

KYOGLE COUNCIL

2008/2009 Management Plan



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Vision, Mission, & Values

COMMUNITY VISION

Working together to balance Environment, Lifestyle, and Opportunity.

OUR MISSION

To meet the challenges of our unique and diverse region

OUR VALUES

- Respect and respond to community needs
- Improve the quality of our services
- Be open and accessible
- Act with honesty and integrity
- Value peoples contribution
- Support the culture of teamwork, cooperation and safety

Kyogle Council

Kyogle Council services an area of 3,589 square kilometres and adjoins the Scenic Rim Regional Council in Queensland and the Northern Rivers Shires of Tweed, Lismore, Richmond Valley, Clarence Valley and Tenterfield in New South Wales.

Kyogle Council comprises a large and diverse region with spectacular natural (including the renowned Border Ranges National Park and other world heritage listed areas) and cultural attributes, within two hours drive from Brisbane and one hour from Queensland's Gold Coast and NSW coastal communities of Byron Bay, Ballina and Tweed Heads. This, combined with a superb climate and a close proximity to all services, education and recreation, makes the Kyogle area an ideal place to live and work.



Foreword

The 2008/2009 Management Plan is a document which details the direction that Council wishes to take for the next three financial years, so that the needs and expectations of the community can be responded to. This document sets out Council's strategic objectives and desired outcomes, strategies to achieve these objectives, and performance monitoring systems and budgets. It has been prepared after consultation between Councillors and Management having regard to the initial submissions received.

During the development of this document the Economic Development Officer and the Community Projects Officer conducted information sessions at various locations throughout the Kyogle Local Government Area.

Following adoption of the Draft Management Plan further submissions will be called for from the public closing 4:30 p.m. on 18 June 2008.

The Draft Management Plan was placed on Council's Web Site and hard copies located at the various libraries, general stores and public locations throughout the Council area to allow as many people as possible to read the Draft document. During the period of public display public meetings were held at Woodenbong, Bonalbo, Tabulam and Kyogle.

Council has actively promoted the Draft Management Plan by placing advertisements in the Express Examiner and the Northern Star along with a subsequent article in Council's Newsletter advising that the Management Plan was on display and calling for submissions.

Community Strategic Plan

During 2007 Council developed a Community Strategic Plan for 2007-2017 this document represents a shared vision for the future. The Community Plan follows on from the Resident Survey, which has provided a valuable database of residents' feedback. The Plan has been formulated with the input, ideas and views of key stakeholders in the community, Kyogle Council's elected representatives and Council's senior management through a series of workshops. It is intended to review the plan after the September 2008 Council elections and following that, on a biennial basis.

The Strategic Plan has identified six priorities that will be used to guide decision making over the next ten years. The priority areas are:

- ▶ **Water and Waste** - It was highlighted in the Community Survey that there is a need to improve water and sewer infrastructure.
- ▶ **Village Life (town and village development)** - The village life within the Kyogle Local Government Area is one of the things that make that area unique. Council aims to improve the "village life" experienced by residents through controlled development of its towns and villages and promotion of the physical, social, cultural and general well being of the Community.
- ▶ **Customer Service** - The centerpiece of any public organisation is its ability to provide service to its constituents. Kyogle Local Government Area residents have a right to expect the best possible customer service from their Council. In order to provide a high level of customer service Kyogle Council must be well managed, must communicate openly and must be responsive to the needs of the community.
- ▶ **Environmental and pastoral** - Throughout the community strategic planning process, the consultation indicated a strong desire to protect the unique character of towns and villages in the Local Government Area and to strike a balance between this "preservation" and growth and development strategies. It is therefore a high priority for the Environmental and Pastoral aspects of the plan to be maintained to a high level in order to achieve balance.

► Roads and infrastructure - Roads and associated infrastructure has by far the highest impact on the community as a whole and recent community surveys consistently rate this area as the one needing most attention by Council and the areas of Council's operations in which respondents are least satisfied.

► Economic Development - this area has been highlighted as a priority area - both in terms of building Kyogle Council's reputation as a place where business can thrive and ensuring growth is supported by adequate service levels. With strong foundations in place, economic development, tourism and job-creating investments should flourish.

Rates and Charges

Council has prepared a ten year budget that on the one hand focuses on addressing strategic challenges facing Council (in particular, roads, bridges, quarries, stormwater, waste, water and sewerage) whilst on the other hand, maintaining rates and charges as low as possible.

Rate/Charge	2008/2009 Increase
General Rates	3.2%
Water Fund	4%
Sewer Fund	4%
Stormwater Management Charge	No Change
OSMS Charge	3.2%
Domestic Waste	3.2%
Commercial Waste	3.2%

2008/2009 Projects

The following infrastructure improvements are planned for the year

- An allocation of \$1,627,824 for replacement of timber bridges on regional roads which will enable replacement of 11 timber bridges with new bridges.
- Continuation of the sealed road rehabilitation program, with \$570,000 allocated to rural roads and \$115,000 to urban streets. In addition \$130,000 is allocated to resealing of rural sealed roads and \$55,000 to resealing streets in Kyogle and the villages.
- Total funding of \$122,000 has been allocated to initial sealing with \$22,000 in the urban areas and \$100,000 in the rural areas. Initial sealing in the urban areas is part of the ongoing program to reduce dust hazards and sediment in the stormwater system and, in the rural areas, limited to intersection improvements and sealing of bridge approaches to improve road safety.
- \$350,000 has been allocated to gravel resheeting of unsealed rural roads. This is in addition to minor gravel patching and gravel added as part of the routine grading program funded separately in the unsealed roads maintenance allocation. \$100,000 has been set aside for emergency gravel supplies to enable additional gravel resheeting to be carried out in specific problem areas where work is not scheduled but gravel is required urgently.
- Upgrading of Regional Roads is continuing with the continuation of the Regional road Repair Program and the Timber Bridge Partnership. \$835,000 has been allocated to rehabilitation works and \$3.228 million to timber bridge replacements on Regional roads. It is anticipated that by the end of 2008/09 thirteen of the 17 timber bridges currently on the Regional roads will be replaced. This will include the nine replacements commenced but not completed in 2007/08.
- Completion of the Urbenville, Woodenbong, Muli Muli Water Supply Project to provide potable water to these communities.

- Completion of the Bonalbo Water Supply upgrading project to provide potable water to Bonalbo
- Completion of the upgrading of the Kyogle Sewage treatment works to upgrade the effluent quality and provide maximum effluent reuse and provide a septage treatment facility.
- Continue to implement aspects of the Kyogle integrated Water Cycle Management Strategy.
- Enhancements to methods of payment to facilitate easier payment of bills and to reduce counter activity. Moving to quarterly water consumption readings for all customers.
- Completion of the 1st Stage of the Kyogle Mainstreet Re-Development Project
- Formalising Strategic Management Plans for Crown Reserves.
- Continue the upgrading of parks facilities, including BBQ's, shelters
- Opening of the Kyogle Seniors Centre
- Provide new and varied exhibitions at the Roxy Art Gallery
- Continue to promote development in the villages and Kyogle through Council's Futures Committee Fundings
- Preparation of the new social plan and implement aspects of the annual recommendations of the Social Plan
- Progressively accomplish recommendations of the State of the Environment Report.

Ernie Bennett (Mayor)

Arthur Piggott (General Manager)

Organisational Structure



COUNCIL
 (Mayor Ernie Bennett)

“A” Ward	“B” Ward	“C” Ward
Peter Lewis	Bryan Hannigan	Ernie Bennett
David Liska	Jeffery Marriott	Ian Kirkpatrick
Patsy Nagas	James O’Neill	Lindsay Passfield

GENERAL MANAGER
 (Arthur Piggott)

Managing Council Relationships	Organisation and Operations Management	Tourism And Promotion	Economic Affairs	Governance	Risk Management and OH & S	Human Resources Management	Public Relations Management
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DEPARTMENT OF TECHNICAL SERVICES
 (Director: Frank Winter)

Project Services	Asset and Design Services	Water and Sewerage Services	Quarries	Maintenance and Construction Services	Emergency Services Coordination Rural Fire Services
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DEPARTMENT OF PLANNING & ENVIRONMENTAL SERVICES
 (Director: John Hession)

Planning Services	Environmental, Health and Building Services	Crown Reserves	Parks and Gardens	Facilities Maintenance Services
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DEPARTMENT OF CORPORATE & COMMUNITY SERVICES
 (Director: Carol O’Neill)

Financial and Audit Services	Information Technology Services	Human Resource Services	Plant and Purchasing Services	Community And Cultural Services	Administration and Customer Services
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Principal Activities

FUNCTION	ACTIVITY
WASTE & WATER	Commercial Waste Management Domestic Waste Management Stormwater & Flood Management Water Fund Sewer Fund
VILLAGE LIFE	Community & Youth Services Swimming Pools Public Libraries Community Buildings Public Cemeteries Art Galleries Pre Schools
CUSTOMER SERVICE	Governance Administration Human Resources Finance
ENVIRONMENT & PASTORAL	Parks & Gardens Crown Reserves Town Planning Environmental Health Building Control Fire Protection Animal Control
ECONOMIC DEVELOPMENT	Economic Development Tourism
ROADS & INFRASTRUCTURE	Regional Roads Urban Local Roads Rural Local Roads Engineering Works & Administration Bridges State Highways Quarries Plant & Depots

Goals

Participation and Communication

To encourage public participation and provide access opportunities for the recognition of community needs and expectations and develop appropriate lines of communications to ensure that the public is kept well informed as to Council activities.

Management

To set the example in Local Government through efficient and effective management practices and provide an environment that fosters trust, encourages and rewards excellence in performance and which supports the implementation of Council's goals and policies.

Quality of Life

To promote the physical, social, cultural and general well being of the Community.

Roads and Traffic

To provide an adequate and safe road system appropriate to present and future vehicular and pedestrian use.

Services

To provide and facilitate the provision of a broad range of services to a standard commensurate with the needs and resources of a rural council and provide equitable access for all residents.

Promotion and Development

To assist and coordinate the ongoing development of Kyogle Council area and enhance and market its capacity as a location for residential opportunities, primary production, industry, commerce, government services and tourism.

Environment

To achieve acceptable planning, development and building standards; to manage waste collection and disposal and to protect the environment in accordance with community expectations.

Health

To protect and promote the health and well being of the Kyogle Council area Community by developing and applying environmental health and public safety measures.

Revenue Policy

Ordinary Rates

The total area of Kyogle Council is 358,900 Ha. This is made up of 262,795 Ha of rateable land and 96,105 Ha of non-rateable land. Of this non-rateable land 92,554 Ha (26% of the total area) is owned or controlled by State Forests and National Parks.

Council's ability to raise revenue through levying rates is restricted by Government "rate pegging" by which the Minister for Local Government announces the maximum permissible increase in rates each year. For the 2008/2009 year, the Minister has announced that the maximum increase permissible to be 3.2%.

Ordinary Rates applying for the 2008/2009 financial period are:

CATEGORY	VALUATION (\$)	NUMBER OF PROPERTIES	BASE CHARGE	AD VALOREM RATE IN \$	ANTICIPATED YIELD (\$)
FARMLAND	523,752,600	1,920	163.00	0.364134	2,220,122
FARMLAND - DIP SITE	697,500	17	0	0.364134	2,540
RESIDENTIAL	13,077,870	750	163.00	1.254924	286,367
RESIDENTIAL-KYOGLE	64,716,100	1,205	193.00	1.136737	968,217
RURAL RESIDENTIAL	70,206,610	788	163.00	0.668710	597,922
BUSINESS	3,086,740	97	163.00	0.728809	38,307
BUSINESS-KYOGLE	9,346,230	125	193.00	1.381927	153,283
TOTALS	684,883,650	4,902			4,266,758

Water Charges

The charging structure is based on a two-tiered system as follows:

- An annual availability/access charge which applies to each property receiving a water supply service (including private line connections) and to each property to which a service connection is available; and
- A consumption based charge for each kilolitre of water consumed.

The increase in Water Charges for 2008/2009 is 4%.

CHARGE	NUMBER OF CONNECTIONS	RATE PER UNIT OR ANNUAL CHARGE (\$)	ANTICIPATED YIELD (\$)
Vacant Property Charge	95	75	7,125
20 mm connection	1783	204	363,732
25 mm connection	28	321	8,985
32 mm connection	19	525	9,973
40mm connection	17	816	13,872
50mm connection	15	1,282	19,237
80mm connection	0	3,264	0.00
100mm connection	0	5,100	0.00
Fire Service Connection (all sizes)	6	204	1,632
Non-Rateable Connections	38	0	0
Total	2001		424,556

CHARGE	RATE PER UNIT OR ANNUAL CHARGE	ANTICIPATED YIELD (\$)
Consumption up to 200KL per connection per year	\$1.14 per 1,000 litres	\$295,260
Consumption above 200KL per connection per year	\$1.75 per 1,000 litres	\$276,500
Home Dialysis allocation first 100KL	\$0.00 per 1,000 litres	0
Total		\$571,760

The two-tiered consumption pricing was introduced in 2006/2007 and has generated additional revenue to eliminate existing cross-subsidy of high water users by residential customers, and sent a message out to the high water users that they will need to begin to improve their water efficiency or be prepared to pay a fair price for the additional water which they use.

In order to ensure adequate funds are available to finance the 30-year capital works program outlined in the Kyogle Integrated Water Cycle Management Strategy an increase in revenue above CPI is required.

A rebate program, continues this year, which will provide subsidy to users who are increasing their water efficiency through things such as installation of rainwater tanks, and retro fitting dual flush toilets and other water efficient devices has been introduced. Details of the rebate program are available at Councils office or on the website.

Residential Sewerage Charges

Residential Sewerage charges incorporate a uniform charge for each property.

The increase in Sewerage Charges for 2008/2009 is 4%.

CHARGE	NUMBER OF CHARGES	ANNUAL CHARGE	ANTICIPATED YIELD
Residential Sewerage Annual Charge per dwelling and/or individual unit	1496	\$557.00	\$833,272
Non rateable properties	38	0	0

Non Residential Sewerage Charges

Non Residential sewerage charges are to be charged as per the formula:

$$(AC + C \times UC) \times SDF$$

where:

AC = An annual availability/access charge (\$).

C = Customer's annual water consumption (kL)

UC = Sewerage Usage Charge (\$/kL)

SDF = Sewerage Discharge Factor (i.e. the ratio of a customer's estimated volume discharged in the sewerage system to the customer's total water consumption). Refer Appendix A.

CHARGE	NUMBER OF CONNECTIONS	RATE PER UNIT OR ANNUAL CHARGE	ANTICIPATED YIELD (\$)
Availability/Access Charges			
Vacant Property Charge	84	75	6,300
20 mm connection	170	207	35,190
25 mm connection	16	326	5,210
32 mm connection	11	533	5,859
40mm connection	11	828	9,108
50mm connection	8	1,301	10,410
80mm connection	0	3,312	0
100mm connection	0	5,175	0
Non rateable connections	38	0	0
Total	300		72,077
Sewer Usage Charge		\$0.91 per kL	

Note: Non-Residential Sewerage Charges are subject to a Minimum charge equivalent to the residential sewerage charge (\$557).

Trade Waste Charges:

Council has introduced cost-reflective trade waste fees and charges in order to comply with DUES Pricing Guidelines.

These fees and charges apply to ALL liquid trade waste dischargers and are determined with reference to the levels of pre-treatment (e.g. appropriately sized and maintained grease traps) and excess mass charges for wastes exceeding normal acceptance limits.

(a) Liquid trade waste charges for 2008/2009 for dischargers requiring nil or minimal pre-treatment are to be charged as per the formula:

$$A + I$$

where:

A = Annual trade waste fee (\$)

I = Re-inspection fee (\$) (where required)

Annual Trade Waste Fee	\$72.00
Re-inspection fee	\$68.00

(b) Liquid trade waste charges for 2008/2009 for dischargers requiring prescribed pre-treatment are to be charged as per the formula:

$$A + I + (C \times UC \times TWDF)$$

where:

A = Annual trade waste fee (\$)

I = Re-inspection fee (\$) (where required)

C = Customer's annual water consumption (kL)

UC = Trade Waste Usage Charge (\$/kL)

TWDF = Trade Waste Discharge Factor (i.e. the ratio of a customer's estimated volume discharged in the sewerage system to the customer's total water consumption). Refer Appendix A.

Annual Trade Waste Fee	\$72.00
Re-inspection fee	\$68.00
Usage fee for trade waste dischargers with appropriate prescribed pre-treatment	\$1.00/kL
Usage fee for trade waste dischargers without appropriate prescribed pre-treatment	*\$1.00/kL

* This charge is to gradually increase to around \$11/kL. It has been set at the same rate as dischargers with appropriate prescribed pre-treatment for 2008/2009 in order to give those customers who are required to have pre-treatment a period of grace to get appropriate pretreatment devices installed, before they are charged heavily for not having pre-treatment.

(c) Liquid trade waste charges for 2008/2009 for large dischargers (over about 20kL/d) and industrial waste are to be charged as per the formula:

A + I + EMC

where:

A = Annual trade waste fee (\$)

I = Re-inspection fee (\$) (where required)

EMC = Total Excess Mass Charges (\$)

Annual Trade Waste Fee	\$477.00
Re-inspection fee	\$68.00
Excess mass charges	per Appendix B

Domestic Waste Management Charges:

A Domestic Waste Management basic charge must by law apply to every residential property whether occupied or vacant.

The increase in Domestic Waste Charges for 2008/2009 is 3.2%.

CHARGE	NUMBER OF SERVICES	RATE PER SERVICE	ANTICIPATED YIELD
Occupied	1924	\$237.00	\$445,988
Unoccupied	119	\$20.50.	\$2,439

Commercial Waste Charge

A Commercial Waste charge is to apply to every commercial property whether occupied or vacant

The increase in Commercial Waste Charges for 2008/2009 is 3.2%

CHARGE	NUMBER OF SERVICES	RATE PER SERVICE	ANTICIPATED YIELD
Commercial Properties	325	\$268.00	\$87,100

On Site Sewerage Management Annual License Fees:

On Site Sewerage Management System Annual License Fees are to apply to every On Site Sewerage Management System being operated within the Council Area.

The increase in On Site Sewerage Management Annual License Fees for 2008/2009 is 3.2%

CHARGE	NUMBER OF SERVICES	RATE PER SERVICE	ANTICIPATED YIELD
OSMS Annual License Fee	2495	\$28.00	\$69,860

Stormwater Management Charge:

The Stormwater Management Charge is to apply to developed property within the villages of Kyogle, Woodenbong, Wiangaree, Old Grevillia, Old Bonalbo, Bonalbo, Tabulam and Mallanganee.

The Stormwater and Flood Mitigation Charge for 2008/2009 is:

CHARGE	NUMBER OF SERVICES	RATE PER SERVICE	ANTICIPATED YIELD
Stormwater Management Charge	1,928	\$25.00	\$48,200

The proposed program of works addresses current issues such as eliminating nuisance flooding and back-up of existing stormwater systems, piping of open drains within the village areas, and improvements to stormwater treatment quality with the installation of gross pollutant traps and sedimentation ponds in some areas. The draft strategy proposes that this charge is to be apply to all the villages listed above and will be reserved for specific works associated with stormwater and flood mitigation within each of these villages. The charge is also expected to provide revenue to allow for the future replacement and improvement of existing aging stormwater infrastructure. The IWCMS recently completed by Council has shown the need for a dedicated income stream to ensure that Councils obligation and the communities expectations can be met in the areas of flood mitigation and urban stormwater management.

Interest Charges

Interest charges are 10% and are calculated on the outstanding component of all rates and charges and sundry debtor accounts.

Fees

A Council may charge and recover an approved fee for any service it provides, other than a service provided or proposed to be provided on an annual basis for which it may make an annual charge under Section 501.

Refer to the attached Schedule of Fees and Charges in the Appendices.

Developer Contributions (Section 94 Environmental Planning and Assessment Act 1979)

Contributions are levied for all works identified within each Section 94 Plan.

Contributions for Water and Sewerage are levied under Section 64 of the Local Government Act.

A planning levy is applied to all contributions paid.

Monies are to be expended within a reasonable time for the purposes for which they are raised.

Borrowings:

Loan borrowings proposed for 2008/2009 are as follows:

Water Fund Infrastructure \$300,000

Projected loan movements are set out below:

	2008/2009	2009/2010	2010/2011
General Fund			
Opening Balance	0	0	0
New Loans	0	0	200,000
Interest	0	0	8,000
Principal Reduction	0	0	2,105
Closing Balance	0	0	197,895
Water Fund			
Opening Balance	0	892,913	1,523,619
New Loans	900,000	650,000	750,000
Interest	36,000	97,138	151,394
Principal Reduction	7,087	19,294	30,209
Closing Balance	892,913	1,523,619	2,243,410
Sewer Fund			
Opening Balance	1,035,401	1,019,242	1,001,965
New Loans	0	0	0
Interest	75,444	74,325	73,128
Principal Reduction	16,159	17,277	18,474
Closing Balance	1,019,242	1,001,965	983,491
Waste Funds			
Opening Balance	0	0	196,434
New Loans	0	200,000	0
Interest	0	8,000	15,566
Principal Reduction	0	3,566	7,566
Closing Balance	0	196,434	188,868
Totals			
Opening Balance	1,035,401	1,912,155	2,722,018
New Loans	900,000	850,000	950,000
Interest	111,444	179,463	248,088
Principal Reduction	23,246	40,137	58,353
Closing Balance	1,912,155	2,722,018	3,613,664

Investments: Investment of surplus funds is made in accordance with Council's Investment Policy.

Waste Management

Introduction:

Council's proposed domestic, commercial and industrial waste activities are currently outlined within the Kyogle Landfill Management Plan (KLMP) and the Local Environmental Management Plan (LEMP) for Mallanganee Waste Transfer Station. Two further LEMP's are to be prepared for the Bonalbo Waste Transfer Station and the Woodenbong Landfill.

The KLMP and LEMP's have been prepared to satisfy the requirements of Kyogle Council in the continued management of these facilities.

The objectives of Council's management of domestic, commercial and industrial waste is to reduce the total amount of waste entering Council's landfills while operating the Kyogle Landfill in a more economically and environmentally efficient manner and maximising the life of the existing landfill site at Woodenbong.

Activity Outline:

Landfill Activities

Kyogle Council currently operates two landfill sites at Kyogle and Woodenbong and two waste transfer stations at Bonalbo and Mallanganee. Since early this year in January, 2008 domestic and commercial waste collected in Kyogle has been diverted to Nammoona Landfill located in the Richmond Valley Council area. This is the first stage of minimizing landfill requirements and costs associated with this process at the Kyogle Landfill.

An active recycling program is continuing to reduce the quantity of waste received at these facilities.

Recycling

Recycling of glass, aluminum cans, ferrous metals, batteries and cardboard is undertaken at Council's Landfills and Transfer Stations.

On Site Sewerage Systems

The Department of Local Government has gazetted the local Government (Approvals) Amendment (Sewage Management) Regulation 1998 in response to the environmental health risks associated with the management and maintenance of onsite sewerage management systems. These Regulations require that all new installations of onsite sewerage systems and all existing systems must obtain ongoing approval to operate. Council is required to implement these regulations and, as a part of that function, it has prepared an Onsite Sewage Management Strategy, the purpose of which is to:

- Provide a framework to manage and regulate the impact of on site sewerage management systems within the shire;
- Help the Council prioritise resources for efficient regulation and monitoring of onsite sewerage management systems;
- Co-ordinate environmental assessment, data collection and monitoring.
- To educate OSMS owners to manage their systems for the best results.

Assets:

The assets at all sites are generally in good condition though outdated in some respects. An active upgrading program has occurred over the past 5 years to improve the management, work conditions and OH & S standards at all of the facilities.

The Kyogle Landfill has a limited lifespan and it has been determined that the establishment of a Waste Transfer Station facility at this site is a more appropriate and sustainable means of processing waste, in terms of economic and environmental efficiency.

Principle Issues

A number of issues have been identified relating to waste activities in the Kyogle Council area. The following issues have been identified as the most important.

- Investigation and commissioning of a Landfill Strategic Business Plan.
- Optimising capacity and improving management practices at the Kyogle Landfill.
- Construction of a new Waste Transfer Station Facility at Kyogle Landfill.
- Community education on the benefits of recycling to reduce the quantity of waste buried at the landfills.
- Community awareness of the impact of contaminating recyclables and depositing restricted/prohibited items into the Waste Transfer Stations and Landfills.
- Improving the quality of customer service at all facilities.
- Improve the existing facilities at the landfills and Waste Transfer Stations.
- Complete LEMP's for Bonalbo and Woodenbong sites.
- Identify those works required to meet EPA guidelines for the operation and ongoing monitoring of all sites.

Stormwater and Flood Management

Council has identified urban stormwater and flood management as an area with a considerable backlog of issues which need to be addressed.

Council has previously outlined its proposed urban stormwater strategy in the Kyogle Council Urban Stormwater Management Strategy (SMS) which was updated in May 2002.

Council also completed the Kyogle Flood Study in February 2004, and is currently in the final stages of the development of a Flood Management Plan for the village of Kyogle.

Kyogle Council will implement the management strategies outlined in these documents to provide practical, cost effective management of its stormwater systems and establish a framework to guide present and future stormwater and flood mitigation management.

Council has adopted the Kyogle Integrated Water Cycle Management Strategy in 2006/2007. This strategy combines the long term planning for all urban water issues including sewerage services, water supply, stormwater and flood mitigation.

Through its management and operations Kyogle Council will endeavour to improve stormwater quality and maintain the recognised values of our waterways.

Scheme Outline:

Under Section 12 of the POEA Act, Kyogle, including Geneva, is the only village of sufficient size within the Kyogle Local Government Area to require a SMS. The SMS prepared for Kyogle Council therefore concentrates on stormwater management within Kyogle.

Assets:

The Kyogle scheme assets are generally in a fair condition, subject to the principal issues outlined below. Council has assessed the current replacement cost of its stormwater assets (as at 30 June 2007) to be \$20.1 million with a written down value of \$12.5 million.

Principal Issues:

A number of issues have been identified relating to stormwater and flood management in Kyogle and the villages of Wiangaree, Woodenbong, Old Bonalbo, Bonalbo, Tabulam and Mallanganee. The following were ranked as the most important of these.

1. Community awareness of the impact of urban pollution of Stormwater on the environment
2. Sealing of gravel roads in the urban areas to reduce silt intake to stormwater system.
3. Construction of grass table drains to reduce intake volume of stormwater.
4. Installation of gross pollutant traps in strategic locations.
5. Piping of open drains within the village areas.
6. Upgrading existing piped systems to eliminate nuisance flooding and stormwater back ups
7. Provision of flood mitigation works for the village of Kyogle

These issues will be considered as resources permit. In the case of the proposed Kyogle Flood Mitigation Works in particular works cannot proceed unless a substantial level of subsidy is received from external sources, in this case around 88% subsidy is required to allow these works to proceed. In order to address the lack of funds available for stormwater and flood mitigation works Council will endeavor to explore all available sourcing of funding including specific rates and charges and external grants. Stormwater and flood management is also an important consideration in the villages outside Kyogle and investigations into specific requirements of each village will be undertaken and a detailed program of works identified as a matter of priority.

Sewerage Management

Council's proposed sewerage activities are outlined in the Kyogle Council Strategic Business Plan for Sewerage. This Strategic Business Plan covers the development, and on going operation and management of Kyogle Councils sewerage services.

Council has adopted the Kyogle Integrated Water Cycle Management Strategy in 2006/2007. This strategy combines the long term planning for all urban water issues including sewerage services, water supply, stormwater and flood mitigation.

Scheme Outline:

The community currently has three sewerage schemes serving the town of Kyogle, and the villages of Bonalbo and Woodenbong. Kyogle's scheme underwent augmentation in 1994/1995, and the Woodenbong and Bonalbo schemes were constructed in the early sixties. Effluent reuse schemes at Bonalbo and Woodenbong have been completed in 2002/03 resulting in the removal of the EPA Pollution Reduction Program (PRP) requirements from those plants. The PRP applied to the Kyogle Sewage Treatment Plant (STP) was revised following the outcome of the Kyogle Integrated Water Cycle Management Strategy, and requires Council to have constructed and commenced operation of the Hydroponic Wetland at the Kyogle STW. Construction commenced on this project in the 2007/08 financial year. The works at the Kyogle STP will also include the provision of a septage treatment facility.

Assets:

The Kyogle scheme assets are generally in a fair condition, subject to the principal issues outlined below. Council has assessed the current replacement cost of its sewerage assets (as at 30 June 2007) to be \$22.5 million with a written down value of \$13.1 million.

Principal Issues:

A number of issues have been identified as the major concerns facing Councils sewerage operation. The following were ranked as the most important of these.

1. Complying with the EPA requirements for improved effluent quality from the Kyogle STW
2. Increasing sewer loads causing overflow problems primarily due to stormwater inflow.
3. There are a number of areas where the sewage treatment plants are deficient in terms of occupational health and safety requirements.
4. Community consultation is perceived as an important part of the sewerage schemes development and operation.
5. Review of staffing levels, particularly tradesmen.
6. Funding availability through the Country Towns Water Supply and Sewerage program, currently administered by the Department of Water and Energy.
7. Availability of a septage handling and treatment facility within the Kyogle LGA
8. Review of Section 64 Developer Contributions Plans
9. The NSW State Government Inquiry into Water Utilities which commenced in 2008.

Water Supply Management

Council's proposed water supply activities are outlined in the Kyogle Council Strategic Business Plan for Water Supply. This Strategic Business Plan covers the development, and on going operation and management of Kyogle Councils water supply service.

Council completed its Water Services Drought Management Plan in June 2005, and the Bonalbo Long Term Water Supply and Drought Strategy in July 2005.

Council has adopted the Kyogle Integrated Water Cycle Management Strategy in 2006/2007. This strategy combines the long term planning for all urban water issues including sewerage services, water supply, stormwater and flood mitigation. Following adoption of the Kyogle IWCMS Council also implemented a Water Services Customer Rebate Scheme as the first part of its proposed Demand Management Plan.

Scheme Outline:

The community currently has one filtered scheme operating at Kyogle. Bonalbo receives unfiltered, chlorinated water from storage at the village. Woodenbong receives unfiltered chlorinated water from Tenterfield Council via the Urbenville Water Supply Scheme, which also supplies the community of Muli Muli. Construction of water treatment plants to service the Bonalbo Water Supply and the Urbenville, Muli Muli, Woodenbong Water Supply commenced in 2007/2008.

Assets:

The Kyogle scheme assets are generally in a fair to good condition. Council has assessed the current replacement cost of its water assets (as at 30 June 2007) to be \$20.4 million with a written down value of \$7.1 million.

Principal Issues:

A number of issues have been identified as the major concerns facing Councils water supply operation. The following were ranked as the most important of these.

1. Bonalbo and Woodenbong currently do not have potable water supply.
2. There is no secure/reliable all year water source at Bonalbo.
3. The Kyogle water supply has limited drought security and variable raw water quality associated with the existing extraction system on the Richmond River
4. The Kyogle water treatment plant is aging and has reached its design capacity
5. The water supply schemes must meet regulations concerning environmental flows.
6. There is a backlog of works that is yet to be completed, including upgrading to Occupational Health & Safety requirements.
7. Community consultation is perceived as an important part of water supply schemes development and operation.
8. Review staffing levels particularly tradesmen.
9. Funding availability through the Country Towns Water Supply and Sewerage Program, currently administered by DWE (Department Water and Energy) .
10. Implementation of a joint Urbenville / Muli Muli / Woodenbong potable water supply scheme with assistance from the DAA's Aboriginal Community Development Program.
11. Construction of a water treatment plant to service the village of Bonalbo
12. Review of Section 64 Developer Contributions Plans
13. The NSW State Government Inquiry into Water Utilities which commenced in 2008.

Access & Equity Activities

Kyogle Council is committed to meeting the needs of its community. To assist in providing or advocating for appropriate and accessible services and facilities for its community, Council has adopted the Kyogle Council Social Plan 2005-2009 and The Kyogle Council Access Policy and Action Plan 2000

An access and equity activity is defined as one that assists Council to:

- Promote fairness in the distribution of resources, particularly for those most in need
- Recognise and promote peoples rights and improve the accountability of decision makers
- Ensure that people have fairer access to the economic resources and services essential to meeting their basic needs and improving their quality of life
- Give people better opportunities for genuine participation and consultation about decisions affecting their lives.

A summary of Council's achievements in relation to access and equity over the last twelve months will be provided in Councils next annual report.

Initiatives from the Kyogle Council Social Plan and the Kyogle Council Access Policy and Access Plan to be continued in 2008/2009 financial year include:

Kyogle Council Social Plan 2005-2009

Children

- Review and survey current childcare, preschool and playgroup facilities to ensure the needs of under 5's are catered for
- Investigate funding sources for pre-schools and raise awareness of funding opportunities
- Provide/improved additional baby change rooms and ramp access to public toilets
- Conduct safety audits of children's play areas and equipment
- Encourage the provision of extra after school care facilities and services

Youth

- To facilitate and support youth services
- Research and encourage the provision of after school and holiday activities and programs available for teenagers
- Encourage the provision of more local education opportunities, including adult education and TAFE outreach courses
- Encourage an increase in the number of apprenticeships and traineeships available to young people
- To encourage the provision of social and recreational opportunities tailored to the needs of youth
- Encourage affordable transport for young people in order for them to access recreational and social activities
- Provide information on issues such as alcohol and drug abuse

Aged People

- Establish current level of service provision and identify gaps
- Produce a directory of services for older people and promoter better access to to support services
- Advertise a program of activities for the over 50's via newsletters, notice boards and the local press

People with Disabilities

- Review current services and facilities that cater for people with disabilities
- Encourage use of these facilities and services
- Encourage the provision of affordable transport for people with disabilities

Women

- Liaison with the Attorney Generals Department's Violence Against women co-coordinator.
- Co-ordinate activities for "International Women's Day"
- Raise awareness of domestic violence and provide information on support services

Community

- Review Councils Access and Equity Policies and statements and to ensure that they respond to discrimination on the basis of race or cultural background
- Develop procedures for fair and transparent implementation of Social Plan
- Gather and provide information on funding sources
- Assist community organizations secure funding
- Promote community groups and the services they provide
- Inform the community about Council news
- Investigate options for group insurance in order to reduce the burden placed on community organizations
- Ongoing provision of a Community Projects Officer to provide support for community organizations and implement social plans
- Work in partnership with Community Technology Centre to consolidate and maintain Kyogle Community Directory
- To encourage pre-development discussion with developers over new housing to ensure the needs of older people and young families are considered
- Develop a program of upgrades for local roads and footpaths
- To encourage access to emergency housing program to support victims of domestic violence and homeless
- Assist in raising awareness about health issues and medical services available
- Assist in encouraging more doctors and nurses to Kyogle LGA
- Prepare flood plain management plan
- Apply for funding to upgrade local water supply networks and subsidise environmental initiatives
- Promote recycling and waste management services
- Work with State Forests to negotiate agreements to use local labour in the forest industry
- Encourage the provision of a workforce with the skills needed to suit local jobs
- Review current use of community and sporting facilities
- Complete comprehensive Community Facilities Plan
- Investigate feasibility of indoor sports centre and expansion of swimming pool complex
- Review maintenance policy, budgets and schedules for parks, reserves and street cleaning
- Review Library service and explore option to extend opening times
- Conduct regular health and safety audits of community facilities
- Review current levels of public toilets and identify need for additional toilets
- Review current system for booking and hiring community facilities including charges for use

Kyogle Council Access Policy and Action Plan 2000

- Facilitate regular meetings of the Access of Kyogle committee
- Conduct regular mobility access audits of all council owned buildings and public spaces
- Develop a plan of management for physical access to council owned buildings and public spaces
- Conduct on-going community accessibility awareness campaign to encourage local businesses to provide physical access to their premises

Financial Management Plan

It is the intention of the Local Government Act that there be a direct link between Management and Financial Planning and the Budgeting process to ensure that the Management Plan is realistic, achievable and able to be implemented.

This Management Plan contains a Three Year Financial Plan, which is attached in the Appendices in Summary form for each Principal Activity. Council also has detailed ten year plans that support this which on one hand focuses on addressing strategic challenges outlined in the Community Strategic Plan whilst on the other hand, maintains rates and charges as low as possible.

Notes on the Financial Statement:

1. The estimates are prepared on an accrual basis by matching estimated income (earned) with estimated expenditure incurred for that year.
2. The estimates are prepared on a consolidated funds basis. This includes all functions and entities controlled by Council, estimated developer contributions and grants.
3. Council's trust fund, which holds all money and property received in trust, is not included in the estimated income and expenditure, as Council does not own these funds.
4. The estimates will be compared with actual results at year end and reported in the annual report. The General Manager is also required to report on the financial position and viability of the Council every quarter. This formalises the link between the Management Plan, the Budget Estimates and the Accountability/Review process.
5. The ""bottom-line"" result is the estimated movement in Council's bank balances for the year.

Capital Works Projects/Asset Replacement

This section of the document provides an overview of the major Capital Works and Asset Replacement Programmes planned by Council.

Administration Services

Item	2008/2009	2009/2010	2010/2011
IT Equipment	87,963	60,602	62,420

Swimming Pools

Item	2008/2009	2009/2010	2010/2011
Capital Works	50,000	20,000	30,000

Fire Protection

Item	2008/2009	2009/2010	2010/2011
Bushfire Sheds, Plant & Equip	215,000	215,000	215,000

Pre Schools

Item	2008/2009	2009/2010	2010/2011
Bonalbo Pre School	0	0	15,000

Community Buildings

Item	2008/2009	2009/2010	2010/2011
Village Toilet Upgrades	0	15,000	0
Roxy Toilet Demolition	10,000	0	0
Tabulam Toilet Upgrade	5,000	0	0
Kyogle Mainstreet Toilets	0	0	0
Norman Johnston Park toilets	0	0	20,000
Bonalbo Caravan Park Toilets	0	0	5,000

Parks and Gardens

Item	2008/2009	2009/2010	2010/2011
Playground Equipment/Park Structures	20,000	20,000	20,000
Electric BBQs	15,000	15,000	15,000

Regional Roads

Item	2008/2009	2009/2010	2010/2011
MR141 Rehabilitation at Oxbow Rd	203,000		
MR 361 Rehabilitation & bridge approaches Bean Ck No 3 bridge	632,000		
MR 150 SH 16 intersection	50,000		
MR 361 Rehabilitation 54km north of SH 16 (Smiths Pit)		174,000	
MR361 Rehabilitation 52km - 53km north of SH 16 (North Yabbra)		316,000	
MR 361 Rehabilitation 54km - 55km north of SH 16 (Boomi Ck south)		154,000	176,000
MR 361 Rehabilitation 55km - 56km north of SH 16 (Boomi Ck north)			254,000
MR 141 Rehabilitation (Cawongla range)			100,000
Bridge Replacements	3,227,700	450,000	580,000

Urban Local Roads

Item	2008/2009	2009/2010	2010/2011
Rehabilitation / reconstruction			
Stratheden Street Kyogle-Summerland Way to Roxy lane	25,000		
Roxy Lane, Kyogle Stratheden St to Geneva St	35,000		
Donald St, Kyogle. Anderson St - Curtois St	15,000		
Oak Street Bonalbo	20,000		
Macpherson Street Woodenbong-Unumgar St to Glennie st	20,000	20,000	20,000
Bonalbo Streets Rehab		20,000	20,000
Curtois St Kyogle - to Gardner Lne		20,000	
Bloore Street Kyogle		55,000	
Groom Street Kyogle			50,000
Boorabee Street Kyogle Summerland Way to Willow Lne			25,000
Initial Sealing			
Coachmans Lane Mallanganee	12,000		
Gaston Lane Kyogle	10,000		
Fisher St, Kyogle		15,000	
Capeen & Peacock St Bonalbo		10,000	25,000

Rural Local Roads

Item	2008/2009	2009/2010	2010/2011
Reseal			
Bingeebeebra Road	40,000		
Ironpot Ck Road	50,000		
Omagh Road	40,000		
Tabulam Road		50,000	

Collins Creek Road		50,000	
Other Reseals			150,000
Rehabilitation			
- Findon Ck Rd	200,000		
- Homeleigh Rd	70,000		
- Green Pigeon Road	100,000		
- Tunglebung Road	100,000		
- Theresa Ck Road	100,000		
Other Rehabilitation works		300,000	300,000
Initial Sealing	100,000		
- Collins CK Rd	0	150,000	0
- Green Pigeon Rd	0	0	150,000
- Sextonville Road	0		
Resheeting			
Wiangaree Back Road	65,000		
Ironpot Creek Road	65,000		
Webbs Road	40,000		
Dyraaba Road	65,000		
Old Dyraaba Road	65,000		
Other Resheets		350,000	350,000
East/West Connections	150,000		

Bridges

Item	2008/2009	2009/2010	2010/2011
Montgomerys Bridge 74-4457 Ironpot Ck Rd	500,000		
Boomi Ck Rd 17-9151	45,000		
Homeleigh Rd 70-4328	85,000		
Duck Ck Rd 138-18852	85,000		
Pines Rd 46-274	35,000		
Pines Rd 46-2435	35,000		
Eden Ck Rd 137-2680	75,000		
Homestead Rd 149-182	95,000		
Taverners Rd 128-960	210,000		
Glen Rd	180,000		
Emergency replacements	282,824		
Year Total	1,627,824	977,500	977,500

Stormwater & Flood Mitigation (subject to grant funding)

Item	2008/2009	2009/2010	2010/2011
Kyogle stormwater improvements	80,000	82,000	85,000
Villages stormwater improvements	20,000	21,000	21,090
Kyogle Flood Mitigation Works	275,000	115,000	0

Plant & Depots

Item	2008/2009	2009/2010	2010/2011
Plant Purchases	1,765,000	1,555,590	1,687,264
Plant Sales	668,000	1,000,546	1,085,301
Depot Improvements	175,000	80,000	82,400

Water Supplies

Item	2008/2009	2009/2010	2010/2011
Main extensions, OHS & emergency replacements	23,000	23,690	24,401
Mains Replacements	50,000	51,500	53,045
Kyogle Water Supply	1,981,729	1,300,000	500,000
Bonalbo Water Supply	524,790	0	0
UWMMWS	256,939	0	0

Sewerage Services

Item	2008/2009	2009/2010	2010/2011
Main extensions, OHS & emergency replacements	10,000	10,000	10,300
Unsubsidised Works/Replacements	190,000	220,000	240,000

Waste Activities

Item	2008/2009	2009/2010	2010/2011
Landfill/Transfer Station Development	311,250	86,250	200,000
Domestic Waste	63,750	425,000	0

Business or Commercial Activities

Pricing Policy/Competitive Neutrality

Council's Pricing Policy is to recover full costs for consumer specific services except where a community service obligation exists to justify charging less than full costs.

Full cost attribution is applied to all business activities. The following programs are considered to be of a commercial nature;

Category One Businesses (Turnover greater than \$2 million)

Nil

Category Two Businesses (Turnover less than \$2 million)

1. Transport works
2. Water Supplies
3. Sewerage Services
4. Quarries
5. Plant

In accordance with National Competition Policy guidelines, Council is in the process of incorporating into its costing processes, all direct and indirect costs, plus taxes that a private sector operator would face in the operation of a similar business. These taxes are known as taxation equivalent payments (TEP's), and will be based on items such as Payroll Tax, Land Tax and Income Tax.

These figures will only be applied where the effects are considered to be material. This process is referred to as "competitive neutrality".

Business and Commercial activities are distinguished from other activities by Council's intention to generate a surplus from their operation. Any surpluses could then be used to fund the expansion of the commercial activities or to subsidise the Council's other activities.

Human Resource Activities

The Council of Kyogle is wholly committed to the principles of Equal Employment Opportunity.

In all policies and practices of the Council there shall be no discrimination relating to sex, marital status, parenthood, race, colour, national origin, physical or mental impairment, religious or political affiliation.

Council adopted a Human Resources Strategy Policy in October 2007, the aim of this policy is to recognise that staff are a very important resource. The policy establishes that it is therefore essential that Council provides a work environment and culture that is conducive to staff excellence in performance, attitude, safety, skills and customer focus. The Council's future success depends upon the skills and commitment of its employees. Council must attract, develop and retain employees of the highest quality and provide a working environment that will enable employees to maximise their contribution.

Council's objectives and strategies in relation to Human Resources are:

Skills and Education

Objective:

To ensure Council employees are highly skilled, both technically and in terms of knowing Council's business, its corporate aims and objectives, policies and strategies, to deliver a high level of service to our customers.

Strategies

- Develop, implement and continually improve "merit based" competitive selection processes for the recruitment and selection of high quality employees..
- Review and implement an induction program for all employees.
- Provide an integrated program for managing performance in an ongoing and effective way.
- Provide assistance (financial and leave) to employees for continuing education through the Educational Assistance Policy.
- Each employee is consulted annually, through the review process, to identify training needs, which assists in shaping the Corporate Training Plan which is revised each year.
- Encourage and facilitate school "work experience" programmes and participate in "careers advisory" sessions.
- Promote a culture of "continuous improvement".
- Develop succession planning strategies to address the challenging phenomenon of the ageing workforce
- Strengthen networks between local Councils in the areas of:
 - combining numbers to meet minimum training requirements
 - secondments / development opportunities
 - collaborating knowledge to broaden Council and employees knowledge bases

Workplace Safety

Objective:

To create and maintain a work environment that provides a safe and healthy work environment for employees, contractors and visitors and meets Council's obligations under the OH&S Act and Regulations.

Strategies

- Development, implementation and revision of an extensive OH&S system which promotes a healthy and safe work environment through council-wide commitment and cooperation to health and safety strategies.
- Council has a dedicated OH&S Officer who is instrumental in developing, implementing and monitoring Council's OH&S System.

- Every position Job Description is to include OH&S responsibilities, accountabilities, authorities, training, risk management and injury management and it is important that each employee understands how to effectively create and work within a safe work environment.
- Review OH&S policies and procedures to ensure best practice
- Focus on health and safety training for managers, supervisors and employees to ensure that they are accountable, meet their OH&S responsibilities and legislative requirements
- Focus on rehabilitation and return to work programs to ensure that employees return to work as soon as they are able.
- Analyse risks and address any associated workplace health and safety issues.
- Provision of plant and equipment which meets Australian Safety Standards, and maintenance of the plant and equipment in a safe operating condition. Risk assessments are conducted prior to purchasing plant and equipment, and again on delivery.
- Council providing appropriate Personal Protective Equipment (PPE).
- All enclosed work-sites, includes offices, vehicles and plant, are designated “No Smoking” areas.
- Council requires a “violence-free” work environment and has adopted a “Grievance Policy” to address and hopefully eliminate workplace problems such as harassment and bullying.
- Pre and post employment medical assessments

Employee Relations

Objective:

To provide transparent, honest and fair management of Council’s human resources and to be an employer of choice in the Local Government industry.

Strategies

- Conduct staff surveys on “performance” for all “corporate” services, as part of our “continuous improvement” programme.
- Develop and maintain effective communication strategies
- optimise working conditions within funding constraints
- Ensure consultative and responsive management practices based on two way communication and appropriate devolution of responsibilities
- Value and recognise outstanding achievements and contributions made by staff.
- Extensive staff consultative mechanisms through the OH&S and Consultative Committees.
- Implementation of the Equal Employment Opportunity (EEO) Management Plan.
- Formal recognition of long-serving employees.
- Encouraging retention of skilled “ageing” employees on a part-time basis.

Equal Employment Opportunity

Council’s policy of EEO reflects our desire to enjoy a workplace free of discrimination where each person has the opportunity to progress to the extent of his or her ability.

Implementation of the Equal Employment Opportunity Management Plan ensures that Council will continue to review its policies and procedures on recruitment, selection, induction, promotion, training and development and grievance and harassment functions.

Council has adopted an Equal Employment Opportunity Management Plan, which was reviewed and presented to Council in October 2007.

The Equal Employment Opportunity Management Plan is available for viewing at the Council Administration Building.

Council has identified the following Human Resources Activities necessary to achieve the desired performance of staff and to attain the Corporate Objectives:

Communication and Awareness Raising

- Objective: To ensure that all employees are aware of:
- EEO Principles
 - Their responsibilities in relation to EEO Principles
 - The existence of the EEO Management Plan and where it is located
 - Councils lack of tolerance of harassment in the workplace

Strategy: Conduct appropriate training for supervisors and staff. Communicate EEO information as part of Council induction program.

Recruitment Process

- Objective:
- Ensure that those who convene interview panels are aware of and implement EEO principles throughout the recruitment process
 - Ensure that those who convene interview panels comply with Councils recruitment and selection procedures
 - Include knowledge and understanding of EEO principles as a criteria for appointment to a supervisory position

Strategy:

- Ensure EEO principles are included in interview skill training
- Develop a competency assessment on EEO principles
- Ensure interviews for management and supervisory positions include questions relating to EEO responsibilities

Appointment, Promotion and Transfer Processes

Objective: To ensure that all appointments and transfers are based on merit and/or position related criteria
To ensure that all employees who are injured at work and unable to return to their pre-injury duties are assessed for suitable duties in accordance with their abilities.

Strategy:

1. Monitor appointments, promotions and transfers to ensure they do not breach EEO.
2. When opportunities to act in higher positions are available they are assigned in accordance with EEO principles
3. Check that offers of suitable duties are based on injured workers abilities

Training and Development Procedures

Objective: Ensure that training is arranged according to the needs of Council and individuals and complies with EEO principles.

Strategy:

1. Arrange training according to the needs of Council
2. Examine in house and external training courses and materials to ensure they are non-discriminatory and consistent with EEO principles

Environmental Activities

Activities that have been undertaken or are proposed to be undertaken by Council to protect environmentally sensitive areas and to promote the ecological sustainability of the area are outlined in Council's State of the Environment Report.

This report comments on the following:

- (i) Areas of environmental sensitivity; and
- (ii) Important wildlife and habitat corridors; and
- (iii) Any unique landscape and vegetation; and
- (iv) Development proposals affecting, or likely to affect, community land or environmentally sensitive land; and
- (v) Polluted areas; and
- (vi) Any storage and disposal sites of toxic and hazardous chemicals; and
- (vii) Waste Management policies; and
- (viii) Threatened species and any recovery plans; and
- (ix) Any environmental restoration projects; and
- (x) Vegetation cover and any instruments or policies related to it, including any instruments relating to tree preservation; and
- (xi) Details of programs undertaken by the Council during that year to preserve, protect, restore and enhance the environment.

The State of the Environment Report is available for viewing at the Council Administration Building and on Council's Website (www.kyogle.nsw.gov.au).

Recommendations and Outcomes arising from the State of the Environment Annual Supplementary Report 2005 are summarised as follows:

Recommended Action	Outcomes
<p>Changes in landuse and population and population growth rates That Council continues to review population growth rates through Community Profiles and Social Plans after each Population and Housing Census.</p>	<p>A comprehensive review of Community Profiles and Social Plan was completed in 2004. Current SoE report has incorporated Census data. Similarly updated population projections have been incorporated into the Kyogle Local Growth Management Strategy.</p>
<p>Climate Council liaise with NSW Department of Primary Industries and Bureau of Meteorology to develop a monitoring regime to ensure consistent measurement of climatic parameters for rainfall and temperature.</p>	<p>Implementation has not commenced.</p>
<p>Planning That in the preparation of the draft Local Environmental Plan consideration be given to identifying environmentally sensitive lands and providing protection by providing appropriate environmental protection zoning and provisions.</p>	<p>Three platform documents for the Local Environment Plan, the Heritage Study, Agland Study and Settlement Strategy have been prepared and adopted by Council. It is proposed to incorporate the recommendations from the Agland Strategy into the LEP to conform with current planning policy and legislation. The development of the Draft Local Environment Plan has commenced and the range of zones will include Environmental Conservation where appropriate.</p>

Recommended Action	Outcomes
<p>Council liaise with local Landcare and Rivercare groups, NSW Department of Primary Industries and Department of Natural Resources to encourage responsible land management on privately owned lands by identifying areas requiring environmental improvement and management and assist landowners where possible to adopt effective management practices that minimises potential soil erosion and water pollution.</p>	<p>Council has been an active participant of the Catchment Management process and more recently in the establishment of the Northern Rivers Catchment Management Authority and their investment priorities for 2004-2007. Council has been contracted to June 2007 from the NRCMA for a Community Support Officer for the Upper Clarence.</p>
<p>Number of development consents Council continue to review type and number of development consents through the Consents Register and show the location of the consents, particularly land subdivisions on a map.</p>	<p>Council continues to maintain the Consents Register. There has been a minor increase in the number of development applications in comparison to the previous reporting period. Council has also produced quarterly reports on Development Consents for the purpose of periodic Management Plan Reviews.</p>
<p>Changes in rural landuse, noxious weed cover, number of identified contaminated and remediated sites Council liaise with NSW Department of Primary Industries, PP Board, Far North Coast County Council and Department of Environment and Climate Change to develop a spatial land Geographic Information System that is able to monitor changes in rural landuse to provide consistent measurement of changes.</p>	<p>Council continues to develop and maintain a GIS system that monitors changes in rural land use through the utilization of information supplied by Department of Environment and Climate Change (multi-attribute mapping program). Significant mapping has been prepared as part of Council's Rural Settlement Strategy.</p>
<p>The a spatial land Geographic Information System to be capable of recognising the following information layers:</p> <ul style="list-style-type: none"> • location of the range of rural agricultural land uses including grazing, dairying, cropping, horticulture, intensive animal establishments (cattle feed lots, piggeries, poultry farms), cattle tick dip sites, location of significant noxious weed infestation, and • location of rural holdings - 40+ ha, 5 - 40 ha, < 5 ha, rural residential developments and rural landsharing communities. 	<p>Council continues to develop and maintain a GIS system. At present many of the recommended features have been included as information layers such as:</p> <ul style="list-style-type: none"> • Multi-attribute mapping • Intensive animal establishments • Contaminated Sites • Rural Settlement <p>which have contributed significantly to Council's land use planning activities. Significant mapping has been prepared as part of Council's Rural Settlement Strategy.</p>
<p>Council in conjunction with the Department of Environment and Conservation's (DEC) EPA and NSW Department of Primary Industries determine the number and status of cattle tick dip sites in the Kyogle Council area.</p>	<p>In partnership with NSW Department of Primary Industries and its DIPMAC program, Council has identified the number and status of dip sites in the Kyogle Council area. Since 2000 the number of cattle dip sites in use has decreased with an increase in the number of decommissioned sites.</p>
<p>Council investigate and implement the use of weed control methods that will minimise the use of chemicals, especially in areas adjacent stormwater drains and/or local waterways.</p>	<p>Council conducts weed control through an eight Council partnership, the Far North Coast Weeds. Non-chemical controls methods are always investigated as an option. The 2004 report has identified the number of control hours (spraying) committed to noxious weed management for future comparisons.</p>
<p>Land - 1994 report data gaps Council liaise with NSW Fire Brigade to establish a common inventory of compounds and chemical contained on commercial and industrial sites.</p>	<p>Implementation has commenced through Council's involvement in the Stormwater Education & Assessment Program that enabled the environmental auditing (initial information/education) of all commercial & industrial premises. This has provided the foundation for a formal audit program on completion of council's trade waste policy. NSW Fire Brigade will not be an active player in this program.</p>
<p>Council in liaison with the Department of Environment and Conservation (EPA) commence a program which identifies contaminated (eg dip sites, former banana lands etc) and unhealthy building lands on Council and private properties and establish a data base and show the location of these lands on a map.</p>	<p>Council has developed a Development Control Plan for Contaminated Lands. Council has produced a property listing of contaminated urban lands, the information being communicated through formal 149 Certificates. Subdivision develops require consideration of past land use practices and the potential of soil contamination - (site soil assessments).</p>

Recommended Action	Outcomes
<p>Land - outcomes of 1996 report recommendations Council liaise with Department of Environment and Climate Change Resources to develop a spatial land Geographic Information System that is able to monitor changes in riverbank condition in particular existence of native riparian vegetation.</p>	<p>Spatial information (multi-attribute) is prepared by Department of Environment and Climate Change The Department has advised that there is no available data on the presence or absence of riparian vegetation for the preparation of this report. Council has completed it's Roadside Vegetation Management Plan.</p>
<p>Council liaise with DECC (National Parks and Wildlife Service) to develop a spatial land Geographic Information System that is able to show existing native and exotic flora characteristics of the Council area.</p>	<p>DECC (National Parks and Wildlife Service) have provided the following information:</p> <ul style="list-style-type: none"> • Forest ecosystems and their conservation status • Number of introduced species in the National Park Estate • Number of threatened species, populations and ecological communities. <p>To assist in the preparation of this comprehensive report. GIS information layers are currently not available</p>
<p>Council liaise with NSW Rural Bushfire Services and Department of Natural Resources to develop a spatial land Geographic Information System that shows lands subject to high and medium bushfire risk and the location and type of bushfires.</p>	<p>A spatial land Geographic Information System that shows lands subject to high and medium bushfire risk and the location and type of bushfires has been developed.</p>
<p>Council liaise with Department of Natural Resources to develop a spatial land Geographic Information System that is able to show steep lands and lands with medium to high potential for erosion.</p>	<p>The multi-attribute mapping component of Council's GIS has the ability to show steep lands and lands with medium to high potential for erosion.</p>
<p>Number of air and noise complaints to Council Council continues to enforce and police air pollution legislation.</p>	<p>Council continues to fulfil its statutory obligations under the Protection of the Environment Operations Act and its Regulations.</p>
<p>Council establish a formal register of air and noise pollution complaints.</p>	<p>Complaints are formally registered and responses tracked as part of council's data management system. Tracking/reporting of complaints by type has not been activated at this time.</p>
<p>Drinking water - compliance of water with NHMRC guidelines and recording variations Council continue to monitor quality of drinking water in accordance with standards developed by NSW Health.</p>	<p>Kyogle Council continues to monitor reticulated water supplies in accordance with NHMRC Drinking Water Quality Guidelines and NSW Department of Health program. Comparative water quality results are reported to NSW Health and the Department of Energy Utilities and Sustainability (DEUS).</p>
<p>Drinking water - volume and consumption Council continue to monitor volume of water consumed from its reticulated water supplies.</p>	<p>Council continues to monitor the volume of potable water delivered and consumption rates as part of annual returns to DEUS. water used at each residence Comparative results are included within the report.</p>
<p>Council pursue water conservation within an Energy Efficiency DCP and develop a program to educate and encourage residents to reduce their water consumption and wastage, including promotion of costs benefits, appliances with good water conservation rating, installation of rainwater tanks, indigenous gardens that need little watering, dip sprinklers instead of fixed and mulching and assist and encourage industrial and commercial businesses to undertake voluntary environmental water conservation audits.</p>	<p>Council continues to liaise with the Sustainable Energy Development Authority to initiate a program to incorporate energy efficient savings for residents. Council also is currently involved with DEUS to undertake and integrated water cycle management study to address all urban water issues including water supply, sewerage and stormwater. Stage 1 - Concepts Study has been completed. The statewide legislative BASIX energy and water efficiency program applies to all new dwelling submitted to Council from 1 July, 2005.</p>
<p>Council undertake a water conservation audit of all Council buildings, facilities, maintenance and water practices, including cleaning techniques, lawn watering practices and cleaning of machinery and vehicles aimed at reducing Council's use of water and water wastage.</p>	<p>Implementation commenced with auditing activities completed for council water and sewage activities.</p>

Recommended Action	Outcomes
<p>Freshwater - number of existing septic systems and new approvals per year Council record the number and location of approved new rural and un-sewered village on-site sewage management systems and show this information on a map.</p>	<p>Council has developed and maintains a database of on-site sewage management systems and their approval status and performance following owner audit information or council inspection. Properties serviced by on-site sewage management systems are mapped as part of council's GIS.</p>
<p>Council in liaison with Department of Natural Resources develop a river quality-monitoring program that includes stations located on the Richmond, Tweed and Clarence Rivers.</p>	<p>Council participated in the monitoring program - 'Target Pesticides Monitoring Program' a project jointly funded by the NSW Department of Health, Kyogle Council and Richmond Valley Council. No significant pollution incidents recorded. No other monitoring program has been pursued.</p>
<p>Number of 'point' source discharges to creeks and watercourses Council implement the urban stormwater management plan to provide at least primary treatment of stormwater prior to discharge to rivers and streams.</p>	<p>Council's Urban Stormwater Management Strategy is to be developed as part of the Integrated Water Cycle Management Study. Implementation will be guided by future Management Plans.</p>
<p>Council seek to raise awareness of practices that pollute waterways by encouraging and educating the community to:</p> <ul style="list-style-type: none"> • dispose of rubbish responsibly, • wash cars on lawns or at commercial "green" car washes instead of on the street, • report pollution incidents such as illegal chemical, oil and waste dumping to DEC (EPA) and Council and poor development site erosion control measures to Council, • become involved in community Streamwatch, and • develop an educational kit for developers and the broader community. 	<p>Council's involvement in the Stormwater Education Assessment Project (funded by the DEC (EPA's) Stage 4 Stormwater Trust Grant) has achieved the following outcomes:</p> <ul style="list-style-type: none"> • voluntary stormwater audits for all industrial and commercial premises. • Environmental training to Council operational staff. • Implementation of internal environmental auditing activities. <p>Initiation of integrated environmental management system.</p>
<p>Council require new developments to indicate how stormwater will be managed on the site both during and after construction, addressing the concerns of minimising runoff, collecting rainwater for secondary use, and minimising the velocity of runoff.</p>	<p>Council has a construction manual for guidance of development activities. Council continues to participate in the regional Water Sensitive Urban Design (WSUD) group who are currently undertaking the preparation of a DCP for WSUD.</p>
<p>That in the preparation of the draft Local Environmental Plan consideration be given to making provisions for riparian buffers of major rivers and creeks.</p>	<p>The third land use pillar dealing with rural settlement has been adopted by Council. The development of the Draft Local Environmental Plan has been commenced</p>
<p>Location and type of groundwater bores, wells etc. Council liaise with Department of Environment and Climate Change to develop a spatial land Geographic Information System that is able to show the type and location of groundwater extraction points.</p>	<ul style="list-style-type: none"> • Mapping is now incorporated into this report and groundwater and surface water extraction points are identified.
<p>Extent of protected areas (National Parks etc) within Council area & significant areas of remnant vegetation Council liaise with DECC (National Parks and Wildlife Service) to develop a spatial land Geographic Information System that is able to show existing reserved forest ecosystems.</p>	<p>DECC (National Parks and Wildlife Service) have provided the following information:</p> <ul style="list-style-type: none"> • Forest ecosystems and their conservation status • Number of introduced species in the National Park Estate • Number of threatened species, populations and ecological communities. <p>to assist in the preparation of this report. Council has been provided with the following information layers for its own GIS system:</p> <ul style="list-style-type: none"> • Regional vegetation mapping • LGA flora & Fauna mapping • LGA habitat corridors
<p>Council considers undertaking an area wide flora study to show significant areas of native vegetation and wildlife and habitat corridors.</p>	<p>Council has completed it's Roadside Vegetation Management Plan. DECC (National Parks and Wildlife Service) have the primary role to action this recommendation.</p>

Recommended Action	Outcomes
Council liaise with the Regional Vegetation Management Committee to determine funding possibilities to assist to undertake an area wide flora study.	Council is continuing participation within the Catchment Management Authority planning process.
Waste	
<p>Total waste disposed, total waste to landfill, waste recycling components of domestic waste Council liaise with the DECC (EPA) and undertake a waste characterisation study of existing landfill sites and prepare a waste minimisation strategy that seek to minimise and manage waste to landfill.</p>	<p>Yearly report for Kyogle licensed landfill site completed in accordance with the POEO Act. The report identifies waste composition, disposal quantities and materials recovered. Volumetric data is generated by the DECC (EPA) vehicle category classification. Landfill Environmental Management Plan developed for the Kyogle Runnymede Waste Facility as part of the licensing program is being finalised with Council's consultant addressing matters with DECC.</p>
Landfill Environmental Management Plan (LEMP) be prepared for Kyogle and Operational Plans be prepared for the other the waste management facilities at Woodenbong, Mallanganez and Bonalbo.	Landfill Environmental Management Plan developed for the Kyogle Runnymede Waste Facility as part of the licensing program. Operational plans for other waste management sites have been completed.
Develop a program to establish the category and composition of waste generated in Kyogle Council area.	<p>Council has implemented a monitoring program to categorize waste type and quantity entering landfill sites. Information and educational signage program has commenced to improve overall site operations. It is not Council's intention to undertake a comprehensive waste categorization study, rather utilize information from comparable studies within the region to assist in the development of the Waste Minimisation and Management Strategy.</p>
Refer to 4.3.1 & 4.3.2	Refer to 4.3.1 & 4.3.2
<p>Aboriginal heritage - heritage listings (items and sites) Council liaise with DECC (National Parks and Wildlife Service) to undertake an Aboriginal Archaeological Study to objectively and professionally document and identify the Aboriginal heritage of the local government area.</p>	DECC (National Parks and Wildlife Service) have developed GIS information layers showing both Indigenous sites of importance for the Kyogle region, which has been incorporated into broad mapping for community reporting purposes.
<p>Non Aboriginal heritage - heritage listings (items and sites) That the comprehensive Local Environmental Plan for the Council area include the items of environmental heritage identified in the Kyogle Heritage study 1996.</p>	Heritage items in the Heritage Study will be assessed for suitability and inclusion into the Kyogle Comprehensive LEP, following consultation with property owners.
Council liaise with the NSW Heritage Council to explore funding to establish a heritage advisory service.	This recommendation is under review and will be considered as part of the LEP development process.

Financial Assistance/Donations

Council's Financial Assistance Policy, provides for financial assistance to be provided by Council to individuals and organisations within the Council area. This assistance is provided via ongoing/regular donations to selected organisations and one-off donations to individuals and organisations

For the 2008/2009 financial year, Council has budgeted \$126,036 for donations as follows.

ORGANISATION	SUPPORT	VALUE
One-off Donations	Various	22,511
Learn to Swim/Life Education	Cash Donation/ Staff and Plant	10,232
North Coast Academy of Sport	Cash Donation	963
Kyogle Show Society	Cash Donation	1,126
Bonalbo Show Society	Cash Donation	338
Woodenbong Show Society	Cash Donation	338
Kyogle SES	Cash Donation	8,114
Tabulam SES	Cash Donation	8,114
Australia Day Committee (East)	Cash Donation	3,581
Australia Day Committee (West)	Cash Donation	3,581
Bonalbo District Community Hall	Cash Donation - Rates	540
Grevillia Public Hall - Subject to a review of eligibility	Cash Donation - Rates	228
Mallanganee Public Hall	Cash Donation - Rates	297
Old Bonalbo Public Hall	Cash Donation - Rates	611
Tabulam Public Hall	Cash Donation - Rates	297
CWA Tabulam Hall	Cash Donation - Rates	297
Wiangaree Literary Institute	Cash Donation - Rates	297
Woodenbong RSL/Memorial Hall	Cash Donation - Rates	988
Woodenbong War Memorial Hall	Cash Donation - Rates	269
CWA Woodenbong Hall	Cash Donation - Rates	239
Afterlee Hall	Cash Donation- Rates	218
Ettrick Hall	Cash Donation- Rates	284
Wyneden Hall	Cash Donation - Rates	313
KMI Hall fees for selected groups	Cash Donation	208
Various Halls OSMS Charge (9)	Cash Donation - Charges	252
Futures Funding	Cash Donation	61,800
TOTAL		126,036

During the 2005/06 financial year Council adopted an Emergency Disaster Relief Fund with the following criteria:

Who is the fund intended to help?	Council residents/local business employees who as a result of an unforeseen disaster have insufficient financial resources for a modest standard of living.
Why do these people need help?	Loss of property/finances as a result of an unforeseen disaster.
Who is involved in the administration/distribution of these funds?	One Council representative along with a Committee consisting of members of the public.
What help does the fund provide to these people?	The relief to a person who has been assessed as an eligible recipient is to be in the form of direct distribution of money or goods. Relief is intended to assist with day to day living expenses such as food and clothing.

<p>How are the recipients of help selected?</p>	<p>Recipients who can demonstrate that there has been a marked lowering of their standard of living causing hardship as a result of the unforeseen disaster.</p> <p>As a guide only, applicants who are eligible for full or partial income tested Social Security benefits would be eligible for assistance up to the level of income at which tested Social Security benefits cease to be payable (this income level varies depending upon the applicants marital situation).</p> <p>Where an affected individual has the availability of other sources of income (e.g. they obtain other employment) or assets they may be considered ineligible for assistance.</p> <p>This does not mean that the managers of the fund must, in all circumstances, investigate the financial resources of each individual beneficiary. Sometimes it may be apparent from the common attributes of the potential beneficiaries that they are necessitous circumstances.</p>
<p>Where do these funds come from?</p>	<p>Contributions received from Council and the general public.</p>
<p>How is the relief fund operated?</p>	<p>All contributions to receive receipt for tax purposes. All contributions to be in the form of money. Register of gifts to be maintained. All outgoings to record date, details of recipient and amount.</p>
<p>What happens to any surplus assets?</p>	<p>At dissolution any surplus assets to be transferred to another fund, authority or institution, which has similar objects, and to which income tax deductible contributions can be made.</p>

Funds remaining in the Kyogle Emergency Disaster Relief Fund at 30 June, 2008 will be carried over to the 2008/09 financial year for use in accordance with the above criteria.

Appendix A - Discharge Factors

Discharger	Discharge Factors	
	Sewer (SDF)	Trade Waste (TWDF)
Bakery	0.95	0.25
With a residence attached ¹	0.70	0.18
Bed and Breakfast/Guesthouse (max 10 persons)	0.75	N/A ²
Boarding House	0.90	0.30
Butcher	0.95	0.90
-with a residence attached ¹	0.70	0.65
Cakes/Hot Breads	0.95	0.50
Car/Truck Detailing/Washing	0.95	0.90 ⁵
Caravan Park (with commercial kitchen)	0.75	0.30
Caravan Park (no commercial kitchen)	0.75	N/A
Chicken/Poultry shop (fresh, no cooking)	0.95	0.90
Chicken Cooking	0.95	0.80
Club House and Kitchen	0.95	0.3
Cold Store	0.07	N/A ²
Community Hall (minimal food only)	0.95	N/A ²
Concrete Batching plant (without separate meters)	0.02	0.01
Correctional Centre (with Laundry)	0.90	0.15
Craft/Stonemason	0.95	0.80
Day Care Centre	0.95	N/A ²
Delicatessen, mixed business (no hot food)	0.95	N/A ²
-with a residence attached ¹	0.70	N/A ²
Dental or Doctors Surgery with X-ray	0.95	0.80
-with a residence attached ¹	0.70	0.60
Fresh Fish Outlet	0.95	0.90
Hairdresser	0.95	N/A ²
High School	0.95	0.25 ⁵
Hospital	0.95	0.60
Hostel	0.90	0.20
Hot Take Away Food	0.95	0.50
Hotel	0.95	0.30
Joinery	0.95	0.10
Laundromat	0.95	0.90 ⁵
Light manufacturing	0.95	0.70
Manufacturing	0.95	0.80
McDonalds/Burger King/Pizza Hut	0.95	0.62
Mechanical Workshop ³	0.95	0.70
Mechanical Workshop with Car Yard	0.85	0.70
Medical Centre	0.95	0.255
Motels small (breakfast only, no hot food)	0.90	N/A ²
Motel (other than breakfast only, no hot food)	0.90	0.30

	Discharge Factors	
Nursing home	0.90	0.50
Office Building/Retail Premises/Government Facility	0.95	N/A ²
Optometrist	0.95	N/A ²
Panel Beating/Spray Painting	0.95	0.70
Parks, Gardens and Open Spaces Sporting Facilities (with sewer connection)	0.3	N/A
Primary School	0.95	0.10 ⁵
Printer	0.95	0.85
Public Toilets	0.95	N/A
Religious Facility	0.95	N/A
Restaurant ⁴	0.95	0.30
Self Storage	0.90	N/A
Service Station	0.95	0.70
Service Facility (SES, NSW Fire, Police, Ambulance etc)	0.95	N/A
Shopping Centre	0.95	0.50
Supermarket (no cooked chicken)	0.95	0.70
Supermarket (cooked chicken)	0.95	0.80
Swimming pool (public and commercial)	0.85	N/A ²
Technical College or University	0.95	0.25 ⁵
Transport Depot	0.95	0.70
Undertaker and Funeral Director	0.95	0.30
-with residence attached ¹	0.70	0.20
Veterinary (no X-ray), Kennels, Animal Wash	0.80	N/A ²
Veterinary (with X-ray), Kennels, Animal Wash	0.80	0.80
Water Treatment plant (backwash to sewer)	0.99	0.9
Water Treatment plant (backwash not to sewer)	0.95	N/A ²
Works Depot	0.95	0.70

NOTES:

1. If a residence is attached, that has garden watering, the residential SDF should be applied
2. A Trade Waste usage charge is not applicable to this Category 1 activity
3. Includes lawn mower repairer, and equipment hire
4. Includes café, canteen, bistro etc
5. A trade waste usage charge applies if appropriate pre-treatment equipment has not been installed or has not been properly operated or maintained
6. Any activity identified as Category 2 above will become a Category 3 discharger when daily volumes exceed 20kL/day.

Appendix B - Excess Mass Charges

Substance	Price (\$/kg)
Aluminium	0.54
Ammonia	1.60
Arsenic	54.00
Barium	27.00
BOD	0.54
Boron	0.54
Bromine	10.80
Cadmium	250.00
Chloride	Nil
Chlorinated hydrocarbons	27.00
Chlorinated phenolics	1080.00
Chlorine	1.10
Chromium	18.00
Cobalt	11.00
Copper	11.00
Cyanide	54.00
Flouride	2.70
Formaldehyde	1.10
Oil & Grease	0.97
Herbicides/defoliants	540.00
Iron	1.10
Lead	27.00
Lithium	5.40
Manganese	5.40
Mercaptans	54.00
Mercury	1800.00
MBAS	0.54
Molybdenum	0.54
Nickel	18.00
Nitrogen	0.14
Organoarsenic compounds	540.00
Pesticides General	540.00
Petroleum hydrocarbons	1.80
Phenolic compounds	5.40
Phosphorous	1.10
PAH	11.00
Selenium	38.00
Silver	1.00
Sulphate	0.11
Sulphide	1.10
Sulphite	1.20
Suspended Solids	0.69
Thiosulphate	0.19
Tin	5.40
Total dissolved solids	0.04
Uranium	5.40
Zinc	11.00