ANNUAL OPERATIONAL PLAN 4 YEAR DELIVERY PROGRAM

FINANCIAL YEARS 2023/24 TO 2026/2027

Adopted 16/06/2023



The Local Control Authority for Priority Weeds throughout the areas of Bathurst Regional Council, Blayney Shire Council, Oberon Shire Council and the Lithgow City Council

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1. Vision for Weed Biosecurity:

Upper Macquarie County Council will strive to ensure that Weed Biosecurity Risk is not a significant factor limiting:

- Agricultural productivity;
- The quality of the rural environment and;
- The prosperity of rural communities in the NSW central tablelands.

2. Mission associated with Weed Biosecurity:

The mission for the Upper Macquarie County Council is to make sure all private and public landholders manage their properties to reach and maintain a sustainably low level of weed biosecurity risk.

This mission is shared with all those agencies striving to reduce biosecurity risks across the country, throughout the regions and locally with the constituent councils, landholders and the whole community living within the Upper Macquarie district.

3. Introduction:

Upper Macquarie County Council was originally constituted as a noxious weeds 'eradication' authority under the Local Government Act (1919) effective from 9th February 1949 (by proclamation on 18 February 1949) following a request to do so by the constituent councils. When the new Local Government Act (1993) (the Act) was made, Part 7 of Schedule 7 to that Act operated to continue the County Council as if it had been constituted under Section 387 of the Act with an area of operations the same as its former county district.

The County Council membership is comprised of 8 members (one of which is the Chairman). The membership of the Council includes two (2) Councillor representatives from each of the four (4) constituent councils, and the county district and area of operations is comprised of the whole area of local government areas of each of the four (4) constituent councils being:

- 1. Bathurst Regional Council
- 2. Blayney Shire Council
- **3.** Lithgow City Council
- 4. Oberon Council

The Act imposes a reporting framework for local government, which includes the requirement to prepare and publish a long-term strategic plan (10+ years); an associated business delivery plan (4 years) and a more detailed annual operating plan (1 year). [*Clause 219 of the NSW Local Government (General) Regulation (2005)* requires a county council to prepare (this) Business Activity Strategic Plan as its long-term strategic plan.]

As Upper Macquarie County Council is a single purpose (weed biosecurity) council in terms of local government legislation, this dictates by default that its core business functions are primarily driven by biosecurity legislation. In this context the County Council operates across multiple levels and within (sometimes) duplicative regulatory environments as follows:

1. Implementing a small part of a wider Australian Weed Strategy targeting weeds of national significance; and further targeting biosecurity matters of NSW State

significance through the NSW Weed Action Program. These efforts are contributing sub-regionally to addressing the national weed biosecurity problem;

- 2. Participating at a NSW Central Tablelands regional level implementing a significant part of the Central Tablelands Regional Strategic Weeds Management Plan covering about 1/3rd of the total land area including the majority of the state forests and national parks in the region; and
- **3.** Operating on a day-to-day basis across four 'general purpose' local council areas which combined: cover some 1,347,800 hectares of land including over 41,000 private property landholdings; is intersected by nearly 4,000 kilometres of linear roadways, streams and railways; and supports a rural population of about 77,000 people. The County Council at this sub-regional / local level exercises its function to the exclusion of the constituent councils.

The Upper Macquarie County Council's strategic business plan endeavours to take into account the hopes and aspirations of the communities within each of the constituent council areas encompassed by the county council area of operations. This is achieved by recognising the strategic plans of the constituent council communities, and placing relevant elements thereof in the context of every individual, corporate or government landholder or occupier and their duties and obligations for weed biosecurity.

What is an Operational Plan?

Section 405 of the *Local Government Act (1993)* requires that the County Council have an annual Operational Plan that is adopted before the beginning of each financial year and outlines the activities to be undertaken that year as part of the Delivery Program.

The Operational Plan is an annual sub-plan of the 4-year Delivery Program and must include the Statement of Revenue Policy.

The draft Operational Plan must be publicly exhibited for at least 28 days and public submissions invited, before a final plan can be adopted. The County Council must accept and consider any submissions made on the draft Operational Plan before adopting the Operational Plan.

Clause 201 of the *Local Government (General) Regulation 2005* includes provisions relating to the content of the County Council's annual statement of revenue policy. This includes details (as applicable) of: Estimated income and expenditure; Ordinary rates and special rates; proposed fees and charges; Council's proposed pricing methodology; and proposed borrowings.

This Operational Plan:

- Is prepared as a sub-plan of the Delivery Program.
- Directly addresses the actions outlined in the Delivery Program and is linked to the Business Activity Strategic Plan which identifies strategic projects, programs and activities that Council will undertake progressively within the subject financial year, and subsequently, towards achieving the County Council's principle activity of managing weed biosecurity.
- Allocates nominal responsibilities for each project, program or activity.
- Identifies suitable measures to determine the effectiveness of the projects, programs and activities undertaken.
- Includes a detailed budget for the activities to be undertaken in the subject year.

What is a Delivery Program?

Section 404 of the *Local Government Act 1993* requires that the County Council must have a Delivery Program detailing the principal activities it will undertake to achieve the objectives established in the Business Activities Strategic Plan, within the resources available under the Resourcing Strategy.

The County Council must prepare a new Delivery Program by 30 June in the year following a local government ordinary election to cover the principal activities of the council for the 4 year period commencing on 1 July following the election. It is then updated annual during the Council term.

The Delivery Program must –

- directly address the objectives and strategies of the Business Activity Strategic Plan,
- identify principal activities that council will undertake in response to the objectives and strategies,
- inform, and be informed by, the Resourcing Strategy,
- address the full range of council operations,
- allocate high level responsibilities for each action or set of actions, and
- include financial estimates for the four year period covered by the Program.

The draft Delivery Program must be exhibited for public comment for a minimum of 28 days and public submissions must be accepted and considered before the final program is adopted.

The Council must review its Delivery Program each year when preparing its Operational Plan.

The General Manager must ensure that progress reports are provided to the council, with respect to the principal activities detailed in the Delivery Program, at least every 6 months.

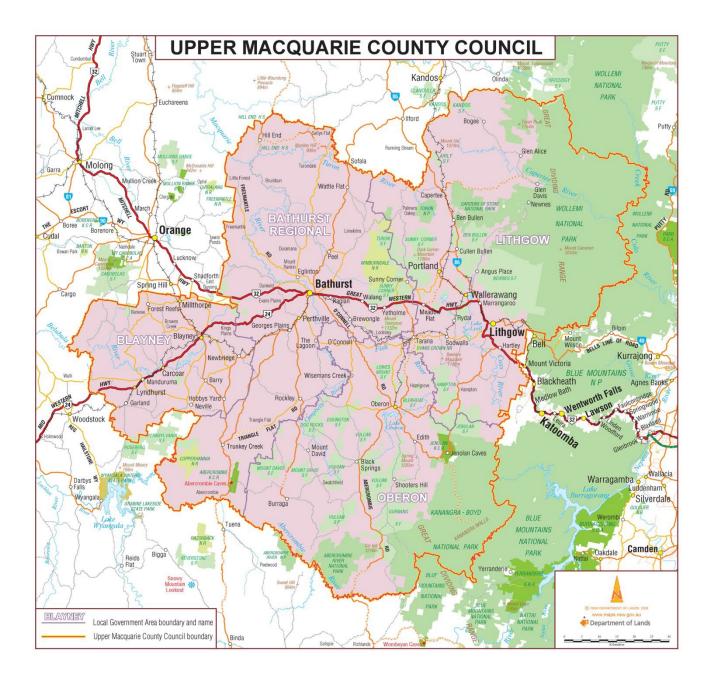
Council may choose to roll the Delivery Program forward beyond its elected term to enable effective forward planning, provided it is consistent with its Business Activity Strategic Plan and Resourcing Strategy. Where a council does this, it is still required to report on the implementation of its initial Delivery Program. Council is required to prepare a new Delivery Program after each general local government election.

Where an amendment to the Delivery Program is proposed, it must be included in a Council business paper which outlines the reasons for the amendment and be tabled and resolved to be noted at that meeting and considered by Council at its next meeting.

Where significant amendments are proposed, the Program must be re-exhibited.

MAP 1: County District – Area of Operations

The authorised area of operations for the Upper Macquarie County Council is shown on the following map. The area is comprised of near 1.35 million hectares of land, intersected by some 4,200 kilometres of roadways, with nearly 40,000 private landholdings supporting a population of about 77,000 people.



Upper Macquarie County Council Area of Operations includes over 120,000 ha of forest plantations; more than 375,000 ha of national park estate; and private land holdings covering 845,000 ha of which the majority is rural land.

1. Weed Biosecurity Risk Detection and Monitoring

Implement a suitable landholdings inspection regime across the county district to identify and rank weed biosecurity risks and encourage the landholder or occupier to adequately meet their weed biosecurity duty.

Delivery Program 2023/24-2026/27	Operation Plan 2023/2024	
1.1: All areas are inspected in proportion to the V	•	
 1.1.1 Implement a recurrent routine annual property inspection regime targeting priority weed species across all constituent council areas based on weed classifications set in the current Central Tablelands Regional Strategic Weed Management Plan. 1.2: Prior notice during cooperative compliance priority priority compliance priority priority compliance priority priority compliance priority priority	Inspect properties to assess weed invasion risk and advise landowners to fulfil their legal responsibilities in relation to weeds. Provide information to landowners on priority weed control. Respond to priority weed complaints.	
<i>enforcement policy.</i> 1.2.1 Provide an appropriate level of advance notice to landholders and occupiers for routine initial inspections and follow-up inspection of properties.	Where appropriate, send Council's "Notice to Enter and Inspect"	
1.3 Property Inspection Schedule is in accordance established by the UMCC compliance and enforce		
1.3.1 Develop and implement a risk-based	Produce monthly a "re-inspection" list for	
property 'compliance re-inspection' program	Weed Biosecurity Officers to guide their	
that targets weed biosecurity risks on the basis of objective risk ranking.	compliance re-inspections.	
1.4. An in-house review of the potential and extent of / upgrades/ additional technologies is undertaken on an annual basis. As improved technologies become available as appropriate to support detection and ranking of weed biosecurity risks.		
1.4.1 Utilise geographic information systems, global satellite positioning, satellite imagery and drone technologies as appropriate to support weed biosecurity risk detection,	Provide adequate computer facilities to run an appropriate Geographical Information System (GIS).	
monitoring and targeting.	Continue and enhance the present practice of entering arrangements with constituent councils, or others, for obtaining GIS data.	
	Continue the training of staff in the use of the CREST and associated GIS system in order to ensure it's most effective and efficient use.	

2. Weed Biosecurity Risk Reduction

Achieve a reduced overall level of weed biosecurity risk in the county district through an appropriate mix of cooperative compliance and enforced compliance measures.

Delivery Program 2023/24-2026/27	Operation Plan 2023/2024	
2.1: Weed biosecurity officers undertake extension	on work in relation to stakeholder interest group	
meetings, attending agricultural shows, and consulting with quarrying, agriculture and forest		
industry organisations.		
2.1.1 Take opportunities to engage directly	Where appropriate have Council staff attend	
and indirectly with the landholder community	community meetings.	

to educate and advise landholders and occupiers of their weed biosecurity duties and what is required of them in that regard.Continue to participate in the Regional Weeds Committee Meeting.2.2: A suite of 'property inspection reports' including for establishing weed infestation status,' weed control advice', and weed management programs are available.Continue to participate in the Regional Weeds Committee Meeting.2.2: A suite of 'property inspection reports' including for establishing weed infestation status,' weed control advice', and weed management programs are available.Work with landholders to help meet their Biosecurity Duty2.3: Incourage binding biosecurity undertakings' with regard to a suitability staged approach to fulfilling their weed biosecurity duties.Work with landholders to help meet their Biosecurity Duty.2.4: Enforceable direction notices are all issued in accordance with the UMCC compliance and enforcement policy.Follow the Compliance and Enforcement Policy.2.5: Penalty Infringement Notices are all issued in accordance with the UMCC compliance and enforcement policy.Follow the Compliance and Enforcement Policy.2.5: I issue on-the-spot fines (PIN's) to property owners and occupiers that fail to adequately meet their weed biosecurity duties in relation to direction notices or binding undertakings or other serious biosecurity duties in relation to direction notices or binding undertakings or other serious biosecurity duties in relation to direction notices or binding undertakings or other serious biosecurity atters.Follow the Compliance and Enforcement Policy.2.6: Court proceedings are instigated against any recalcitrant owner or occupier of land in accordance with the UMCC compliance and enforcement Policy.		[]
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property owners and occupiers that ignore		
		······································
	statutory direction or penalty notices,	
otherwise seriously fail to meet their weed		
biosecurity duties, or to secure outstanding		
charges and penalties relating to weed	charges and penalties relating to weed	
biosecurity matters.	biosecurity matters.	

3. Weed Biosecurity Risk Treatment Programs

Develop, implement, co-ordinate and review weed control programs in support of cooperative landowners or occupiers seeking practical Council support in tackling weed biosecurity matters.

Delivery Program 2023/24-2026/27	Operation Plan 2023/2024	
3.1. Where seasonal conditions permit, implement a spring and autumn program annually -		
targeting 'serrated tussock' grass. Where seasonal conditions permit, implement one programs		
annually - targeting 'blackberry'.		
3.1.1 Supplement the routine annual	Organise aerial spraying programs for priority	
recurrent property inspection regime with an	weeds across the district	
'opt-in' aerial weed spraying program delivered		

notionally by the County Council on a cost +	Publicise aerial spraying programs as applicable
recovery basis.	to ensure optimum landholder participation.
	Organise aerial spraying (involving all
	inspectors) throughout the county area in
	accordance with programs.
3.2: Engage with Forests NSW and have them par	
Engage with NSW Crown Lands, Transport for NS control programs.	w and National Parks in weed management and
3.2.1 Make NSW government agencies aware	Inspect Forestry Corporation land areas and
of the opportunity to 'opt-in' the general aerial	advise of weed control requirements.
weed spraying program delivered notionally by	
the County Council on a cost + recovery basis	Follow-up to ensure control work is carried out
OR a custom designed program to assist them	on priority weed risks.
meet their weed biosecurity duty.	
	Inspect un-fenced road areas surrounding
	forest areas.
	Communicate with NSW government agencies
	elected employee.
3.3: Maintain or increase the level of roadside co	
3.3.1 Reform the established roadside weed	Provide regular communication with each
spraying program delivered notionally by the	constituent Council on their obligations under
County Council for constituent Councils at a	the act.
direct full cost to the County Council – to	
become a direct cost (only) recovery basis OR a	Ensure that any infestations of Priority Weeds
custom designed program to assist them meet	found on member Council property are
their weed biosecurity duty.	mapped and properly recorded.
	Ensure that Priority Weed infestations on
	Council Lands and roadsides are mapped and
	properly recorded, with reports provided to
	constituent councils.
	In conjunction with member Councils, conduct
	a regular and systematic program of property
	visits to constituent Council land.
	Undertake control work on Constituent Council
	roadsides as funded by each constituent
	Council.
	Respond promptly to complaints about the
	presence of Priority Weeds.
<u>L</u>	

4. Weed Biosecurity Records & Audits

Keep suitable records about the exercise of the Council's weed biosecurity control functions to meet operational, enforcement and compliance auditing requirements.

Delivery Program 2023/24-2026/27	Operation Plan 2023/2024
4.1: Maintain 'job numbers' system.	
4.1.1 Adapt the Council's accounting system	Ensure Council's accounting software is kept up
to better capture and produce a wide range of	to date
operationally oriented management accounting	
information.	
4.2: Refreshed suite of operational data is record	ed in biosecurity register according to procedural
requirements on an ongoing basis.	
4.2.1 Refine and integrate the existing	Provide appropriate hardware and software to
operational data collection systems to ensure a	establish and maintain a database.
suitable range of management information	
becomes available in a timely manner.	Ensure that it is appropriately backed up and
	kept secure.
4.3: Provide performance measures that address quality, effectiveness and efficiency for key areas	
of operation.	
4.3.1 Establish a sound set of operational	At regular and frequent intervals, report to the
performance measure that facilitates enhanced	Council on additions to the database since the
performance reporting to key stakeholders	last report and how the Council might modify
	its activities, or otherwise react to, input
	received.
4.4: Self-audit undertaken annually and reported to Council in association with annual reports.	
4.4.1 Introduce self-audits of UMCC	Participate in and cooperate with the newly
compliance with NSW State Weed Committee	established ARIC.
Standard for Weed Management Compliance.	

5. Weed Biosecurity Statutory Reporting

To meet all statutory reporting requirements imposed under the Local Government Act (1993), Biosecurity Act (2015) and other legislation as per reporting timetables.

Delivery Program 2023/24-2026/27	Operation Plan 2023/2024	
5.1: Agency data requests are met within agreed submission timeframes / deadlines.		
5.1.1 Submit to NSW Department of Primary	Submit monthly (BIS) WAP Data reports to	
Industries and Local Land Services, as	Department of Primary Industries.	
applicable, all available weed biosecurity meta-		
data on a regular basis in support of regional		
and state level understanding of weed		
biosecurity risks.		
5.2: In a timely manner when matters arise.		
5.2.1 Present matters of key importance	Continue to attend the quarterly Regional	
relating to gaps and anomalies in the	Weeds Committee Meetings.	
biosecurity legislation to the Regional Weeds		
Committee and the State Weeds Committee as		
appropriate.		
5.3: Annual report following Council consideration is submitted by the due date.		
5.3.1 Provide an annual report to the DPI	Submit ¾ report to LLS, indicating figures	
Secretary (and Minister when appropriate)	against WAP estimates.	
outlining any substantive achievements and		
difficulties experienced as the local control		

authority and information about any	Submit EOFY actual figures, against WAP
recalcitrant government authorities.	estimates.

6. Sustainable Resourcing of the Principal Business Activity

Secure the allocation of sufficient financial and human resources and to optimise those scarce resources in pursuit of core business duties and obligations.

Delivery Program 2023/24-2026/27	Operation Plan 2023/2024
6.1: Review to inform this 2023/24/2031/32 strategic business activity plan. Further review	
annually to transform and maintain the strategic business activity plan as a long-term sustainable	
model.	
6.1.1 Periodic review of the established	Provide regular investment reports.
budget structure and associated funding	
priorities and testing the suitability of	Analyse and provide Council with Quarterly
established service priorities and pricing in view	Budget Review Statements.
of the new more comprehensive approach to	
weed biosecurity.	
6.2: Apply a zero-based approach to budget prep	
budget and ongoing thereafter. Cost/ benefit test	
proposals) before adoption of annual operating b	
6.2.1 Apply ongoing cost / benefit principles	Analyse and provide Council with Quarterly
to testing the suitability of established and new	Budget Review Statements.
individual budget allocations and sourcing	
methods and restructure where appropriate to	
improve business sustainability.	
6.3: Procurement Policy and procedures in place	
6.3.1 Apply sensible market testing practises	Follow the Procurement Policy
to all procurement activities by the UMCC with	
a view to minimising waste, obtaining best	
value for money, and improving financial	
sustainability.	
6.4: Ongoing scanning for opportunities and applications made where there is a clear cost /	
benefit evident.	
6.4.1 Assess alternative funding options for	Monitor and apply for suitable Grant
both replacing future capital funding	opportunities.
requirements with recurrent expense	
alternatives and attracting/ devising new	
recurrent funding opportunities.	

7. Innovation and Quality

To continuously innovate, adapt and apply initiative in decision-making and problem solving with a view to achieving an efficient, effective and quality-focussed business.

Delivery Program 2023/24-2026/27	Operation Plan 2023/2024
7.1: Evidence of achievements presented to and recognised by the Council on an ongoing basis.	
7.1.1 Foster an organisational culture that	Conduct regular team meetings
supports innovation and targets excellence	
	Participate in multiorganizational meetings
	where appropriate
7.2: Drone inspection fleet be maintained in support of biosecurity officer in their field.	

7.2.1 Operate aerial drone technologies as an enhancement to operational effectiveness and staff productivity.	Conduct training in the operation of drones. Ensure all records, appropriate licences and insurances are kept up to date	
7.3: Subject to cost / benefit result and available 7.3.1 Investigate and introduce the use of satellite imagery as an aid to identifying, monitoring and ranking weed biosecurity risk at a catchment, district, or other relevant local boundary.		
7.4: Subject to cost / benefit result and available funds - refined or upgraded GIS system and support mechanisms in operation.		
7.4.1 Review and refine the existing use of geographical information systems with a view to achieving enhanced integration with information capture, reporting and monitoring outcomes.	Work with GIS technicians to achieve best outcomes.	

8. Biosecurity Advice & Information

To leverage of information and material created by NSW DPI and LLS with a view to enhancing the impact of target educational and advisory functions (i.e. achieve greater cooperative compliance with biosecurity duties).

Delivery Program 2023/24-2026/27	Operation Plan 2023/2024
8.1: Relevant information prepared / obtained and provided with all Intention to Inspect Notices.	
8.1.1 Provide a relevant and targeted suite of	Add DPI created fliers on related weeds with
weed biosecurity information and information	Weed Control Notices.
sources to landholders in conjunction with	
property inspections and re-inspections.	Continue to hand our DPI created weed
	treatment handbook
8.2: Targeted advice annually. Public advice on ar	ongoing basis.
8.2.1 Remind the real estate and land	Continue to supply Certificates as to Adverse
conveyance industry in the district of the	Affectations.
availability and benefits of obtaining BOTH a	
Weed Biosecurity Information Notice (about	Continue to supply Subdivision Weed
outstanding fees, charges or penalties etc) as	Certificates
well as a Weed Status Assessment before	
agreeing to buy a property or as a benefit	
before trying to sell a property.	
8.3: Liaise closely on an ongoing basis with DPI and Central Tablelands LLS regarding available	
information sources.	
8.3.1 Make full use of established weed	Refer landholders to DPI website and app Weed
biosecurity information, data and advisory	Wise.
opportunities available through NSW DPI and	
LLS where appropriate.	

9. Weed Biosecurity Enforcement

To strengthen and expand the effectiveness of the County Council's regulatory role and enhancing credibility in the regulatory process – particularly in terms of fairness and consistency.

Delivery Dresser 2022/24 2026/27	Operation Disc 2022/2024
Delivery Program 2023/24-2026/27	Operation Plan 2023/2024
9.1: Compliance and enforcement policy for implementing the Biosecurity Act (2015) in place and	
reviewed. Ensure compliance and enforcement p	
equitable manner tested by peer review process	
9.1.1 Implement a biosecurity compliance	Review Policy to ensure it is "best practice"
and enforcement policy and associated	
procedures to carefully guide authorised	
officers throughout the whole compliance	
inspections and enforcement activities journey.	
9.2: Direct contact between the County Council C	
	naintaining a binding undertaking. Direct contact
between the County Council, Local MP and relevant	
agency (Forests NSW; ; NPWS; Crown Lands; Tran	nsport for NSW;) seeking a binding undertaking if
an agency declines to cooperate.	
9.2.1 Pursue an initial cooperative	Follow the Compliance and Enforcement Policy
compliance approach (and later a forced	
compliance approach if required) to ensuring	
NSW State Government agencies meet their	
weed biosecurity duties as set out in the	
Biosecurity Act (2015).	
9.3: Forced compliance actions 'ramp-up' according to the UMCC compliance and enforcement	
policy from the start of 2018/2019. Direct enforcement action by the County Council against each	
key agency (Forests NSW; NPWS; Crown Lands; T	ransport for NSW;). (IF REQUIRED]
9.3.1 For recalcitrant landholders - including	Follow the Compliance and Enforcement Policy
NSW State Government Agencies – those who	
ignore or otherwise fail to meet or reasonably	
progress with their weed biosecurity duty -	
commence forced compliance options including	
legal action.	
9.4: A risk based assessment model, tailored for	he county district circumstances is the basis for
ranking weed biosecurity risk (and hence subseq	uent levels of enforcement activity) according to
the UMCC compliance and enforcement policy.	
9.4.1 That the local weed biosecurity	Follow the Compliance and Enforcement Policy
inspection, monitoring and enforcement	
regime is based on an objective 'risk based'	
process to establish the degree of weed	
biosecurity risk / weed biosecurity compliance	
level for each property.	

10. An Exemplary Biosecurity Workforce

To leverage off the experience and understanding of weed biosecurity matters, held by council staff, LLS and DPI to evolve the UMCC Weed Biosecurity Officers into the new proactive and motivational era of weed biosecurity under the Biosecurity Act (2015).

Delivery Program 2023/24-2026/27	Operation Plan 2023/2024
10.1: The training plan maintained and reviewed.	Incremental planned and staged training
delivery. On an ongoing basis.	
10.1.1 Identify and provide a comprehensive	Collaborate with Council staff to create
targeted training program providing skills and	individualised training programs.
knowledge enhancement associated with weed	
biosecurity to ensure they are highly skilled,	
confident and well informed in all aspects of	
their role.	
10.2: Involve weed biosecurity officers in all stage	
enforcement procedures and guidelines that they	· · ·
and continuous refinements to documented systemeters	ems and processes as they are implemented on
an ongoing basis.	
10.2.1 Develop a full suite of appropriate	Review and Update policies
procedures and guidelines [for implementing	
legislation and policy] to support biosecurity	
decision-making by officer in the field and in	
association with enforcement activities.	
10.3: Liaise closely on an ongoing basis with DPI a	and central tablelands LLS regarding updated
information and guidance information.	
10.3.1 Make full use of established weed	Review DPI and LLS procedures and guidelines
biosecurity procedures and guidelines prepared	
and updated from time to time by NSW DPI and	
LLS where appropriate.	
10.4: Continue to engage regionally on an ongoing basis with DPI and central tablelands LLS and	
related advisory committees regarding weed bios	
10.4.1 Work closely with NSW DPI and central	Communicate with Regional Weeds
tablelands LLS, and other local control	Coordinator on a regular basis.
authorities where appropriate to share	
knowledge and experience and keep up to date	
with contemporary weed biosecurity issues.	

11. Measuring Weed Biosecurity Activity and Outcomes

To suitably monitoring organisational achievements and measure outcomes accordingly as a means of demonstrating value for money to stakeholders and informing the organisation about areas for attention.

Delivery Program 2023/24-2026/27	Operation Plan 2023/2024
11.1: Management Information System (MIS) devised and activated and reviewed.	
11.1.1 Establish a suitable management	Maintain Council's property inspection register
information system for the Council that allows	
for and supports a comprehensive reporting	
and information source for staff, Council and	
other stakeholders as appropriate.	
11.2: Reports to be provided on an ongoing basis.	
11.2.1 Provide periodic information reports to	Create and provide Council regular property
key stakeholders (including constituent	inspection reports which includes high risk
councils) to assist their understanding of the of	inspections, low risk inspections and re-

the current status and progress with addressing weed biosecurity matters in the district.	inspections that are yet to be inspected and have gone beyond 90 days.
11.3: Contact meetings between the County Cour or otherwise by agreement.	ncil and the Constituent Councils 2 times annually
11.3.1 Liaise periodically with the Constituent Councils regarding Weed Biosecurity matters relevant to each council local area of operations.	Conduct meetings with nominated constituent council employees to collaborate and advise on weed biosecurity matters.

12. Support Good Organisational Governance

To ensure that the County Council governance structures and processes are designed (and appropriately implemented) to ensure accountability, transparency, responsiveness, rule of law, stability, equity and inclusiveness, empowerment, and broad-based participation.

Delivery Program 2023/24-2026/27	Operation Plan 2023/2024
12.1: All mandatory policies and procedures linke	· ·
up to date and reviewed annually or biannually thereafter. All discretional policies and procedures	
reviewed annually or biannually.	
12.1.1 Review and update the Council's	As stated
manual of policies, codes and procedures to	
ensure they meet regulatory requirements.	
12.2: The Annual Report following Council consid	
12.2.1 Provide an annual report to the OLG	As stated
CEO (and Minister when appropriate)	
compliant with all of the requirements of the	
Local Government Act (1993).	
12.3: Designated documents including annual fina	
and various codes, agendas, business papers and	
certain registers; as well as plans and policies will	be listed in the Councils Agency Information
Guide updated annually.	
12.3.1 Have all relevant designated open	Abide by all relevant GIPA legislation.
access information available to the public as	
per the Government Information (Public	
Access) Act (2009).	
12.4: Annual Auditor General's Report contains n	
12.4.1 Councils financial, asset management	Review procedures surrounding these functions
and procurement functions meet all statutory	to ensure they meet all relevant requirements.
procedural and reporting requirements and are	
implemented in accordance with all relevant	
policies, codes and regulatory requirements.	
12.5: All relevant codes, standards and regulatory	requirements for Council, Council meetings and
Councillors are adhered to.	
12.5.1 Council is provided with frank and	As stated.
fearless advice, council business is properly	
transacted, decisions of the council are	
implemented in a timely manner, and council	
meetings are conduct in an orderly manner.	
12.5.2 Council renews, updates, and develops	As stated.
as required a comprehensive suite of the	
policies and procedures necessary for meeting	
statutory duties and obligations and others to	

ensure the safe, efficient and effective
undertaking of works and delivery of services.

DELIVERY PROGRAM 2023/2024-2025/2026

Assumptions:

- Grants from DPI goes up with inflation
- Constituent Council contributions increased by rate pegging limit (3.7%)
- Interest revenue expected to remain stable 23/24
- Other revenues increased by NIL
- Salary Costs (Incl. super 0.5%pa) increased by 5.2% (23/24) 4.5% (24/25) 3.5% (25/26) 2.5% (26/27)
- Other costs increased by 6% (Inflation)
- Income from aerial spraying 6% (Inflation)
- Where actual figures are available these have been used
- Where costs can be reliably calculated this has been done
- County Council is examining other revenue opportunities which may impact on future years

Revenue Policy

What Revenue will be raised and how

Council's revenue is derived from the following main sources:

- Contributions from Constituent Councils
- Grants from Government Departments and other authorities
- Sale of Herbicides
- Service Fees and Charges

In setting its financial objectives Council takes into account the financial constraints that the current economic environment may impose. The Council is continuously striving to improve the services, which it offers, and to do so as economically as possible. The Council will investigate and pursue appropriate income producing opportunities as they become available.

Council Rates.

Council does not levy any rates and as such relies on voluntary contributions from its Constituent Councils increased by the rate-peg annually.

Grants from Government Departments and other Authorities

The main grants that the Council receives are 'tied' and 'term recurrent' provided through the NSW Department of Primary Industries under the NSW Weeds Action *Program.*. The Council is funded as a participant in the Department of Primary Industries – Local Land Services regional control program consisting of all local control authorities in the area of Central Tablelands Local Land Services.

The Council intends to actively pursue the availability of project grants from other sources. This approach has previously resulted in the Council obtaining special purpose grants from Central West Catchment Management Authority, Hawkesbury-Nepean Catchment Management Authority, and the NSW Office of Local Government. The opportunities for these types of grants are few and far between, and these opportunities will be continuously monitored.

Herbicide Sales

In order to encourage the control of noxious weeds the Council makes supplies of herbicide at competitive prices to landholders within its areas. This is a low-key activity, which the Council undertakes as a service to its landholder constituents.

Service Fees & Charges

There are a range of works and services provided by the Council to individuals that are either agreed or on a full cost recovery basis and others that are either on a quotation basis or set by regulation. In some situations there are enforcement penalties and recoverable payments, where enforcement has involved compulsory works to be undertaken, and these penalties and prices are set directly or indirectly by regulation. A fee is payable before the function or service to which the fee relates is exercised or provided or at such time, and in accordance with such conditions, as the Council may agree.

Fees and Charges Schedule:

Regulatory Items (INCOME)	Fee / Charge
Certificates under Section 28 (2) of Schedule 7 of the Biosecurity Act (2015)	\$200 (As per Schedule 5 of the Biosecurity Regulation 2017)
Subdivision Certificate relating to Weed Biosecurity matters relating to Environmental Planning & Assessment Act consent requirements.	\$200
Certificates as to adverse affectation relating to the Conveyancing (Sale of Land) Regulation (2017)	\$200
Any other Certificate / Inspection Report as to the current status of priority weeds and weeds of community concern on a property.	\$200

Cooperative Weed Control OR Inspection Work (INCOME)	
Work on private land by Council by arrangement with the	Cost inc GST plus margin (labour, contractors, materials and travel)
landholder	between 5% (public agency) and 15% (private persons) OR Quote Basis.

Enforcement - Entry and Control Work (INCOME)	
Enforcement Action (Work) on private land by Council under	Full recovery of all operational costs and administration expenses
Section 133 of the Biosecurity Act (2015)	incurred in connection with the action. [As per Biosecurity Act 2015]
Enforcement Action (Work) on private land by Council under	Full recovery of all operational costs and administration expenses
Section 147 of the Biosecurity Act (2015)	incurred in connection with the action. [As per Biosecurity Act 2015]

Prosecution Fees (INCOME)	
Fee for (agreement to) withdrawal of prosecution for failing to control priority weeds or to comply with a weed control notice	On withdrawal of a prosecution, once commenced, \$300 + court costs + legal costs + reinspection cost.
Fee for Court Attendance by General Manager or Council Inspector	\$130 per hour (including travelling time) + GST + incidental expenses
to pursue prosecutions	such as accommodation and travel.

Penalty Infringement Notices (INCOME)	Penalties as per Schedule 6 of the Biosecurity Regulations (2017)
	(Minimum \$1,000 per infringement)

Chairman & Councillor Fees (EXPENSE)	Sitting Fees and Travel Allowances as prescribed under the Local
	Government Act (1993) and according to UMCC Policy 2018/07.

Budget Estimates for Income & Expenditure 2023/2024

The following **Table "Budget Statement - Sub-Program Detail**" is the statement containing the detailed estimate of the council's **expenditure** and **income** for 2023/2024 required by Clause 201 of the *Local Government (General) Regulation 2005*.

The final Budget was adopted by the Upper Macquarie County Council at the Ordinary Council Meeting held on XXth June 2022.

Income	2023/2024	2022/2023		
Landholder support program				
Chemical Sales	\$ 23,000.00	\$ 23,000.04		
Aerial Spraying Works	\$ 390,000.00	\$ 330,000.00		
	\$ 413,000.00	\$ 353,000.04		
Roadside spraying Program				
Bathurst Roadside	\$ 61,495.00	\$ 60,443.28		
Lithgow Roadside	\$ 67,610.00	\$ 27,669.96		
Oberon Roadside	\$ 50,950.00	\$ 27,848.28		
Blayney Roadside	\$ 38,364.00	\$ 19,362.24		
Crown Land	\$ 2,500.00	\$ 2,499.96		
Forestry	\$ 20,000.00	\$ 20,000.04		
	\$ 240,919.00	\$ 157,823.76		
Weed Biosecurity Risk Management Program				
Government Grants	\$ 350,000.00	\$ 332,370.96		
Bathurst Council Contribution	\$ 255,137.09	\$ 246,033.84		
Lithgow Council Contribution	\$ 209,376.02	\$ 201,905.52		
Oberon Council Contribution	\$ 117,552.12	\$ 113,357.88		
Blayney Council Contribution	\$ 81,728.33	\$ 78,812.28		
	\$ 1,013,793.57	\$ 972,480.48		
Business Management Program				
Enforcement Fines & Costs	\$ 7,000.00	\$ 6,999.96		
Interest on Investments	\$ 40,000.00	\$ 7,500.00		
Statutory Certificates supplied	\$ 4,000.00	\$ 3,999.96		
Motor Vehicle Sundry	\$ 7,000.00	\$ 5,000.04		
Profit on Sale of Assets	\$ 40,000.00	\$ 44,000.04		
Sundry	\$ -	\$ 5,000.04		
· · · · · · · · · · · · · · · · · · ·	\$ 98,000.00	\$ 72,500.04		
INCOME TOTAL	\$ 1,765,712.57	\$ 1,555,804.32		
Evnenses				
Expenses Landholder support program				
Sale of Chemicals over the Counter	\$ 20,000.00	\$ 20,000.04		
Aerial Spraying Works (incl. chemical)	\$ 20,000.00	\$ 230,000.04		
	\$ 350,000.00	\$ 250,000.04 \$ 250,000.08		
Roadside spraying Program				
Bathurst Roadside Contractors	\$ 47,417.70	\$ 38,110.44		
Bathurst Roadside Council expenses	\$ 14,077.30	\$ -		
Lithgow Roadside Contractors	\$ 14,077.30	\$ 17,446.32		

20,000.00 851,874.00 9,000.00 40,000.00 7,000.00 5,390.00 4,000.00 119,889.00 5,000.00 119,000.00 11,000.00 11,000.00 2,000.00 4,400.00 49,149.00 286,338.00 1,729,131.00	\$ 19,359.96 \$ 934,268.50 \$ 7,929.00 \$ 32,000.04 \$ 32,000.04 \$ 3,999.96 \$ 4,192.56 \$ 4,192.56 \$ 3,000.00 \$ \$ 112,710.00 \$ 5,000.04 \$ 11,000.04 \$ 18,500.04 \$ 18,500.04 \$ 18,500.04 \$ 3,999.96 \$ 43,503.96 \$ 43,503.96 \$ 262,835.64
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13,000.00	\$ 12,000.00
153,000.00	\$ 103,941.00
6,000.00	\$ 2,499.96
15,000.00	\$ 15,000.00
5,300.00	\$ 7,800.00
536,574.00	\$ 622,667.50
240,919.00	\$ 107,823.72
	\$ 20,000.04
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39,286.64	\$ 17,558.76
	11,663.36 29,581.80 8,782.20 2,500.00 20,000.00 240,919.00 536,574.00 5,300.00 15,000.00 153,000.00 13,000.00 57,000.00 30,000.00 2,000.00

Budget Estimate 4 year Delivery Program

	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027
Landholder support program					
Chemical Sales	\$23,000.04	\$23,000.00	\$23,000.00	\$23,000.00	\$23,000.00
Aerial Spraying Works	\$330,000.00	\$390,000.00	\$413,400.00	\$425,802.00	\$438,576.06
	\$353,000.04	\$413,000.00	\$436,400.00	\$448,802.00	\$461,576.06
Roadside spraying Program					
Bathurst Roadside	\$60,443.28	\$61,495.00	\$63,954.80	\$66,512.99	\$68,508.38
Lithgow Roadside	\$27,669.96	\$67,610.00	\$70,314.40	\$73,126.98	\$75,320.79
Oberon Roadside	\$27,848.28	\$50,950.00	\$52,988.00	\$55,107.52	\$56,760.75
Blayney Roadside	\$19,362.24	\$38,364.00	\$39,898.56	\$41,494.50	\$42,739.34
Crown Land	\$2,499.96	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00
Forestry	\$20,000.04	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00
	\$157,823.76	\$240,919.00	\$249,655.76	\$258,741.99	\$265,829.25
Weed Biosecurity Risk Management Program					
Government Grants	\$332,370.96	\$350,000.00	\$357,000.00	\$364,140.00	\$371,422.80
Bathurst Council Contribution	\$246,033.84	\$255,137.09	\$265,342.58	\$273,302.85	\$281,501.94
Lithgow Council Contribution	\$201,905.52	\$209,376.02	\$217,751.07	\$224,283.60	\$231,012.11
Oberon Council Contribution	\$113,357.88	\$117,552.12	\$122,254.21	\$125,921.83	\$129,699.49
Blayney Council Contribution	\$78,812.28	\$81,728.33	\$84,997.47	\$87,547.39	\$90,173.81
	\$972,480.48	\$1,013,793.57	\$1,047,345.32	\$1,075,195.67	\$1,103,810.14
Business Management Program					
Enforcement Fines & Costs	\$6,999.96	\$7,000.00	\$7,000.00	\$7,000.00	\$7,000.00
Interest on Investments	\$7,500.00	\$40,000.00	\$40,000.00	\$40,000.00	\$40,000.00
Statutory Certificates supplied	\$3,999.96	\$4,000.00	\$5,000.00	\$5,000.00	\$5,000.00
Motor Vehicle Sundry	\$5,000.04	\$7,000.00	\$8,000.00	\$8,000.00	\$8,000.00
Profit on Sale of Assets	\$44,000.04	\$40,000.00	\$0.00	\$0.00	\$0.00
Sundry	\$5,000.04	\$0.00	\$0.00	\$0.00	\$0.00
	\$72,500.04	\$98,000.00	\$60,000.00	\$60,000.00	\$60,000.00
INCOME TOTAL	\$1,555,804.32	\$1,765,712.57	\$1,793,401.08	\$1,842,739.66	\$1,891,215.45
Expenses					
Landholder support program					

Sale of Chemicals over the Counter	\$20,000.04	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00
Aerial Spraying Works (incl. chemical)	\$230,000.04	\$330,000.00	\$349,800.00	\$360,294.00	\$371,102.82
	\$250,000.08	\$350,000.00	\$369,800.00	\$380,294.00	\$391,102.82
Roadside spraying Program					
Bathurst Roadside Contractors	\$38,110.44	\$47,417.70	\$49,877.50	\$52,435.69	\$54,431.08
Bathurst Roadside Council expenses	\$0.00	\$14,077.30	\$14,077.30	\$14,077.30	\$14,077.30
Lithgow Roadside Contractors	\$17,446.32	\$52,132.87	\$54,837.27	\$57,649.84	\$59,843.65
Lithgow Roadside Council expenses	\$0.00	\$15,477.13	\$15,477.13	\$15,477.13	\$15,477.13
Oberon Roadside Contractors	\$17,558.76	\$39,286.64	\$41,324.64	\$43,444.16	\$45,097.38
Oberon Roadside Council expenses	\$0.00	\$11,663.36	\$11,663.36	\$11,663.36	\$11,663.36
Blayney Roadside Contractors	\$12,208.20	\$29,581.80	\$31,116.36	\$32,712.30	\$33,957.13
Blayney Roadside Council expenses	\$0.00	\$8,782.20	\$8,782.20	\$8,782.20	\$8,782.20
Crown Land	\$2,499.96	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00
Forestry	\$20,000.04	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00
	\$107,823.72	\$240,919.00	\$249,655.76	\$258,741.99	\$265,829.25
Weed Biosecurity Risk Management Program					
Staff Wages plus superannuation	\$622,667.50	\$536,574.00	\$560,719.83	\$580,345.02	\$594,853.65
WH & S	\$7,800.00	\$5,300.00	\$5,618.00	\$5,955.08	\$6,312.38
Staff Training	\$15,000.00	\$15,000.00	\$15,000.00	\$15,900.00	\$16,854.00
Staff Uniforms	\$2,499.96	\$6,000.00	\$6,360.00	\$6,741.60	\$7,146.10
Plant Running Expenses (Incl. Depreciation)	\$103,941.00	\$153,000.00	\$162,180.00	\$171,910.80	\$182,225.45
Office Rental	\$12,000.00	\$13,000.00	\$13,780.00	\$14,606.80	\$15,483.21
Information Communication Technology	\$46,999.92	\$57,000.00	\$60,420.00	\$64,045.20	\$67,887.91
Law Costs & Prosecution	\$84,000.00	\$30,000.00	\$31,800.00	\$33,708.00	\$35,730.48
Office Equipment Maintenance	\$2,000.04	\$2,000.00	\$2,120.00	\$2,247.20	\$2,382.03
Postage & Notices	\$2,000.04	\$2,000.00	\$5,000.00	\$5,000.00	\$5,000.00
Telephone Plans/SIM	\$8,000.04	\$8,000.00	\$8,480.00	\$8,988.80	\$9,528.13
Printing & Stationary	\$2,000.04	\$4,000.00	\$6,000.00	\$6,360.00	\$6,741.60
Community Consultation	\$999.96	\$4,000.00	\$4,000.00	\$4,000.00	\$4,000.00
Sundry Expenses	\$5,000.04	\$1,000.00	\$2,000.00	\$2,000.00	\$2,000.00
Workers Compensation	\$19,359.96	\$20,000.00	\$25,000.00	\$26,500.00	\$28,090.00
	\$934,268.50	\$856,874.00	\$908,477.83	\$948,308.50	\$984,234.94
Business Management Program					
Chairman's Allowance	\$7,929.00	\$9,000.00	\$11,510.00	\$11,855.30	\$12,210.96
Members Fees	\$32,000.04	\$40,000.00	\$50,400.00	\$51,912.00	\$53,469.36

Members Travelling	\$3,999.96	\$7,000.00	\$7,210.00	\$7,426.30	\$7,649.09
Members Superannuation	\$4,192.56	\$5,390.00	\$7,119.65	\$7,652.08	\$7,881.64
Members Subsistance	\$3,000.00	\$4,000.00	\$4,120.00	\$4,243.60	\$4,370.91
Delegates Expenses	\$0.00	\$4,000.00	\$4,120.00	\$4,243.60	\$4,370.91
General Manager Salary (incl. super)	\$112,710.00	\$119,889.00	\$122,886.23	\$126,572.81	\$130,370.00
Legal Expenses (Separate to Prosecution)	\$5,000.04	\$5,000.00	\$5,000.00	\$5,000.00	\$7,000.00
External Audit Fees	\$18,500.04	\$19,000.00	\$20,000.00	\$21,000.00	\$22,000.00
Accounting Fees	\$11,000.04	\$11,000.00	\$11,000.00	\$11,000.00	\$11,000.00
Audit Risk & Improvement Committee	\$15,000.00	\$7,500.00	\$15,000.00	\$15,900.00	\$16,854.00
Bank Charges	\$2,000.04	\$2,000.00	\$2,070.00	\$2,142.45	\$2,217.44
LGNSW Subscription + JO Membership	\$3,999.96	\$4,400.00	\$4,664.00	\$4,943.84	\$5,240.47
Insurances (Members accident, Crime, Liability & Indemnity, Councillors and Officers)	\$43,503.96	\$49,149.00	\$52,097.94	\$55,223.82	\$58,537.25
	\$262,835.64	\$287,328.00	\$317,197.82	\$329,115.79	\$343,172.01
TOTAL EXPENSES	\$1,554,927.94	\$1,735,121.00	\$1,845,131.41	\$1,916,460.29	\$1,984,339.02
Net Protit	\$876.38	\$30,591.57	-\$51,730.33	-\$73,720.62	-\$93,123.56

CAPITAL BUDGET

Plant No.	Description	2023/2024	2024/2025	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2030/2031	2031/2032	2032/2033
1	Tray top utility Mazda							\$60,000.00			
2	Tray top utility Mazda							\$60,000.00			
3	Tray top utility Mazda							\$60,000.00			
4	Tray top utility Ranger	\$50,000.00							\$62,000.00		
5	Tray top utility Ranger	\$50,000.00							\$62,000.00		
6	Tray top utility 1 Tonne Spray Ute	\$65,000.00							\$62,000.00		
7	Tray top utility Mazda							\$60,000.00			
8	Quick spray Units (Large) 750L	\$25,000.00				\$24,000.00					
9	Quick spray Units (Medium)				\$12,000.00						\$8,000.00
10	Quick spray Units (small)	\$6,000.00									
11	Drones Fleet		\$4,000.00		\$4,000.00		\$4,000.00		\$4,000.00		\$4,000.00
12	Office Furniture				\$5,000.00				\$5,000.00		
13	Web Page									\$5,000.00	
14	Technology & Equipment	\$4,000.00		\$8,000.00	\$14,000.00	\$8,000.00		\$2,500.00	\$24,000.00	\$9,000.00	\$10,000.00
15	Buggy	\$30,000.00									
16	Trailer	\$10,000.00									
17	Manual Lifter	\$2,500.00									
Total Purchases	[NET COST BASIS]	\$242,500.0 <u>0</u>	<u>\$4,000.00</u>	<u>\$8,000.00</u>	<u>\$35,000.00</u>	<u>\$32,000.00</u>	<u>\$4,000.00</u>	<u>\$242,500.00</u>	\$219,000.0 <u>0</u>	<u>\$14,000.00</u>	<u>\$22,000.00</u>