following paragraphs.

Other than its human resources, the County Council's assets consist of the operational motor vehicles and plant used by staff on a day to day basis.

The Council has no fixed assets consisting of buildings or other infrastructure.

The motor vehicles comprise 5 tray back style vehicles, one of which is used by each of the Weeds Officers, and one station wagon which is used by the Chief Weeds Officer.

The Council has a policy to grant to employees the private use of the motor vehicles which they normally use for Council purposes, subject to a written agreement setting out the terms and conditions of such use, but no employee has sought to take advantage of the policy.

The County Council's strategy for the past 7 years has been to replace each of these vehicles at least every two years in order to minimise maintenance costs and maximise trade in values. Where it has been required, or has been financially advantageous to do so, vehicles have been replaced more frequently. This annual plant replacement program is funded from the operational budget since the changeover cost is generally in line with the depreciated value of the vehicles.

Council has 2 vehicle mounted QuikSpray[®] spray units. The service life of these units is dependent on their workload but they are generally replaced every 4 to 6 years. The Council has found that this maximises their resale value as there is a strong demand for second hand units in good condition.

Depreciation of vehicles and plant is calculated using the straight line method in order to allocate an asset cost (net of residual values) over its estimated useful life

Estimated useful lives for Upper Macquarie County Council plant and equipment include:

- Office Equipment	5 to 10 years
- Office Furniture	10 to 20 years
- Vehicles and equipment	5 to 8 years

To ensure effective asset management, so far as practical and within the financial resources available the Council endeavours to ensure that –

- Assets are utilised to their fullest potential to maximise usage and economic performance.
- Asset renewal, disposal, upgrade or new asset provision is carried out in accordance with the adopted resourcing strategy that includes demonstrated need, life cycle costing, alternative modes of delivery and sustainability.
- Asset management practices conform to legislative requirements and reflect best practice in the industry.
- All asset purchase, maintenance, rehabilitation and replacement shall be guided by Council's Asset Management Plans and annual budgetary process.
- Assets are maintained so as to meet specifications and quality standards; and

- Assets always meet requirements for public safety, WH&S and maintainability.
- Vehicles and plant are used and maintained in accordance with manufactures' recommendations.

Projected Asset Replacement Program 2013/14-2022/23

Vehicle/plant	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
WO 1 vehicle	37,000		39,789		42,787		46,012		49,480	
WO 2 vehicle		38,369		41,261		44,371		47,715		51,311
WO 3 vehicle	37,000		39,789		42,787		46,012		49,480	
WO 4 vehicle		38,369		41,261		44,371		47,715		51,311
WO 5 vehicle		38,369		41,261		44,371		47,715		51,311
WO 6 vehicle	37,000		39,789		42,787		46,012		49,480	
QuikSpray 1				15,026						18,686
QuikSpray 2®			14,518						18,054	
Total Purchases	111,000	115,107	133,884	138,809	128,362	133,112	138,037	143,144	166,495	172,619

Assumptions:

1. Cost of vehicle/plant is estimate only
2. New Weeds Officer vehicle in 2013/14 est. \$37,000 (includes tray, bullbar, etc.)
3. New QuickSpray price in 2014/15 est. \$14,000
4. Prices increase by (p.a.) 3.70%
5. Tradein/sales prices accounted for as "profit/loss on sale of assets"

Appendix A – Long-Term Financial Plan 2013/14 – 2022/2023

Income

Contributions by constituent councils are the traditional method of financing county councils.

Such contributions are no longer compulsory.

Under the *Local Government Act 1919* a county council could levy an assessment on its constituent councils based on the proportion that the unimproved capital value of rateable land in each area bore to the whole. The payment of the assessment was compulsory.

This provision was not reproduced in the *Local Government Act 1993* presumably on the basis that a county council would obtain income, in the same way as other councils, from the sources set out in Section 491 of the Act, or from contributions by constituent councils pursuant to a regulation made under Section 399.

Such a regulation can make contributions compulsory, and set the level of contribution, but no regulation has been made.

In 2007 the County Council sought, once and for all, to clarify the history of constituent council contributions to the County Council and to suggest a fair and transparent way to calculate the relative contributions to be made by constituent councils in future years.

It proposed that contributions should be apportioned between constituent councils based on the theoretical cost of noxious plant control in each of the constituent council areas: the theoretical cost was to be calculated using publicly available data available from the Local Government Grants Commission and the constituent councils.

Negotiations with each of the Constituent Council's resulted in each of them agreeing to the apportionment method proposed by the County Council and to continue contributions to the County Council on this basis in future years.

Contributions in the 2007/2008 were on the basis of the new formula and the same percentages have been used in subsequent years.

There has been no agreement by constituent councils to generally increase the level of funding beyond the general increase in General Revenue permitted by the Minister each year under the "rate pegging" legislation.

The other major source of income for the County Council is financial grants from noxious weed control, in particular State Government grants administered by NSW Department of Primary Industries. These grants have historically been allocated annually and are subject to NSW Government annual budget allocations.

In 2009 the State Government introduced the *NSW Weeds Action Program*. This replaced both the Weed Control Coordination Grant and the County Council Administration Grant with a new grant regime which was targeted at the objects in the *NSW Invasive Species Plan*. This change did not enhance "on ground" noxious weeds control in NSW, rather the reverse as it significantly increased grant administration and management costs, thus diverting scarce funds from this vital work.

For many years grants provided by the State Government have not kept pace with inflation and operating costs and can only be described as grossly inadequate having regard to the public benefit that flows to the wider community from effective noxious weed control.

The County Council has sought to access grants from other sources, in particular the Catchment Management Authorities and the Commonwealth Government, to supplement the State Government grants and intends, subject to the necessary resources being available, to pursue this source of funding. However, grants from these alternative sources are, at best, uncertain and cannot be relied on to fund the regular activities of the County Council.

Because of the terms of Section 400 of the *Local Government Act 1993* the County Council does not have the power to levy an ordinary rate.

The County Council does have the power to levy a special rate but has chosen not to do so. The difficulties facing the County Council should it wish to levy a special rate are both legal and practical and this is not a viable option in the short or medium term.

Section 501 would permit the County Council to make an annual charge for noxious weed services provided, or proposed to be provided, on an annual basis by the council but only if the Minister was prepared to recommend to the Governor that the necessary regulation be made to prescribe noxious weed services for the purposes of Section 501. This has not been done.

In the absence of a regulation the County Council cannot make an annual charge.

Although some income is gained from income producing activities there is little opportunity to increased income from these sources. Some possible avenues for increasing income, such as charging for routine regulatory inspections or operating the Council's aerial spraying program on a full cost recovery plus profit basis, would be self defeating and would be likely to generate a great deal of ill-will, which would be contrary to the significant gains in community relations achieved in recent times.

Expenditure

There is almost no scope for expenditure reductions as the majority of the Council's expenditure is on staff salaries and associated costs.

Administrative staff is kept at an absolute minimum and the administrative function of the Council is substantially under resourced.

Expenditure reductions would result directly in a reduction in noxious weed control activities which would not be in the interests either of landholders in the County Council's Area of Operations or the broader Community.

There is scope for increasing productivity of staff by the use of technological advancements and these will need to be continue to be pursued in coming years.

Employee Provisions

The County Council has a policy of keeping employees' long service leave entitlements funded at 50% of the accrued entitlements and this minimum requirement is consistently met.

In practice, regard is continually had to liabilities arising from employees' total leave entitlements, and other possible staff entitlements, and this has an influence on the amount of retained earnings.

Risk Analysis

General

The major risk to the continued existence of the County Council is as a result of State Government policy or legal changes.

In particular the proposed establishment of, so called, *Local Land Services*, and the review presently underway by the *Local Government Review Panel* have the potential to impact on the County Council and the control of noxious weeds.

Catchment Management Authorities, Livestock Health and Pest Authorities and parts of the Department of Primary Industries will be amalgamated into new regional organizations, called *Local Land Services*.

Starting in January 2014, *Local Land Services* will be regionally-based, semi-autonomous, statutory organizations, which are governed by locally elected and skills-based Board members, delivering services for farmers and landowners.

The new *Local Land Services* will deliver:

- Agricultural advice.
- Plant and animal pest control and biosecurity.
- Natural resource management.

At the time of writing there is no known proposal for noxious weed control to be delivered by *Local Land Services* but this must, at least, be considered a possibility, if not a probability, for the future.

In March 2012 the Minister for Local Government announced the establishment of the *Local Government Review Panel*.

The panel will investigate and identify options for governance models, structural arrangements and boundary changes for NSW Local Government, taking into account:

- Community needs.
- Service and infrastructure issues.
- Financial viability.
- Representation questions.
- Barriers and incentives for change.

The panel is due to report later this year (2013) and there seems little doubt that legislation aimed at local government structural changes will follow. Such legislation may impact on the County Council, either directly or indirectly.

Financial

The major risk to the continuing solvency of the County Council is the reliance on financial grants.

Although the *Weeds Action Program* (WAP) grant system initiated in 2010/11 was supposed to offer some certainty because applications were encouraged for a 5 year period, which Upper Macquarie County Council's application did, the approval from the Department of Primary Industries has been only for a succession of a one year periods.

Indeed, although funding was granted individually for each of the last three financial years there has been neither an acknowledgement that the application was for a 5 year period nor any indication of what the funding position will be in future years.

The result is that the Council does not know until later in each year (usually October or November) the amount that it may receive in State Government grants for the then current year.

A critical assumption of Council future financial planning is the need for the NSW State Government grant funds to continue and to increase annually in line with operating costs, in particular employee costs. and since the availability of grant funds is still at the whim of the NSW State Government the security of these funds is not assured beyond the current approval year.

Another critical assumption is that the Council will continue to receive significant income from the aerial spraying program which it conducts each year. Over time this program has grown until the income derived from it is now vital to support the Council's other noxious weed control activities. A year in which the Council was prevented by weather or other circumstances from conducting the program would result in significant constraints on the Council's activities.

The Council has sought to secure grant funds from the Commonwealth Government for noxious weed control but this has proven to be a futile exercise.

The Long Term Financial Plan assumes that the funding agreement established with the Constituent Councils will continue.

This means that in the absence of a major, and unlikely, change in the attitude of Constituent Councils, the Constituent Council contributions to the County Council will increase only by the general percentage increase in general revenue permitted by the Minister, in line with the Consumer Price Index, because of the "rate pegging" legislation, that is, Part 2 of Chapter 15 of the *Local Government Act 1993*.

The Council has actively sought to increase income from other sources such as private works and other grant sources, however if operational activities connected to alternative sources of income need to be substantially increased to cover the gap in traditional funding, the County Council will be forced to review the level of its core business operational activities and staffing levels.

Estimate Assumptions

The assumptions made when formulating the BASP projected financial statements are set out at the beginning of the tables.

Plan Review

The Long Term Financial Plan is required to be reviewed at least annually as part of the development of the Operational Plan.

The Long Term Financial Plan must also be reviewed in detail as part of the four yearly review of the Business Activity Strategic Plan.

Projected Financial Statements 2013/14 – 2022/2023

The following tables contain the Upper Macquarie County Council projected Income and Expenditure, Balance Sheet and Cash Flow Statements for the period 2013/14 to 2022/23.

Assumptions

Grants and contributions increase per annum at
 The CPI per annum for the whole term of the estimates is
 Interest revenue is calculate on cash and cash equivalents at beginning of year at
 Other revenue and costs increase by
 Base year is 2011-2012 (being last full year for which figures are available)

3.25%
 3.00%
 3.20%
 3.20%

Projected Income and Expenditure Statement 2013/14-2022/23

	Base year										
	2011-2012	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Income											
Rates and Annual Charges	0	0	0	0	0	0	0	0	0	0	0
User Charges and Fees	356	379	391	403	416	430	443	458	472	487	503
Interest and Investment Revenue	41	30	29	28	27	25	24	23	22	20	19
Other Revenues	377	401	414	427	441	455	470	485	500	516	533
Grants and Contributions- Operating	784	835	862	890	919	949	980	1012	1044	1078	1113
Grants and Contributions- Capital	0	0	0	0	0	0	0	0	0	0	0
Net Gain from the Sale of Assets	26	28	29	29	30	31	32	33	34	36	37
Transfers (restricted assets)	0	0	0	0	0	0	0	0	0	0	0
Total Income from continuing operations	1584	1673	1725	1778	1833	1890	1949	2010	2073	2138	2204
Expense											
Employee benefits and on-costs	447	476	491	507	523	539	557	575	593	612	631
Borrowing Costs	0	0	0	0	0	0	0	0	0	0	0
Materials & Contracts	1009	1074	1108	1143	1180	1218	1257	1297	1338	1381	1425
Depreciation	40	43	44	45	47	48	50	51	53	55	57
Other Expenses	97	103	107	110	113	117	121	125	129	133	137
Transfers (restricted assets)	0	0	0	0	0	0	0	0	0	0	0
Total Expenses from continuing operations	1593	1695	1749	1805	1863	1923	1984	2048	2113	2181	2250
Operating Result from continuing operations	-9	-22	-25	-27	-30	-32	-35	-38	-40	-43	-46

Projected Balance Sheet Statement for the 10 year period 2013/14-2022/23

	2011-2012	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
ASSETS											
Current Assets											
Cash & Cash Equivalents	909	938	906	870	833	795	755	714	672	630	586
Investments	0	0	0	0	0	0	0	0	0	0	0
Receivables	21	22	23	24	25	25	26	27	28	29	30
Inventories	41	44	45	46	48	49	51	53	54	56	58
Other	0	0	0	0	0	0	0	0	0	0	0
Non-current assets classified as held for sale	0	0	0	0	0	0	0	0	0	0	0
Total Current Assets	971	1004	974	940	906	870	832	794	755	714	673
Non-Current Assets											
Investments	0	0	0	0	0	0	0	0	0	0	0
Receivables	0	0	0	0	0	0	0	0	0	0	0
Inventories	0	0	0	0	0	0	0	0	0	0	0
Infrastructure, Property, Plant & Equipment	167	178	183	189	195	202	208	215	222	229	236
Other	0	0	0	0	0	0	0	0	0	0	0
Total Non-Current Assets	167	178	183	189	195	202	208	215	222	229	236
TOTAL ASSETS	1138	1182	1157	1130	1101	1071	1040	1009	976	943	909
LIABILITIES											
Current Liabilities											
Payables	131	139	144	148	153	158	163	168	174	179	185
Borrowings	0	0	0	0	0	0	0	0	0	0	0
Provisions	147	156	161	167	172	177	183	189	195	201	208
Total Current Liabilities	278	296	305	315	325	336	346	357	369	381	393
Non-Current Liabilities											
Payables	0	0	0	0	0	0	0	0	0	0	0
Borrowings	0	0	0	0	0	0	0	0	0	0	0
Provisions	174	185	191	197	203	210	217	224	231	238	246
Total Non-Current Liabilities	174	185	191	197	203	210	217	224	231	238	246
TOTAL LIABILITIES	452	481	496	512	529	546	563	581	600	619	639
NET ASSETS	686	701	661	617	572	526	477	428	377	324	271
EQUITY											
Retained Earnings	686	701	661	617	572	526	477	428	377	324	271
Revaluation Reserves	0	0	0	0	0	0	0	0	0	0	0
TOTAL EQUITY	686	701	661	617	572	526	477	428	377	324	271

Projected Cash Flow Statement for the 10 year period 2013/14-2022/23

	2011-2012	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Cash Flows from Operating Activities											
Receipts:											
Rates & Annual Charges	0	0	0	0	0	0	0	0	0	0	0
User Charges & Fees	449	379	391	403	416	430	443	458	472	487	503
Investment & Interest Revenue Received	41	30	29	28	27	25	24	23	22	20	19
Grants & Contributions	785	835	862	890	919	949	980	1012	1044	1078	1113
Bonds & Deposits Received	0	0	0	0	0	0	0	0	0	0	0
Other	377	401	414	427	441	455	470	485	500	516	533
Payments:											
Employee Benefits & On-Costs	422	476	491	507	523	539	557	575	593	612	631
Materials & Contracts	985	1074	1108	1143	1180	1218	1257	1297	1338	1381	1425
Decrease in ELE	0	0	0	0	0	0	0	0	0	0	0
Other	102	103	107	110	113	117	121	125	129	133	137
Net Cash provided (or used) in Operating Activities	143	-8	-9	-11	-13	-15	-17	-20	-22	-24	-26
Cash Flows from Investing Activities											
Receipts:											
Sale of Infrastructure, Property, Plant & Equipment	40	41	44	47	50	53	56	60	64	68	72
Other Investing Activity Receipts	0	0	0	0	0	0	0	0	0	0	0
Payments:											
Purchase of Infrastructure, Property, Plant & Equipment	-64	-66	-70	-73	-75	-77	-80	-82	-85	-88	-90
Other Investing Activity Payments	0	0	0	0	0	0	0	0	0	0	0
Net Cash provided (or used in) Investing Activities	-24	-25	-26	-26	-25	-24	-23	-22	-21	-20	-18
Net Increase/(Decrease) in Cash & Cash Equivalents	119	-32	-36	-37	-38	-40	-41	-42	-43	-44	-44
plus: Cash & Cash Equivalents - beginning of year	790	938	906	870	833	795	755	714	672	630	586
Cash & Cash Equivalents - end of the year	909	906	870	833	795	755	714	672	630	586	541
plus: Investments on hand - end of year	0	0	0	0	0	0	0	0	0	0	0
Total Cash, Cash Equivalents & Investments	909	906	870	833	795	755	714	672	630	586	541

Appendix B – Program Logic for Upper Macquarie County Council Noxious Weeds Program

The Program Logic which follows was originally prepared as part of the Upper Macquarie County Council application for grant funding under the NSW Weeds Action Program.

The Program Logic gives an overview of the Upper Macquarie County Council Noxious Weeds Program and how it relates to the NSW Invasive Species Plan 2008-2015.

Some of the detail in the Program Logic does not “line up” with the Business Activity Strategic Plan, the Delivery Program, and the Operational Plan. With time, however, any discrepancies between the Plans and Program and the Program Logic will be eliminated as the Plans and Program are revised and refined. As time permits the Program Logic will also be updated to reflect changed circumstances. When this happens the Program Logic will provide a useful diagrammatic overview of the Plans and Program and of the activities of the Upper Macquarie County Council: until then it may assist in understanding the logic underlying the Plans and Program.