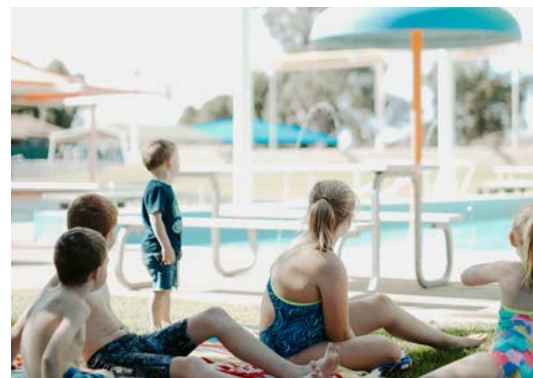
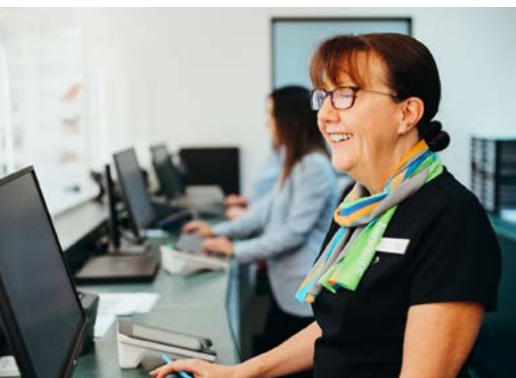




Narromine

SHIRE COUNCIL

2017 - 2021 END OF TERM REPORT



INTRODUCTION AND OVERVIEW

Introduction

It is with great pleasure that the Mayor and General Manager of Narromine Shire Council present this End of Term Report.

This report highlights the achievements of Council over the full term, including acknowledging some challenges and opportunities.

Council has been fortunate to be led by a dedicated and engaged Council and high calibre staff that have listened to the community and strive to deliver the outcomes set out in the Community Strategic Plan.

Council continues to have a sound financial position over the period.

The Narromine region's economy continues to grow and diversify.

The potential of the Shire is obvious given the total Development Applications over the term equate to \$57M and the total external grants received by Council is \$43.5M. This is indicative of Council's focus on job creation within the Narromine region.

During this term Council adopted an Employment Lands Focus and Strategy, Business Investment Profile and Economic Development Strategy assisting Council to strengthen the economic base of Narromine region now and into the future.

**Mayor Cllr Craig Davies and
General Manager Mrs Jane Redden**

Overview

This End of Term Report is a report on Council's progress in implementing the Community Strategic Plan during its term.

As the Community Strategic Plan (CSP), through the Council focused Delivery Program and Operational Plan, took effect from 1 July 2017, this report will focus on the period 1 July 2017 to 30 June 2021.

This End of Term report covers a 5 year period due to the postponement of NSW Local Government Elections in September 2020 due to the worldwide COVID-19 health pandemic.

The CSP provides a unified direction for all stakeholders to move forward and ensures the lifestyle needs of Narromine residents, businesss and visitors and future aspirations as a community are met.

The CSP has four themes with a community focused outcome for each of these themes. These themes and outcomes are as follows:



**VIBRANT
COMMUNITIES**



**GROWING OUR
ECONOMY**



**PROTECTING AND
ENHANCING OUR
ENVIRONMENT**



**PROACTIVE
LEADERSHIP**

We acknowledge the traditional custodians of the land and pay respect to the elders, past, present and future, for they hold the memories, traditions and culture of the land.



Overall **91%** of the total actions from the Delivery Program have been completed.

KEY CHALLENGES

Key Challenges for Narromine Shire Council

The last five years have been a challenging time for Narromine, as it commenced with a very wet start to the period and then enduring one of the worst droughts to be experienced in living memory and finally ending with a good recovery in 2020, albeit during a world-wide health pandemic.

The Narromine community showed much resilience during this time and there are some really great economic opportunities and potential areas for growth that have been identified during this period. It is expected that these emerging opportunities will result in positive change for Narromine Shire Council.

Some challenges have included:

- Planning for the continued growth and development of Narromine Shire with Employment Lands Focus and Strategy, Economic Development Strategy and new residential and commercial developments.
- Construction and installation of a temporary water treatment plant for Narromine residents.
- Planning and preparing for the construction of the Narromine to Narrabri project of Inland Rail (longest section of track).

- Adoption of the Draft Narromine Floodplain Risk Management Study and Plan.
- Funding and delivering new and existing community infrastructure to meet the community needs and expectations.
- Meeting all key state government targets and benchmarks.
- Ensuring assets are continually maintained including the extensive local and regional road networks.

Financial Challenges

Council has achieved all of its financial objectives during this period. It has been a significant period with trying regional and world-wide financial uncertainty. Council's financial position remains sound and has met all performance ratios set by the NSW Office of Local Government.

Improved Operational efficiencies

Council measures its operational efficiencies through an Internal Audit review, which continuously determines Council's continued improvements in its processes and efficiencies.

OUR COUNCILLORS

The hard work and collaboration of all Councillors are acknowledged in realising the achievements outlined in this report.

Councillor Peter Drew was elected to Council on 17 September 2016 until his sudden passing on 13 June 2017. At a by-election held in the same year, Councillor Trudy Everingham was elected on 23 August and resigned in May 2020.

As a result of the world wide health pandemic, Local Government Elections set down for September 2020 have been postponed to September 2021. Narromine Shire Council has continued with 8 elected members.



Mayor
Cr Craig Davies



Deputy Mayor
Cr Dawn Collins



Cr Colin Hamilton



Cr James Craft



Cr Les Lambert



Cr Lyn Jablonski



Cr Mark Munro



Cr Robert McCutcheon

STRATEGIC THEMES



1. VIBRANT COMMUNITIES: We want to create a safe, healthy and connected region that encourages participation and creates a strong sense of pride in our community and each other's wellbeing

- 1.1 A safe and active community
- 1.2 A vibrant and diverse community that has a strong sense of being
- 1.3 A community that can access a range of formal and informal education, information and other services and opportunities to enhance their lives
- 1.4 Accessible facilities and services are available for people with limited mobility

2. GROWING OUR ECONOMY: We have a diverse economy with thriving businesses that offer a range of employment opportunities supported by skill development options

- 2.1 To sustain and grow our local population
- 2.2 The ongoing development diversification and sustainability of the local business and industry base
- 2.3 To encourage employment and skills development to address industry needs and grow the region's knowledge base

3. PROTECTING AND ENHANCING OUR ENVIRONMENT: We value our natural and built environment, our resources for the enjoyment of the community and visitors to our Shire

- 3.1 Manage our natural environments for current and future generations
- 3.2 We are a sustainable, environmental, community with a great appreciation of our natural assets
- 3.3 A community that values the efficient use of utilities, natural resources and energy
- 3.4 Ensure a range of housing options for the community
- 3.5 Our community is well connected through our cycleways, footpaths and public transport systems
- 3.6 Our road network is safe, well maintained and appropriately funded

4. PROACTIVE LEADERSHIP: We are an open and accountable local government that involves our community in the decision-making process and effectively manages our public resources through sound financial management and well-informed strategic planning for our Shire.

- 4.1 Provision of an accountable and transparent leadership
- 4.2 Effective Council organisational capability and capacity
- 4.3 A financially sound Council that is responsible and sustainable
- 4.4 Sound partnerships are encouraged and fostered

NARROMINE TODAY

6,822

TOTAL
POPULATION

2016

JOBS

\$340M

GRP

52%

HOLD A
QUALIFICATION

AGRICULTURE

LARGEST
INDUSTRY



Narromine Shire Today

The Narromine Shire is located 40 kilometres west of Dubbo, in the Orana region of New South Wales, Australia.

Covering 5224 square kilometres, our vast Shire includes the major rural centre of Narromine, as well as Trangie and Tomingley.

We are a community of nearly 7,000 residents and are proud of our heritage, history and towns that we share with our residents, businesses and visitors. We choose to live in our Shire because of its location with access to a regional centre, its picturesque setting and our close community connections.

The Wiradjuri people were the original inhabitants of this area and the traditional owners of this land. Today our Shire has an indigenous population of just under 1000 residents (21%).

Our agriculture sector has long been the mainstay and we are well known for our sheep, cattle and wool, cotton production as well as broadacre cereal crops. Alkane Resources Limited located at Tomingley provide significant employment opportunities.

Narromine Shire Council provides a range of services for our community. Our Shire's assets are valued at over \$300 million and include roads, water and sewer infrastructure, footpaths, community amenities such as libraries, parks and playgrounds and sporting and recreation facilities.

Our Council will continue to focus on improving our community for residents, businesses and visitors to our Shire.

VOICES FROM OUR COMMUNITY

“ Vibrant main street, high occupancy of businesses, employment opportunities with diversity of industries, value adding of local products, regular sporting and cultural events, growing tourism industry. Appropriate aged care facility, with associated services.

“ Narromine would/should look like a prosperous town that is safe, where you can raise your family without fear or intimidation... Narromine should be sustainable - considering social, environmental and economical implications. Narromine will have good civic leadership.

“ With good governance it will have many more jobs, significant development in adding industries, an ability to retain the youth of the shire.

“ ...hopefully many more young people will live in the Shire. Based on a strong competitive food and fibre backbone. But aided by a mining industry, an expanded tourist industry, and value adding to specialist producers. Aided by a natural energy expansion and grossly larger and growing Dubbo. A whole new infrastructure approach largely by contractors and smaller welfare state.

“ Not space age like. Retain its country image please to attract families to live here and businesses to open and service the community.

“ Make the most of the inland rail route. Want good road to Dubbo to access airport and rail connections. Good gardens and facilities will attract people to live here and work in Dubbo or nearby.

“ Don't forget people with disabilities. They like to be able to get around town more easily.

“ Hopefully state of the art Aboriginal community and landscape on river to attract tourists. Expanded shops etc on other side of railway. More medium density and renovation of old fibro buildings in tasteful colours to keep character. More gardens in native plantings. More houses in development approved carefully.

“ Ageing population requiring associated services. New developments creating jobs for the young. Add on agri-businesses/services. Population growth.

“ A western hub in the making - hurry up with the trans State rail, thriving irrigation area.

“ A shining light over the hill from Dubbo that people from there aspire to live in.

“ Narromine Shire will be a vibrant safe place with enhanced community events and engaged youth. Visitors will access cultural, social, sporting, river and artistic/performance events which value-add to the rural sector. Narromine produce will reach Asia in 2-4 days as a preferred quality option.

“ Inland rail hub west of town, associated loading facilities, road train hub, farm machinery outlets, agricultural processing, population growth, employment for younger people.

“ A growing community with lots of jobs and opportunities for more in aged care and lifestyle retirement blocks for people coming from out west.



VIBRANT COMMUNITIES



WHAT THE COMMUNITY ASKED:

We want to create a safe, healthy and connected region that encourages participation and creates a strong sense of pride in our community and each others well being.



WE FULFILLED THIS THROUGH:

- Implementing CCTV throughout the CBD of Narromine.
- Developed a crime minimisation strategy.
- Held regular new residents nights and new residents packages.
- Implemented Shop Local Campaign for Narromine, Trangie and Tomingley.
- Sponsored and promoted activities for Youth Week, Australia Day, Citizenship Ceremonies, Seniors Week and Volunteers Week. Council offers free access to Swimming pools each and every Australia Day.
- Council supported the Narromine High School's Girls Academy Program from 2018-2020.
- Memorandum of Understanding signed between Narromine Shire Council and all the groups representing the Aboriginal Community in Narromine Shire 13 March 2018.
- Council continues to support Naidoc Week, Sorry Day and Reconciliation Day to support the opportunities in the Shire for the Indigenous Community.



- Narromine Aquatic Centre Master Plan attracted \$1.7 M to fund infrastructure improvements including learn to swim pool, shade structures, splash park, pool filtration and backwash storage tanks to reuse water onto Aquatic Centre grounds and cafe area.
- Construction of Glenn McGrath cricket nets at Dundas Park – this includes three new cricket practice nets with synthetic grass surfacing for public use equating to \$100,000.
- Sporting Ovals in Narromine and Trangie received upgraded lighting.
- Construction of Trangie Sporting Precinct with upgrades including a multifunctional park, multipurpose spaces, improved accessibility, lighting and spectator seating.
- New installation of picnic furniture, seating, play equipment and shade at Eric Woods Park Tomingley.
- Upgrades to Swift Park, Trangie - Tree House Adventure Playground \$350,000 and Dundas Park, Aussie Nature Theme Playground \$400,000.
- Showgrounds at Narromine and Trangie were funded to upgrade the public facilities and improve irrigation.
- The Narromine Shire Council Economic Development Strategy developed as a coordinated approach to improving a united vision for the region's economic growth, strengthening the economic base of the Shire and creating a framework for enhanced growth and development across the key economic sectors of agriculture, retail, aviation, transport and tourism.
- Main street beautification programs included on-going improvements in Narromine, Trangie and Tomingley with the purpose to aesthetically improve the towns and villages located within the Shire. Footpaths, improving signage, addressing heritage through interpretation, improving accessibility and addressing climate change through low maintenance planting and provision of appropriate species for shade trees.
- Constructed an enclosed off leash dog area at Narromine's Rotary Park.
- A truck wash facility was constructed in Narromine, allowing livestock carriers a quick and easy way to washout and re-load trucks 24 hours/day. Truck wash facilities are integral for biosecurity including animal disease control and weed management.
- **Attracted funding for the Narromine Hubnspoke coworking space to foster a connective and collaborative environment for semi permanent and hot desk type workstations.**
- Council adopted the Narromine Cale Oval Sporting Precinct Masterplan and Trangie Sporting Precinct Masterplan. Both offering a diverse range of sporting uses and green spaces.
- Aerodrome upgrade – developed Narromine Aviation Business Park alongside the Narromine Aerodrome with direct access to the Mitchell Highway. Offering 22 industrial blocks suitable for hangar development and aviation and commercial businesses. Fully serviced with power, NBN, sealed road, and taxiway access.
- Federal Government funding attracted to the Narromine Aerodrome to support upgrades to the Narromine Aerodrome for fencing, windsock, runway and taxiway lighting.
- Promoted and facilitated Shop Local Campaign, Shop Local Competition, Visitor and Shopping Guides.
- Improved communication across the region with the LED Community Announcement Board erected in Narromine for community and council announcements.
- Narromine and Dubbo Grants Hub was launched providing online access to a comprehensive grants database, making funding opportunities easier to find for local businesses, community groups and not for profit organisations.
- Council continues to support its two Library services in Narromine and Trangie with regular activities including Storytime, Baby Rhymetime, Tech Tuesdays, Book Club and the popular School Holiday activities.
- **Learn, Innovate and Grow Workshop series conducted in 2017, 2018, 2019 and 2020 for business and community. These seminars attracted over 200 participants in total.**
- The NSW Government's Resources for Regions program aims to support regional and rural NSW communities affected by mining. Narromine met the criteria as 'mining affected' in 2020. Council received \$1.6M in 2020 and is currently applying to Round 8 of the 2021 funding program with an allocated amount of \$2.435M.



GROWING OUR ECONOMY



WHAT THE COMMUNITY ASKED:

We have a diverse economy with thriving businesses that offer a range of employment opportunities supported by skill development options.



WE FULFILLED THIS THROUGH:

- Council launched the Industry, Skills and Opportunities paper in conjunction with two neighbouring Councils – Dubbo Regional and Gilgandra Shire.
- The paper determines opportunities for local industry and business to expand. Council has committed to these outcomes with the development of workforce and businesses through facilitated training and development to Narromine region's businesses.
- In the period Council has developed and implemented an Economic Development Strategy and Investment Prospectus resulting in a number of improvements for industry and tourism.
- Council has considered the Draft Narromine Town Floodplain Risk Management Study and Plan update, showing the preferred levee alignment and potential impact of flooding.
- Funding has been sought by Council to progress the next stage of the levee design.



- Council developed the Employment Lands Focus and Strategy offering a co-ordinated approach to future land planning for industry and employment growth in the Narromine Shire.
- Narromine Aerodrome continues to be an important economic driver for the local economy with ongoing activity including National Gliding Championships, gliding schools, NSW Aerobatic Championships and Ausfly.
- Record residential and commercial subdivision and construction activity has occurred over the previous term with the development of 27 residential blocks in Skypark and 22 industrial blocks at the Narromine Industrial Precinct.
- Council received \$2M to develop essential infrastructure to establish an over 55's retirement village in Narromine.
- \$9M has been received by Council to establish and develop a road/rail freight exchange to drive economic benefit for the Narromine region as a result of the Inland Rail Project.
- Council has updated Narromine Region Retail and Visitors Guide every 18 months.
- Council has actively supported rural and regional re-location campaigns with neighbouring councils and the region to attract new residents to the Narromine region. This includes Evocities, Love the Life We Live and Regional Platters.
- During the period Council has dedicated resources to local and regional roads remediation and improvements for an improvement network of roads for freight and logistics movements.
- Rezoning of rural residential land to facilitate the further development and growth of Narromine.
- **Council rolled out Localised - an online business directory and network tool to help Narromine businesses find local providers of goods and services, to share business tips, events and advice with each other. Offering businesses the opportunity to have a digital presence which increases exposure and assists with business and industry promotion.**
- **The Narromine Shire Council Economic Development Strategy represents a fresh and coordinated approach to improving the economic wellbeing of the Narromine region, leading to an improved quality of life for residents and an enhanced experience for visitors to the Shire. The Strategy focuses on creating a framework for enhanced growth and development across key economic sectors including agriculture, retail, aviation, transport and tourism.**



SIGNIFICANT CAPITAL WORKS PROJECTS:

- Refurbishment of Duffy Street Reservoir and Nymagee Street Reservoir.
- Water mains replacement work in Trangie and Narromine.
- CCTV inspections of Narromine and Trangie sewerage systems and relining has commenced.
- Completion of the digitisation of the telemetry system of Trangie Water and Sewerage.
- Commenced construction of the Tomingley water treatment plant.
- Replacement of water bores in Narromine.
- Construction of Narromine's temporary water treatment plant.
- The expansion of residential and commercial developments have been completed at Narromine's Aviation Business Park and Skypark Residential Park.
- Narromine's Cale Oval redevelopment has commenced.
- Narromine Waste Depot improvements completed.
- Local and regional road reseals, resheets and rehabilitation works have been undertaken.
- Narromine Shire Family Medical Centre extension and refurbishments for visiting specialists and additional purpose-built pathology area.
- Narromine Shire Customer Service Centre and Council Chambers refurbishments.
- Significant upgrades and improvements to the Narromine Aerodrome.
- Construction of Trangie heavy vehicle rest area.
- Narromine Aquatic Centre upgrades and improvements.
- Installation of exercise equipment at Rotary Park.
- 24/7 Narromine truck wash facility.
- Trangie Sporting Precinct including oval refurbishment, infrastructure improvements to lighting and fencing, playgrounds and pathways completed.
- Trangie Soldiers' and Tomingley Memorial Halls upgraded.
- Redevelopment of Glenn McGrath Cricket Nets.
- Digital LED Community Noticeboard installed in Narromine.
- Water efficiency project at Payten Oval and Dundas Oval, Narromine.
- Improvements and refurbishment works at Narromine and Trangie Showground / Racecourse for improved safety, facilities and accessibility.
- Narromine Wetlands extension commenced.
- Oval lighting improvements in Narromine and Trangie.
- Main Street improvements for Narromine, Trangie and Tomingley.



Grant funding received in the period

2016 - 2017 \$1.14M
 2017 - 2018: \$10.74M
 2018 - 2019: \$7.61M
 2019 - 2020: \$10.6M
 2020 - 2021: \$13.53M



PROTECTING AND ENHANCING OUR ENVIRONMENT



WHAT THE COMMUNITY ASKED:

We value our natural and built environment, our resources for the enjoyment of the community and visitors to our Shire.



WE FULFILLED THIS THROUGH:

- \$2.5M expansion at Narromine Wetlands to construct three additional ponds to store up to 270 mega litres of water, with walking and cycling tracks and 600 indigenous species of native trees to be planted at the site.
- Council has released in the order of 17,000 Murray Cod and 22,500 Golden Perch fingerlings into the Macquarie River over the past 5 years. This project is a long-term project between Narromine Shire Council, Macquarie Cotton Growers Association and NSW Dept of Primary Industries (DPI).
- Rural property inspections have been undertaken in accordance with the Weeds Action Plan.
- Waste Management Strategy has been reviewed and adopted for Narromine Shire.
- Kerbside waste and recycling collection services are available to the residential, commercial and industrial areas of the Shire.



- The weekly Food Organics and Garden Organics (FOGO) kerbside collection service was implemented in 2018. The organic waste is transported to the purpose-built Dubbo Regional Organics Processing Plant where the material is composted to Australian Standards by Council's waste contractor JR Richards and Sons. The compost is available for commercial and domestic supply and is often used on sporting fields, parks, gardens and farms.
- Council has adopted Plans of Management for all Crown and Council-owned community land within the Narromine Shire Local Government Area.
- Council has hosted the position of a Local Landcare Co-ordinator since 2019 supporting natural resource management activities with Central West Local Land Services and Landcare NSW. Projects include environmental cleanup up of Narromine Shire reserves, planting of indigenous species of trees and environmental and work undertaken with Ozfish Inland Waterways River Repair Bus.
- Council has introduced GPS tracking on large Council plant.
- Council actively promoted responsible pet ownership and animal welfare initiatives throughout the community.
- **73% of animals in Council's animal shelter have been re-homed. 23% of animals have been returned to owners.**
- Council has continued to raise awareness to residents about water conservation methods with education and awareness campaigns for saving water during the drought and the long period of water restrictions.
- Narromine Shire Council in conjunction with Field Solutions Group has secured \$1.6 million funding from the Federal Government's Regional Connectivity Program to provide shire wide connectivity to the Narromine Local Government Area.
- During the period 1850 kms of roads have been graded in the Shire.
- The total local and regional roads budget equates to \$18.4M.
- The majority of Development Applications submitted in the 2019/2020 year were for houses and sheds. Of significance, was the application from Timbreebongie House for 16 residential lots and 31 self-contained seniors living dwellings, as well as development approval for the Narromine Aviation Business Park, a 22 lot industrial subdivision at the Aerodrome.
- There has been a significant investment in new solar farms and several large quarries during 2020/2021. The Tomingley Gold project continues to expand as well as further development of the Inland Rail project with the release of its Environmental Impact Statement.
- Inland Rail construction offers significant business opportunities stemming from proactive discussions with investors.
- Council is participating in a study as part of a Federal Government program into the potential of containerised freight options of the Inland Rail route.
- Significant upgrade works to the Narromine Lawn Cemetery with a new niche wall, landscaping, resheeting to internal road network and irrigation to the gardens.
- Trangie Cemetery has received improved landscaping with the installation of new shade trees and seating.
- Progress on the Narromine Town Flood Levee project with a review undertaken and release of the Draft Narromine Town Floodplain Risk Management Study and Plan. This provides an update including the details of the preferred levee alignment and potential impact on the community as a result of flooding.
- Council's response to the drought was supported with the assistance of local service clubs to host a number of community events as part of its Drought Response Program. Farming community events were supported and Drought Support Vouchers were distributed to farming families that could be validated in local businesses only and assist to help drive the local economy during the prolonged drought period.

Value of Development Applications

\$9,425,688 in 2016 - 2017

Value of development applications approved in 2016 - 2017

\$9,721,361 in 2017 - 2018

Value of development applications approved in 2017 - 2018

\$9,584,661 in 2018 - 2019

Value of development applications approved in 2018 - 2019

\$10,850,090 in 2019 - 2020

Value of development applications approved in 2019 - 2020

\$18,354,600 in 2020 - 2021

Value of development applications approved in 2020 - 2021



PROACTIVE LEADERSHIP



WHAT THE COMMUNITY ASKED:

We are an open and accountable local government that involves our community in the decision-making process, effectively manages our public resources through sound financial management and well informed strategic planning for our Shire's future.



WE FULFILLED THIS THROUGH:

- Council has kept the community informed with a weekly communication update to residents, local and regional media outlets through the Narromine Shire Council Column.
- Council has successfully responded to customer requests within the timeframes set out within the Customer Service Policy.
- Council actively supports and maintains representation to government, regional and industry related bodies including Murray Darling Association, Newell Highway Taskforce Committee, Country Mayors Association, Orana JO and OROC.
- Council works at a regional level with neighbouring Councils to advocate on various issues, this includes representation to Lower Macquarie Water Utilities Alliance, NSW Water Directorate, Macquarie Valley Weeds Committee, Central West Councils Environment and Waterways Alliance, Netwaste, IPWEA, Local Government Procurement and Orana JO and OROC.
- Councillors maintain active participation with government and industry related bodies including Murray Darling Association, Newell Highway Taskforce Committee, Country Mayors Association, Macquarie Regional Library Services and LGNSW.



- Council has continuously met with Local State and Federal Members of Parliament to help support the delivery of services to the community. In 2019, Narromine Shire Council hosted a visit from NSW Premier and Minister for Local Government inviting neighbouring Councils along to have the opportunity to discuss specific concerns of rural and regional councils.
- On two separate occasions during 2018 Prime Minister Malcolm Turnbull visited the Narromine Shire. Council hosted one of the Prime Minister's visits along with neighbouring Councils, to discuss the specific details of the long-term drought being experienced by this region.
- A Social Plan has been developed and adopted by Council and will aid Council's collaborative approach with state and federal government agencies and community organisations to deliver community services to the Narromine region.
- Council has a major focus in developing its budget to ensure long term sustainability and maintenance of assets.
- Council's current investment portfolio is diversified across a number of investment types and institutions.
- Over the term of this reporting period, Council's unrestricted current ratio has remained well above the Office of Local Government's benchmark of 1.5 times. It is estimated to sit at 2.86 times. This ratio assesses the adequacy of working capital and its ability to satisfy the obligations in the short term for the unrestricted activities of Council.
- Council offers a visual target program to provide a comparable analysis for Council staff whilst promoting Council's achievements to the community.
- Council's rates, Annual charges, Interest and Extra Charges remain favourably under the Office of Local Government's benchmark of 10%.
- This ratio assesses the impact of uncollected rates and annual charges on Council's liquidity and the adequacy of recovery efforts.
- Council continues to strive for excellence in customer service to the community. Council was awarded a finalist in the 2019 AR Bluett Memorial Award, 2019 NSW Sports Awards, 2019 Skillset Trainee of the Year.
- Narromine Shire Council participates in the Australian LG Performance Excellence Program.
- Council's debt service cover ratio remains well above the office of Local Government's recommendation of two times.
- As an essential component of the good governance framework, Council implemented an Internal Audit Committee in December 2018. This Committee plays a pivotal role in Council's governance framework offering an independent assurance and assistance to Council on risk management, control, governance and external accountability responsibilities. Five (5) Internal Audits have been presented to the Committee..
- Council has adopted a Councillor Induction and Professional Development Policy and during this period of Council, Councillor Professional Development training was conducted involving all elected members.
- Council's leadership team have benefited with a mentoring program within the Executive Leadership Team. These leaders have mentored their staff to support leadership growth within their positions for the benefit of the organisation.
- Council continues to provide opportunities to engage youth to gain skills in local government, with IT, water industry, and store person traineeships as well as offering an engineering cadetship to join Council's team.
- Council continues to promote diversity and has adopted an Aboriginal Employment Strategy together with the establishment of an Equal Employment Opportunity Management Plan and Committee ensuring Council's workforce is diverse in age, gender and culture.

A positive organisational culture has been fostered within Narromine Shire Council with a major focus on mental health and overall wellbeing. This has included an annual Beyond Blue luncheon for all staff, health and wellbeing programs for dietary, fitness and a number of fun health challenges involving all staff.



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Narrromine

SHIRE COUNCIL