

GLAMORGAN SPRING BAY COUNCIL

# Information Briefing Document



OCTOBER | NOVEMBER | DECEMBER 2022





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## GOVERNANCE & COUNCIL MEETINGS

Council meetings will be conducted monthly with special meetings being called by the Mayor or Councillors when required. In 2022 Council meetings will usually be held on the fourth Tuesday of the month commencing at 2.00pm.

Members of the public are able to register to attend Council Meetings in person. Registrations open on the Thursday prior to the scheduled monthly Council Meeting and close by 12 noon the day before the meeting. Once the maximum numbers have been reached, no further registrations will be accepted and only members of the public who have registered for the meeting will be able to attend.

To register your attendance, please use the following link <https://gsbc.tas.gov.au/council/council-meeting-agendas-minutes/> or contact Council's Executive Officer on 6256 4777.

If you have a question to ask during Public Question Time and are unable to attend the meeting, Council will allow questions to be provided by written notice up until 12 noon the day before the Council Meeting by either emailing [general.manager@freycinet.tas.gov.au](mailto:general.manager@freycinet.tas.gov.au) or alternatively questions can be left in the post box outside the Council Chambers located at 9 Melbourne Street, Triabunna.

Workshops are scheduled for the second Tuesday of each month unless otherwise required.

During the period October to December 2022 inclusive, there were 410 views of the audio/visually recorded Council meetings via the YouTube platform.

## MAYORAL ACTIVITIES

The Mayor attends numerous engagements each month. This is a list of the recent activities undertaken by Mayor Cheryl Arnol for November and December including:

- Attended meeting with John Tucker MP
- Attended Southern Tasmania Council's Authority Mayors Round Table Discussion
- Attended Southern Tasmania Council's Authority Meeting and Annual General Meeting
- Attended meeting with Brian Mitchell MP
- Attended Orford Primary School Vendor Initiative Launch
- Attended Local Government Association of Tasmania General Meeting in Hobart
- Attended Triabunna District School Presentation Assembly
- Attended Orford Primary School Presentation Assembly
- Attended Swansea Primary School Assembly

## **MEDICAL SERVICES - TRIABUNNA & BICHENO**

Council continues to negotiate with external parties on management options for East Coast Health. Workshops have been held with interested parties and proposals are expected to be lodged with Council in the first quarter of this year.

The Practice Manager position has been filled and will commence on the 30<sup>th</sup> January 2023. The practices are currently going through the accreditation process which requires a significant investment of time and resources.

## **HUMAN RESOURCES**

Our Council team and operations are now seeing fewer impacts of Covid-19. We are seeing more events and more usage by the community of Council managed facilities. The medical centres and museum remain impacted to a small extent.

There are still some skilled role vacancies that have not been filled which are not helped by shortages in accommodation in the area and the changes in the employment supply dynamics in the economy. Efforts continue to recruit suitable candidates for these roles.

During the period we had a new manager appointed to the museum following the retirement of the long-standing curator.

## **CORPORATE SERVICES**

The Corporate Calendar below details the legislative reports, plans and Council policies that are to be developed or updated over the next 12 months. Refer attached.

## CORPORATE CALENDAR

Document / Item	LGA Act Reference or Other as Stipulated	Statutory Y/N	Date Last Updated	Responsible Officer	Review Cycle	Comments
Code of Conduct	S28E (2) c	Yes	Feb-19	N/A	4 years	Every new term of Council
Policy - Marina and Wharf Precinct	S70E, S70G	No	Jul-22	Manager Facilities & Marina	4 years	
Gifts & Benefits Policy	S56A, S56B, 70E, 70G, LG(Gen) Regs 2015	Yes	Aug-21	General Manager /Executive Officer	4 years	
Enterprise Agreement	Various	Yes	Jul-22	General Manager / Internal Review Committee	3 years	
Policy - Council Meetings - Audio/Visual Recording	R33 LG(MP) Regs 2015	Yes	Aug-22	General Manager / Executive Officer	As required	
Policy - Councillor Allowances & Expense Reimbursement Policy	S70E, S70G, R42 LG(Gen) Regs	Yes	Jul-22	General Manager / Executive Officer	4 years	
Use of Council's Common Seal Policy	S70E, S70G	No	Apr-20	General Manager / Executive Officer	4 years	
Policy - Use of Council Logo	S70E, S70G	No	Sep-19	General Manager / Executive Officer	4 years	Review in progress - January 2023.
Media Policy - Media statements	S70E, S70G	No	Feb-19	General Manager / Executive Officer	4 years	Review in progress - January 2023.
Employee Code of Conduct Policy - Staff	Various	No	Mar-22	General Manager	4 years	
Risk Register	Various	Yes	Jun-22	General Manager	annual	In progress
COVID Safe Plans	S70E & Various	Yes	May-22	General Manager	as required	
Policy - Personal and private information	S70E, S70G + Various Legislation	Yes	Oct-21	General Manager	4 years	
Policy - Recruitment Policy	S70E, S70G, Antidiscrimination Act	No	Feb-22	General Manager	4 years	
Policy - Council Advertising	S70E, S70G	No	Jan-22	General Manager	4 years	
Community Strategic Plan	S66	Yes	Mar-20	General Manager	4 years	In progress
Council Workshop Policy	Various	No	Jan-22	General Manager	2 years	Review in progress - January 2023.
Policy - Recognition of continuous years of service - Councillors and Staff	S70E, S70G	No	Sep-19	Director Corporate & Community	4 years	
Business Continuity Plan	S70E & Various	Yes	Mar-21	Director Corporate & Community	2 years	
S24 Review	S24, S70E, S70G	No	Oct-20	General Manager	4 years	In progress
Annual Report	S72	Yes	Sep-22	General Manager	annual	Commence in July each year
Policy - Tree Management	S70E, S70G	No	Sep-22	Director Works & Infrastructure	4 years	Complete
Policy - Code for tenders and contracts	S333B, S70E, S70G	Yes	Feb-22	Director Works & Infrastructure	4 years	Complete
Policy - Waste Management	S70E, S70G	No	Jul-21	Director Works & Infrastructure	4 years	
Community RecoveryPlan	S70E & Various	Yes	Feb-21	Director Works & Infrastructure	4 years	
Asset Management Policy	S70E, 70C	Yes	Oct-20	Director Works & Infrastructure	4 years	commenced
Policy - Private Works	S70E, S70G	No	Jun-20	Director Works & Infrastructure	4 years	
Policy - Council owned vehicles	S70E, S70G	No	Sep-19	Director Works & Infrastructure	4 years	
Municipal Emergency Management Plan	Emergency Management Act	Yes	Sep-20	Director Works & Infrastructure	2 years	commenced
Pandemic Plan	S70E & Various	Yes	May-20	Director Works & Infrastructure	2 years	referred to emergency management plans
Weed Management Plan	Weed Management Act 1999	Yes	Jan-16	Director Works & Infrastructure	5 years	In progress
Strategic Asset Management Plan	S70B, S70F, S70G	Yes	May-21	Director Works & Infrastructure	2 years	Preliminary works commenced
Public Land Register	S177A (2)	Yes	New	Director Planning & Development	4 years	To be developed 2022/23
Coastal Erosion & Indundation Policy	S70E	No	New	Director Planning & Development	4 years	To be developed
Policy - Planning & Building Fees	S70E, S70G, S205, S206	Yes	Jun-21	Director Planning & Development	4 years	
Car Parking Cash-in-Lieu Contribution Policy	S70E, S70G	No	Apr-21	Director Planning & Development	4 years	
Public Open Space Contribution Policy	Various	No	Feb-21	Director Planning & Development	4 years	
Environmental Bylaw	S145 LGA + Various	Yes	May-20	Director Planning & Development	4 years	Gazetted 23 May 2020
Policy - Dog Management 2019-2025	S7 (Dog Control Act)	Yes	Jan-20	Director Planning & Development	4 years	Initial consultation has commenced with key stakeholders. Broader community consultation to occur following adoption of Orford Foreshore MasterPlan.
Policy - Regulation of Stalls and Kerbside Vendors	S70E, S70G	No	Oct-19	Director Planning & Development	4 years	
Flora & Fauna Plans	Threatened Species Act 1995/Nature Conservation Act 2002/EPBC Act 1999/Forest Practices Regulations 2005	Yes	2014	Director Planning & Development	4 years	Review placed on hold for the next financial year. The current F&F plans still remain current until the review takes place.
Communications & Engagement Framework	S70E	Yes	Apr-22	Director Corporate & Community	4 years	
Policy - Corporate Credit Card	S70E, S70G	No	Apr-20	Director Corporate & Community	4 years	
Debt Collection Procedure	S70E, S70G + Various Legislation	Yes	New	Director Corporate & Community	4 years	In progress
Corporate Branding Policy	S70E, S70G	No	New	Director Corporate & Community	4 years	To be developed
Policy - Community Small Grant Fund	S70E, S70G	No	Sep-10	Director Corporate & Community	4 years	In progress
Policy - Investment	S70E, S70G + Various Legislation	Yes	Aug-15	Director Corporate & Community	4 years	In progress
Information Management Policy	S70E, Archives Act & Various	Yes	Jul-21	Director Corporate & Community	4 years	In progress
Risk Management Policy	S70E, S70G + Various Legislation	Yes	Jun-20	Director Corporate & Community	4 years	
Audit Charter	S85, S85A, S85B	Yes	Apr-20	Director Corporate & Community	4 years	
Policy - Rate Relief for Community Groups	S129	Yes	Apr-20	Director Corporate & Community	4 years	
Policy - Rate Relief for Religious Organisations	S129	Yes	Apr-20	Director Corporate & Community	4 years	
Policy - Financial Reserves	S70E, S70G	Yes	Apr-20	Director Corporate & Community	4 years	
Policy - Fraud Control	S70E, S70G + Various Legislation	Yes	Apr-20	Director Corporate & Community	4 years	
Financial Hardship Assistance Policy	Part 9 (Rates & Charges), S70E, S70G	No	Apr-20	Director Corporate & Community	4 years	
Australian Citizenship Ceremony Dress Code	S70E, S70G,	Yes	Feb-20	Director Corporate & Community	4 years	
Policy - Use of Electronic Devices	S70E, S70G	No	Nov-19	Director Corporate & Community	4 years	In progress
Policy - Customer Service Charter	339F, S70E, S70G	Yes	Sep-19	Director Corporate & Community	4 years	
Policy - Volunteer Policy	S70E, S70G + Various Legislation	No	Sep-19	Director Corporate & Community	4 years	
Policy - Conservation Covenant Rebate	S129	Yes	May-19	Director Corporate & Community	4 years	
Risk Management Strategy	S70E, S70G + Various Legislation	Yes	Jun-20	Director Corporate & Community	2 years	
Implementation of Records Management System	S70E, S70G & State Archives Act	Yes	Jun-21	Director Corporate & Community	Complete	Sharepoint
Financial Management Strategy	S70, S70F, S70G	Yes	Jul-21	Director Corporate & Community	2 years	Review as required
Long Term Financial Management Plan	S70, S70F, S70G	Yes	Dec-21	Director Corporate & Community	Updates as required	In progress for March 2023
Fees & Charges Register	s206	Yes	Jun-22	Director Corporate & Community	annual	Commence in March each year
Budget	S82	Yes	Jun-22	Director Corporate & Community	annual	Commence in March each year
Annual Plan & Budget Estimates	S82, S70G	Yes	Jul-22	Director Corporate & Community	annual	Commence in March each year
Rates Resolution	S90	Yes	Jul-22	Director Corporate & Community	annual	Commence in April each year

## PROPERTY SETTLEMENT CERTIFICATES

	2016/17		2017/18		2018/19		2019/20		2020/21		2021/22		2022/23	
	132	337	132	337	132	337	132	337	132	337	132	337	132	337
July	42	18	47	18	64	25	42	17	65	35	57	24	58	16
August	50	26	58	28	60	37	31	13	65	24	58	27	29	15
September	43	20	51	27	46	19	56	31	74	38	60	26	24	8
October	37	18	57	37	48	22	54	25	62	31	56	26	34	16
November	53	30	60	32	47	18	53	31	77	34	60	32	36	15
December	35	17	38	18	40	19	36	17	99	50	58	27	20	10
January	46	23	59	29	61	24	47	23	69	37	50	25		
February	72	33	51	20	49	30	37	18	79	36	63	37		
March	87	41	53	23	45	16	61	26	71	43	64	30		
April	48	21	61	31	50	27	15	7	70	27	46	28		
May	50	27	56	31	40	17	16	8	53	29	39	25		
June	31	16	38	21	27	17	23	14	31	23	36	28		
<b>TOTAL</b>	<b>594</b>	<b>290</b>	<b>629</b>	<b>315</b>	<b>577</b>	<b>271</b>	<b>471</b>	<b>230</b>	<b>815</b>	<b>407</b>	<b>634</b>	<b>329</b>	<b>201</b>	<b>80</b>
<b>TOTAL</b>	<b>884</b>		<b>944</b>		<b>848</b>		<b>664</b>		<b>1,222</b>		<b>963</b>		<b>281</b>	

### Section 132 Certificate of Liabilities

(1) A person referred to in subsection (2) may apply to the general manager for a certificate stating—

(a) the amount of any liability for rates, whether due or not on the land and outstanding interest or penalty payable in relation to the land;

(b) any amount received on account of rates that is held in credit against future liabilities for rates in relation to the land; and

(c) the amount of any charge on the land recoverable by the council.

(2) The following persons may apply for a certificate under subsection (1) :

(a) the owner of a registered estate or interest in the land;

(b) an occupier of the land;

(c) a person who has entered or proposes to enter into a contract to purchase the land; (d) a mortgagee or prospective mortgagee of the land; (e) a person authorized to act on behalf of any person referred to in paragraph (a),(b) , (c) or (d) .

### Section 337 Council land information certificate

(1) A person may apply in writing to the general manager for a certificate in respect of information relating to land specified and clearly identified in the application.

(2) The general manager, on receipt of an application made in accordance with subsection (1) , is to issue a certificate in the prescribed form with answers to prescribed questions that are attached to the certificate.

(3) A certificate under subsection (2) relates only to information that the council has on record as at the date of issue of the certificate.

(4) A prescribed fee is payable in respect of the issue of a certificate.

(5) The general manager, on request, may provide in or with the certificate any other information or document relating to the land that the general manager considers relevant.

(6) A council does not incur any liability in respect of any information provided in good faith from sources external to the council.

(7) A person, with the consent of the occupier or owner of specified land, may request in writing to the general manager that an inspection be carried out of that land to obtain supplementary information relevant to that land.

(8) If the general manager agrees to a request under subsection (5) or (7), the general manager may impose any reasonable charges and costs incurred.

(9) In this section –  
land includes –

(a) any buildings and other structures permanently fixed to land; and

(b) land covered with water; and

(c) water covering land; and

(d) any estate, interest, easement, privilege or right in or over land.

## USE OF COUNCIL SEAL

Date	Details	Signature
3/10/2022	Final Plan - Council Approval Page - SA2020/23	General Manager
3/10/2022	Final Plan - Council Approval Page - SA2021/001	General Manager
1/11/2022	Final Plan - Council Approval Page - SA2020/007	General Manager
2/11/2022	Final Plan - Council Approval Page - SA2022/002	General Manager
9/11/2022	Final Plan - Council Approval Page - SA2020/025	General Manager
9/11/2022	Final Plan - Council Approval Page - SA2022/017	General Manager
10/11/2022	Tasmanian Lands Title - Transfer CT 55156/62, 55156/63, 55156/64	General Manager
17/11/2022	Final Plan - Council Approval Page - SA2017/010	General Manager
13/12/2022	Application for New Certificate of Title - CT 55156/62, 55156/64, 55156, 66, 55156/98, 55156/63, 55156/65, 55156/67	General Manager

## COMMUNITY SMALL GRANTS PROGRAMME

Name	Amount donated \$	Date Approved
Bicheno Community Church Committee	\$793.00	22/11/2022
Bicheno Bowls Club	\$1,000	22/11/2022

## EVENT SUPPORT / ASSISTANCE

Name	In-kind Assistance	Amount donated \$	Date Approved
Pangaea Festival	Wheelie bin supply and collection of bins after the event by Council staff, quantity to be coordinated. Supply of liners – these must be used.	\$0.00	13/12/2022

## SOCIAL MEDIA STATISTICS

### YOUTUBE YouTube

The internet YouTube platform is used to publish live Ordinary Council meetings each month to assist those in the community to view proceedings when they cannot attend themselves. There are currently 156 Subscribers.

	July - September	October – December	January – March	April - June
YouTube Subscribers	156	156	-	-
YouTube Views	362	474	-	-

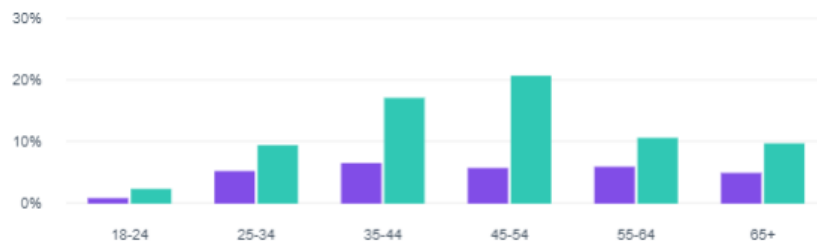
Facebook is used by Council to communicate a narrow range of activities, primarily current events that have a safety or hazard awareness message, such as flooding, infrastructure damage, weather events and so on.

	July - September	October – December	January – March	April - June
Facebook Page reach	11,588	15,064	-	-
Facebook Page visits	663	3,076	-	-
Facebook Page new likes	48	50	-	-
Facebook Page Followers	785	874	-	-

## Audience

### Age and gender

Men 29.70%  
Women 70.30%



### Location

Towns/cities

Countries

Triabunna, TAS, Australia	128
Orford, TAS, Australia	76
Hobart, TAS, Australia	74
Swansea, TAS, Australia	62
Bicheno, TAS, Australia	37
Launceston, TAS, Australia	27
Melbourne, VIC, Australia	27
Coles Bay, TAS, Australia	17
Buckland, TAS, Australia	13
Glenorchy, TAS, Australia	12



## PLANNING & DEVELOPMENT STATISTICS

### PLANNING STATISTICS

	October - December	Total
<b>Development Applications Received</b>		
No Permit Required, Permitted, Discretionary	67	165
Subdivisions	7	27

	October - December	Total
<b>Development Applications Approved</b>		
No Permit Required	18	53
Permitted	14	28
Discretionary	34	70
Subdivisions	12	26
Applications Refused	3	4
Applications Withdrawn	8	14

### BUILDING AND PLUMBING STATISTICS

	October - December	Total
Building Permits Approved	10	17
Plumbing Permits Approved	15	31
Notifiable Building Work Approved	35	77
Notifiable Plumbing Work Approved	20	46
Low Risk Building Work	3	8
Low Risk Plumbing Work	9	21
Permit of Substantial Compliance	0	0
Building Certificates	0	1

### COMPLIANCE STATISTICS

	October - December	Total
Building Notices issued	2	2
Building Orders issued	1	1
Planning Complaints Received	18	28
Building and Plumbing Complaints Received	1	5
Environmental Health Complaints Received	3	8
Planning Enforcement Notices Issued	0	1

## ENVIRONMENTAL HEALTH STATISTICS

	October - December	Total
Immunisations	0	0
Food & Public Health Act Registrations	4	133
Food & Public Health Inspections	23	48
Notifiable Diseases	0	1
Sampling	7	9
Public Health/Environmental Health Complaints	3	11
On-site Wastewater Assessments/Permits	9	16
Form 49 & 50 Assessments/Inspections	0	0
New Food Business Enquiries	3	9
Development Application Assessments	2	7

## ANIMAL CONTROL STATISTICS

	October - December	Total
Dogs Registered	48	1062
Kennel Licenses Issued/Renewed	0	10
Dogs Impounded	2	5
Dog Attacks	0	2
Dogs Seized	0	0
Dogs Surrendered	0	3
Dogs Euthanized	0	0
Dogs at Large	5	10
Dogs placed with Dogs' Homes of Tasmania	0	3
Caution Notices Issued	1	3
Complaints	6	14
Infringements	8	11
Lost Dog calls	1	3
Other	3	3
Fire Abatement Enquires/Complaints	13	13
Cat Enquires/Complaints	3	7
Livestock Enquires/Complaints	0	0

## FINANCIAL REPORTING

# Profit and Loss

Glamorgan Spring Bay Council

For the 6 months ended 31 December 2022

Account	YTD Actual	YTD Budget	Budget Var	Var %	2022/23 Budget	Notes
<b>Trading Income</b>						
Rate Revenue	11,263,065	11,114,746	148,319	1%	11,114,746	1
Statutory Charges	379,380	397,322	(17,942)	-5%	777,716	
User Charges	559,417	571,324	(11,908)	-2%	999,658	
Grants	961,088	1,025,573	(64,485)	-6%	1,845,049	2
Interest & Investment Revenue	278,524	217,644	60,880	28%	518,088	3
Contributions	281,741	122,886	158,855	129%	185,772	4
Other Revenue	1,192,219	738,595	453,624	61%	1,198,981	5
<b>Total Trading Income</b>	<b>14,915,434</b>	<b>14,188,090</b>	<b>727,344</b>	<b>5%</b>	<b>16,640,010</b>	
<b>Gross Profit</b>	<b>14,915,434</b>	<b>14,188,090</b>	<b>727,344</b>	<b>5%</b>	<b>16,640,010</b>	
<b>Capital Grants</b>						
Grants Commonwealth Capital - Other	474,036	1,383,883	(909,847)	-66%	5,756,383	6
Grants Commonwealth Capital - Roads to Recovery	85,586	200,544	(114,958)	-57%	401,088	7
Grants State Capital - Other	215,381	49,123	166,258	338%	260,123	8
<b>Total Capital Grants</b>	<b>775,002</b>	<b>1,633,550</b>	<b>(858,548)</b>	<b>-53%</b>	<b>6,417,594</b>	
<b>Other Income</b>						
Net Gain (Loss) on Disposal of Assets	11,593	0	11,593	0%	53,000	
Other Income - PPRWS Reimbursement of Principal Loan	0	0	0	0%	105,614	
<b>Total Other Income</b>	<b>11,593</b>	<b>0</b>	<b>11,593</b>	<b>0%</b>	<b>158,614</b>	
<b>Operating Expenses</b>						
Employee Costs	2,496,959	2,612,048	(115,089)	-4%	5,234,096	9
Materials & Services	3,751,760	4,901,299	(1,149,539)	-23%	8,289,660	10
Depreciation	1,600,624	1,598,028	2,596	0%	3,196,056	
Interest	63,544	63,328	216	0%	213,820	
Other Expenses	119,307	106,338	12,969	12%	212,676	
<b>Total Operating Expenses</b>	<b>8,032,194</b>	<b>9,281,041</b>	<b>(1,248,847)</b>	<b>-13%</b>	<b>17,146,308</b>	
<b>Net Profit</b>	<b>6,883,239</b>	<b>4,907,049</b>	<b>1,976,190</b>	<b>40%</b>	<b>(506,298)</b>	
<b>Total Comprehensive Result (incl Capital Income)</b>	<b>7,669,834</b>	<b>6,540,599</b>	<b>1,129,235</b>	<b>17%</b>	<b>6,069,910</b>	

## NOTES OF VARIANCES > \$50k.

1. Additional unbudgeted revenue from significant supplementary rate revaluations on individual properties due to ownership transfers occurring post 30 June property ratings.
2. Black summer bushfire recovery grant not yet received (\$195k) (2021/22 carry over unspent \$615k of \$811k). 2021/22 carry over unspent Parks grant funds \$93k not forecast. Federal Assistance Grants \$30k above forecast.
3. Higher than expected interest income due to increasing interest rates.
4. Public Open space contribution \$122k (increase of \$14k) and Subdivision contribution \$95k (increase of \$10k) more than budget. Stormwater contribution budgeted of (\$60k) will not occur as developers are funding their own solution.
5. Medical income \$308k (increase of \$41k) higher than estimate from high patient throughput eg winter demand, additional locum (ie 5 doctors) on board and covid vaccinations income. Received bank fees refund \$100k in September.
6. Works budgeted but not complete Local Roads & Community Infrastructure Grant; for Roads \$332k below forecast, for Buildings: [Courthouse amenities, Coles Bay Annexe, Swansea Cricket nets, Spring Bay toilets, Saltworks toilet] \$455k below forecast; for Marine: Triabunna Marine shelter \$15k below forecast. Black Summer Recovery Grant; Helipad \$107k below forecast.
7. Roads to Recovery instalment of \$100k for December not received.
8. Carry forward unspent grant funds not forecast, Spring bay recreation ground \$137k work delayed. Received \$29k payment from State Emergency Services grant funding for Holkum Court works completed last year.
9. Staff vacancies and unplanned covid leave reflecting shortfall in staff availability.
10. Black Summer Bushfire Recovery Grant pass through cost unspent funds in anticipated for (\$660k) billing from Telstra. Contractor costs and materials (\$497k) and (\$218k) less than forecast indicating delays in availability. Doctors income and Locum costs over budget by \$68k and \$145k



# Profit and Loss Summary - Governance

Glamorgan Spring Bay Council

For the 6 months ended 31 December 2022

Department is Governance.

Account	YTD Actual	YTD Budget	Budget Var	Var %	2022/23 Budget	Notes
<b>Trading Income</b>						
Statutory Charges	43	0	43	0%	0	
<b>Total Trading Income</b>	<b>43</b>	<b>0</b>	<b>43</b>	<b>0%</b>	<b>0</b>	
<b>Gross Profit</b>	<b>43</b>	<b>0</b>	<b>43</b>	<b>0%</b>	<b>0</b>	
<b>Other Income</b>						
Net Gain (Loss) on Disposal of Assets	364	0	364	0%	0	
<b>Total Other Income</b>	<b>364</b>	<b>0</b>	<b>364</b>	<b>0%</b>	<b>0</b>	
<b>Operating Expenses</b>						
Employee Costs	147,520	189,186	(41,666)	-22%	378,372	
Materials & Services	77,120	130,066	(52,946)	-41%	192,542	1
Depreciation	20,211	25,800	(5,589)	-22%	51,600	
Other Expenses	76,538	73,338	3,200	4%	146,676	
<b>Total Operating Expenses</b>	<b>321,389</b>	<b>418,390</b>	<b>(97,001)</b>	<b>-23%</b>	<b>769,190</b>	
<b>Net Profit</b>	<b>(321,346)</b>	<b>(418,390)</b>	<b>97,044</b>	<b>-23%</b>	<b>(769,190)</b>	
<b>Total Comprehensive Result (incl Capital Income)</b>	<b>(320,983)</b>	<b>(418,390)</b>	<b>97,407</b>	<b>-23%</b>	<b>(769,190)</b>	

## NOTES:

1. Lower than budgeted spending on contractors and waiting on expenses related to election costs.

# Profit and Loss Summary - Works & Services

Glamorgan Spring Bay Council

For the 6 months ended 31 December 2022

Department is Bridges & Culverts, Emergency Management, Parks & Reserves, Plant Costs & Recoveries, Private Works, Roads & Footpaths, Sewer, Stormwater & Drainage, Town Maintenance, Waste Management.

Account	YTD Actual	YTD Budget	Budget Var	Var %	2022/23 Budget	Notes
<b>Trading Income</b>						
Rate Revenue	1,285,674	1,268,629	17,045	1%	1,268,629	
User Charges	66,243	117,353	(51,110)	-44%	215,585	1
Grants	897,860	948,821	(50,961)	-5%	1,634,541	2
Contributions	2,000	0	2,000	0%	0	
Other Revenue	10,770	0	10,770	0%	0	
<b>Total Trading Income</b>	<b>2,262,547</b>	<b>2,334,803</b>	<b>(72,256)</b>	<b>-3%</b>	<b>3,118,755</b>	
<b>Gross Profit</b>	<b>2,262,547</b>	<b>2,334,803</b>	<b>(72,256)</b>	<b>-3%</b>	<b>3,118,755</b>	
<b>Capital Grants</b>						
Grants Commonwealth Capital - Other	474,036	806,883	(332,847)	-41%	5,179,383	3
Grants Commonwealth Capital - Roads to Recovery	85,586	200,544	(114,958)	-57%	401,088	4
Grants State Capital - Other	166,651	0	166,651	0%	161,000	5
<b>Total Capital Grants</b>	<b>726,272</b>	<b>1,007,427</b>	<b>(281,155)</b>	<b>-28%</b>	<b>5,741,471</b>	
<b>Other Income</b>						
Net Gain (Loss) on Disposal of Assets	11,229	0	11,229	0%	53,000	
<b>Total Other Income</b>	<b>11,229</b>	<b>0</b>	<b>11,229</b>	<b>0%</b>	<b>53,000</b>	
<b>Operating Expenses</b>						
Employee Costs	1,066,703	1,168,444	(101,741)	-9%	2,296,888	6
Materials & Services	1,384,709	2,516,120	(1,131,411)	-45%	4,330,320	7
Depreciation	1,140,167	1,147,374	(7,207)	-1%	2,294,748	
<b>Total Operating Expenses</b>	<b>3,591,579</b>	<b>4,831,938</b>	<b>(1,240,359)</b>	<b>-26%</b>	<b>8,921,956</b>	
<b>Net Profit</b>	<b>(1,329,032)</b>	<b>(2,497,135)</b>	<b>1,168,103</b>	<b>-47%</b>	<b>(5,803,201)</b>	
<b>Total Comprehensive Result (incl Capital Income)</b>	<b>(591,531)</b>	<b>(1,489,708)</b>	<b>898,177</b>	<b>-60%</b>	<b>(8,730)</b>	

## NOTES:

- Waste Management income \$11k lower than budgeted. Uncollected fixed water charges of \$39k.
- Operating grants: Federal Assistant Grant for roads received above budget \$25k for roads, \$22k for bridges. Carry over unspent Parks grant funds not budgeted \$98k. Black summer bushfire recovery grant received carry over \$615k of \$811k, remaining \$195k not yet received.
- Works budgeted but not complete Local Roads & Community Infrastructure Grant; for Roads \$332k below forecast, for Buildings: [Courthouse amenities, Coles Bay Annexe, Swansea Cricket nets, Spring Bay toilets, Saltworks toilet] \$455k below forecast; for Marine: Triabunna Marine shelter \$15k below forecast. Black Summer Recovery Grant; Helipad \$107k below forecast.
- Commonwealth capital roads to recovery grant not received for roads \$100k.
- Carry forward unspent grant funds not forecast, Spring bay recreation ground \$137k work delayed. Received \$29k payment from State Emergency Services grant funding for Holkum Court works completed last year.
- Staff vacancies and unplanned covid leave reflecting shortfall in staff availability.
- Black Summer Bushfire Recovery Grant pass through cost unspent funds in anticipated for (\$660k) billing from Telstra. Contractor costs and materials (\$361k) and (\$202k) less than forecast indicating delays in availability.

# Profit and Loss Summary - Corporate Services

Glamorgan Spring Bay Council

For the 6 months ended 31 December 2022

Department is Corporate Services.

Account	YTD Actual	YTD Budget	Budget Var	Var %	2022/23 Budget	Notes
<b>Trading Income</b>						
Rate Revenue	9,417,437	9,295,047	122,390	1%	9,295,047	1
Statutory Charges	36,118	51,474	(15,356)	-30%	102,948	
Grants	9,673	26,752	(17,079)	-64%	160,508	
Interest & Investment Revenue	278,308	217,644	60,664	28%	518,088	2
Other Revenue	419,522	291,877	127,645	44%	305,545	3
<b>Total Trading Income</b>	<b>10,161,057</b>	<b>9,882,794</b>	<b>278,263</b>	<b>3%</b>	<b>10,382,136</b>	
<b>Gross Profit</b>	<b>10,161,057</b>	<b>9,882,794</b>	<b>278,263</b>	<b>3%</b>	<b>10,382,136</b>	
<b>Operating Expenses</b>						
Employee Costs	313,218	411,536	(98,318)	-24%	823,072	4
Materials & Services	1,085,592	1,162,121	(76,529)	-7%	1,681,429	5
Depreciation	22,101	22,590	(489)	-2%	45,180	
Interest	3,349	3,300	49	1%	15,600	
Other Expenses	42,769	33,000	9,769	30%	66,000	
<b>Total Operating Expenses</b>	<b>1,467,029</b>	<b>1,632,547</b>	<b>(165,518)</b>	<b>-10%</b>	<b>2,631,281</b>	
<b>Net Profit</b>	<b>8,694,028</b>	<b>8,250,247</b>	<b>443,781</b>	<b>5%</b>	<b>7,750,855</b>	
<b>Total Comprehensive Result (incl Capital Income)</b>	<b>8,694,028</b>	<b>8,250,247</b>	<b>443,781</b>	<b>5%</b>	<b>7,750,855</b>	

## NOTES:

1. Additional unbudgeted revenue from significant supplementary rate revaluations on individual properties due to ownership transfers occurring post 30 June property ratings.
2. Higher than expected interest income due to increasing interest rates.
3. Received bank fees refund \$100k in September.
4. Staff vacancies and unplanned covid leave reflecting shortfall in staff availability.
5. Lower than budgeted spending on bank charges, contractors, insurance, land tax

# Profit and Loss Summary - Development

Glamorgan Spring Bay Council

For the 6 months ended 31 December 2022

Department is Development Services.

Account	YTD Actual	YTD Budget	Budget Var	Var %	2022/23 Budget	Notes
<b>Trading Income</b>						
Statutory Charges	338,982	345,848	(6,866)	-2%	674,768	
User Charges	21,929	19,000	2,929	15%	20,014	
Grants	50,000	50,000	0	0%	50,000	
Contributions	279,741	122,886	156,855	128%	185,772	1
Other Revenue	3,946	900	3,046	338%	1,800	
<b>Total Trading Income</b>	<b>694,598</b>	<b>538,634</b>	<b>155,964</b>	<b>29%</b>	<b>932,354</b>	
<b>Gross Profit</b>	<b>694,598</b>	<b>538,634</b>	<b>155,964</b>	<b>29%</b>	<b>932,354</b>	
<b>Operating Expenses</b>						
Employee Costs	393,406	463,290	(69,884)	-15%	926,580	2
Materials & Services	267,761	330,684	(62,923)	-19%	631,368	3
Depreciation	11,850	12,966	(1,116)	-9%	25,932	
<b>Total Operating Expenses</b>	<b>673,017</b>	<b>806,940</b>	<b>(133,923)</b>	<b>-17%</b>	<b>1,583,880</b>	
<b>Net Profit</b>	<b>21,580</b>	<b>(268,306)</b>	<b>289,886</b>	<b>-108%</b>	<b>(651,526)</b>	
<b>Total Comprehensive Result (incl Capital Income)</b>	<b>21,580</b>	<b>(268,306)</b>	<b>289,886</b>	<b>-108%</b>	<b>(651,526)</b>	

## NOTES:

1. Public Open space contribution \$122k and Subdivision contribution \$95k more than budget. Stormwater contribution budgeted of (\$60k) will not occur as developers are funding their own solution.
2. Staff vacancies and unplanned covid leave reflecting shortfall in staff availability.
3. Lower than budgeted spending on contractors.



# Profit and Loss Summary - Tourism and Economic Development

Glamorgan Spring Bay Council

For the 6 months ended 31 December 2022

Department is Tourism & Economic Development.

Account	YTD Actual	YTD Budget	Budget Var	Var %	2022/23 Budget	Notes
<b>Gross Profit</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	
<b>Operating Expenses</b>						
Materials & Services	60,000	60,000	0	0%	72,500	
<b>Total Operating Expenses</b>	<b>60,000</b>	<b>60,000</b>	<b>0</b>	<b>0%</b>	<b>72,500</b>	
<b>Net Profit</b>	<b>(60,000)</b>	<b>(60,000)</b>	<b>0</b>	<b>0%</b>	<b>(72,500)</b>	
<b>Total Comprehensive Result (incl Capital Income)</b>	<b>(60,000)</b>	<b>(60,000)</b>	<b>0</b>	<b>0%</b>	<b>(72,500)</b>	

# Profit and Loss Summary - Community

Glamorgan Spring Bay Council

For the 6 months ended 31 December 2022

Department is Community Development.

Account	YTD Actual	YTD Budget	Budget Var	Var %	2022/23 Budget	Notes
<b>Trading Income</b>						
Grants	3,555	0	3,555	0%	0	
Interest & Investment Revenue	216	0	216	0%	0	
Other Revenue	17,125	16,770	355	2%	33,540	
<b>Total Trading Income</b>	<b>20,896</b>	<b>16,770</b>	<b>4,126</b>	<b>25%</b>	<b>33,540</b>	
<b>Gross Profit</b>	<b>20,896</b>	<b>16,770</b>	<b>4,126</b>	<b>25%</b>	<b>33,540</b>	
<b>Operating Expenses</b>						
Employee Costs	56,505	75,234	(18,729)	-25%	150,468	
Materials & Services	23,967	33,068	(9,101)	-28%	66,136	
Depreciation	21,881	25,446	(3,565)	-14%	50,892	
<b>Total Operating Expenses</b>	<b>102,353</b>	<b>133,748</b>	<b>(31,395)</b>	<b>-23%</b>	<b>267,496</b>	
<b>Net Profit</b>	<b>(81,457)</b>	<b>(116,978)</b>	<b>35,521</b>	<b>-30%</b>	<b>(233,956)</b>	
<b>Total Comprehensive Result (incl Capital Income)</b>	<b>(81,457)</b>	<b>(116,978)</b>	<b>35,521</b>	<b>-30%</b>	<b>(233,956)</b>	

# Profit and Loss Summary - Building & Facilities

Glamorgan Spring Bay Council

For the 6 months ended 31 December 2022

Department is Buildings & Facilities.

Account	YTD Actual	YTD Budget	Budget Var	Var %	2022/23 Budget	Notes
<b>Trading Income</b>						
Other Revenue	10,430	9,048	1,382	15%	18,096	
<b>Total Trading Income</b>	<b>10,430</b>	<b>9,048</b>	<b>1,382</b>	<b>15%</b>	<b>18,096</b>	
<b>Gross Profit</b>	<b>10,430</b>	<b>9,048</b>	<b>1,382</b>	<b>15%</b>	<b>18,096</b>	
<b>Capital Grants</b>						
Grants Commonwealth Capital - Other	0	577,000	(577,000)	-100%	577,000	1
Grants State Capital - Other	48,730	49,123	(393)	-1%	99,123	
<b>Total Capital Grants</b>	<b>48,730</b>	<b>626,123</b>	<b>(577,393)</b>	<b>-92%</b>	<b>676,123</b>	
<b>Operating Expenses</b>						
Employee Costs	31,016	32,346	(1,330)	-4%	64,692	
Materials & Services	106,077	127,160	(21,083)	-17%	255,720	
Depreciation	232,133	209,388	22,745	11%	418,776	
Interest	0	300	(300)	-100%	600	
<b>Total Operating Expenses</b>	<b>369,226</b>	<b>369,194</b>	<b>32</b>	<b>0%</b>	<b>739,788</b>	
<b>Net Profit</b>	<b>(358,796)</b>	<b>(360,146)</b>	<b>1,350</b>	<b>0%</b>	<b>(721,692)</b>	
<b>Total Comprehensive Result (incl Capital Income)</b>	<b>(310,066)</b>	<b>265,977</b>	<b>(576,043)</b>	<b>-217%</b>	<b>(45,569)</b>	

## NOTES:

1. Budgeted but not received Local Roads & Community Infrastructure Grant round 3 Courthouse amenities, Coles Bay Annexe, Swansea Cricket nets, Spring Bay toilets, saltworks toilet \$455k, Triabunna Marine shelter \$15k; Black summer Helipad \$107k.

# Profit and Loss Summary - Marina & Wharf

Glamorgan Spring Bay Council

For the 6 months ended 31 December 2022

Department is Marina & Wharf.

Account	YTD Actual	YTD Budget	Budget Var	Var %	2022/23 Budget	Notes
<b>Trading Income</b>						
User Charges	370,422	304,043	66,379	22%	484,611	1
<b>Total Trading Income</b>	<b>370,422</b>	<b>304,043</b>	<b>66,379</b>	<b>22%</b>	<b>484,611</b>	
<b>Gross Profit</b>	<b>370,422</b>	<b>304,043</b>	<b>66,379</b>	<b>22%</b>	<b>484,611</b>	
<b>Operating Expenses</b>						
Employee Costs	13,703	21,570	(7,867)	-36%	43,140	
Materials & Services	53,510	51,420	2,090	4%	85,080	
Depreciation	62,934	63,198	(264)	0%	126,396	
Interest	30,560	30,560	(0)	0%	71,993	
<b>Total Operating Expenses</b>	<b>160,707</b>	<b>166,748</b>	<b>(6,041)</b>	<b>-4%</b>	<b>326,609</b>	
<b>Net Profit</b>	<b>209,715</b>	<b>137,295</b>	<b>72,420</b>	<b>53%</b>	<b>158,002</b>	
<b>Total Comprehensive Result (incl Capital Income)</b>	<b>209,715</b>	<b>137,295</b>	<b>72,420</b>	<b>53%</b>	<b>158,002</b>	

## NOTES:

1. User charges above budget due to payment of outstanding Ferry fees in Aug 2022.



# Profit and Loss Summary - Animal Control

Glamorgan Spring Bay Council

For the 6 months ended 31 December 2022

Department is Animal Control.

Account	YTD Actual	YTD Budget	Budget Var	Var %	2022/23 Budget	Notes
<b>Trading Income</b>						
Statutory Charges	4,238	0	4,238	0%	0	
User Charges	18,253	16,928	1,325	8%	16,928	
<b>Total Trading Income</b>	<b>22,491</b>	<b>16,928</b>	<b>5,563</b>	<b>33%</b>	<b>16,928</b>	
<b>Gross Profit</b>	<b>22,491</b>	<b>16,928</b>	<b>5,563</b>	<b>33%</b>	<b>16,928</b>	
<b>Operating Expenses</b>						
Employee Costs	28,140	38,874	(10,734)	-28%	77,748	
Materials & Services	2,712	6,550	(3,838)	-59%	9,600	
Depreciation	3,979	7,800	(3,821)	-49%	15,600	
<b>Total Operating Expenses</b>	<b>34,830</b>	<b>53,224</b>	<b>(18,394)</b>	<b>-35%</b>	<b>102,948</b>	
<b>Net Profit</b>	<b>(12,339)</b>	<b>(36,296)</b>	<b>23,957</b>	<b>-66%</b>	<b>(86,020)</b>	
<b>Total Comprehensive Result (incl Capital Income)</b>	<b>(12,339)</b>	<b>(36,296)</b>	<b>23,957</b>	<b>-66%</b>	<b>(86,020)</b>	

# Profit and Loss Summary - Medical Services

Glamorgan Spring Bay Council

For the 6 months ended 31 December 2022

Department is Medical Centres.

Account	YTD Actual	YTD Budget	Budget Var	Var %	2022/23 Budget	Notes
<b>Trading Income</b>						
Rate Revenue	559,954	551,070	8,884	2%	551,070	
User Charges	0	14,000	(14,000)	-100%	56,000	
Other Revenue	728,536	420,000	308,536	73%	840,000	1
<b>Total Trading Income</b>	<b>1,288,490</b>	<b>985,070</b>	<b>303,420</b>	<b>31%</b>	<b>1,447,070</b>	
<b>Gross Profit</b>	<b>1,288,490</b>	<b>985,070</b>	<b>303,420</b>	<b>31%</b>	<b>1,447,070</b>	
<b>Operating Expenses</b>						
Employee Costs	254,396	237,796	16,600	7%	475,592	
Materials & Services	659,833	444,644	215,189	48%	891,813	2
Depreciation	31,377	29,580	1,797	6%	59,160	
<b>Total Operating Expenses</b>	<b>945,607</b>	<b>712,020</b>	<b>233,587</b>	<b>33%</b>	<b>1,426,565</b>	
<b>Net Profit</b>	<b>342,883</b>	<b>273,050</b>	<b>69,833</b>	<b>26%</b>	<b>20,505</b>	
<b>Total Comprehensive Result (incl Capital Income)</b>	<b>342,883</b>	<b>273,050</b>	<b>69,833</b>	<b>26%</b>	<b>20,505</b>	

## NOTES:

1. Medical income \$308k higher than estimate from high patient throughput eg winter demand, additional locum (ie 5 doctors) on board and covid vaccinations income.
2. Locum expenditure above budget \$146k, Contractor expenses \$68k over budget.

# Profit and Loss Summary - Prosser Plains Raw Water Scheme

Glamorgan Spring Bay Council

For the 6 months ended 31 December 2022

Department is Prosser Plains Raw Water Scheme.

Account	YTD Actual	YTD Budget	Budget Var	Var %	2022/23 Budget	Notes
<b>Trading Income</b>						
User Charges	81,993	100,000	(18,007)	-18%	206,520	
<b>Total Trading Income</b>	<b>81,993</b>	<b>100,000</b>	<b>(18,007)</b>	<b>-18%</b>	<b>206,520</b>	
<b>Gross Profit</b>	<b>81,993</b>	<b>100,000</b>	<b>(18,007)</b>	<b>-18%</b>	<b>206,520</b>	
<b>Other Income</b>						
Other Income - PPRWS Reimbursement of Principal Lo	0	0	0	0%	105,614	
<b>Total Other Income</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>105,614</b>	
<b>Operating Expenses</b>						
Employee Costs	464	3,396	(2,932)	-86%	6,792	
Materials & Services	23,475	39,476	(16,001)	-41%	73,172	
Depreciation	54,031	53,886	145	0%	107,772	
Interest	29,635	29,168	467	2%	125,627	
<b>Total Operating Expenses</b>	<b>107,605</b>	<b>125,926</b>	<b>(18,321)</b>	<b>-15%</b>	<b>313,363</b>	
<b>Net Profit</b>	<b>(25,612)</b>	<b>(25,926)</b>	<b>314</b>	<b>-1%</b>	<b>(106,843)</b>	
<b>Total Comprehensive Result (incl Capital Income)</b>	<b>(25,612)</b>	<b>(25,926)</b>	<b>314</b>	<b>-1%</b>	<b>(1,229)</b>	

## COUNCIL MOTION TRACKING DOCUMENT

MEETING DATE	ITEM NO.	DECISION NO.	TITLE	ACTION OFFICER	DECISION	STATUS
30 Apr 2019	6.1	82/19	Policy for Users of Hall Facilities	GM	Council to formulate and implement a Policy of Acceptable Practices and Requirements for users of Council Hall facilities.	In progress. Policy to be developed and workshopped.
27 Aug 2019	7.5	144/19	Holkham Court, Orford – Stormwater Assessment	GM	Works are implemented as outlined in the report.	Subdivision work that included stormwater impact nearing completion. Culvert upgrade underway. Works in private land to follow on in consultation with land owners.
16 Oct 2019	2.6	180/19	Dog Management Policy	DPD	That Council commits to conducting a further review of the new Dog Management Policy within 12 months of the <i>Dog Management Act 2000</i> amendments being finalised.	Close – Refer to Decision 22/20
17 Dec 2019	8.6	246/19	Training Wall Lease – Prosser River Mouth Advisory Group	GM	Council defers Agenda Item 8.6 to the January 2020 meeting or to a Special Meeting of Council earlier in the month if the matter is deemed too urgent to wait until the 28 <sup>th</sup> of January 2020.	A Master Planning process commenced in September 2021 and will include community consultation. This Master Plan will address tenure issues and site issues.
17 Dec 2019	8.7	248/19	The Prosser River Mouth (Spit) Fencing & Signage Proposal	GM	Council endorses placing the Prosser River Mouth Master Plan Advisory Group Section 24 Committees proposed plan in relation to the Orford Spit, lagoon and nearby recreational beach area out for public consultation by 10 January 2020 until 7 February 2020. Following consultation Council will consider feedback and make a decision at an Ordinary Meeting of Council.	A Master Planning process commenced in September 2021 and will include community consultation. This Master Plan will address tenure issues and site issues.
28 Jan 2020	7.4	22/20	Re-endorsement of the Dog Management Policy and associated Declared Areas including Dog Exercise Yards	DPD	That: a) the date on which the Declared areas in the re-endorsed dog policy and the new declared dog exercise areas take effect, and b) the period during which the declaration remains in force.	A report was presented to Council in December to form a Dog Management Policy Working Group. This was endorsed unanimously, and the group held its first meeting in early January.
24 Mar 2020	7.4	83/20	Kerbside Vendor Location	DPD / EHO	That Council defers a decision on Paddy's Potatoes and any further request for food vendors to trade from the Triabunna Marina and wharf area until: 1. Confirmation of the appropriateness of the Council Kerbside Vendor Policy has been provided by the General Manager. 2. A strategic review of the area is completed by Council in respect to any additional food vendors and what process would be undertaken for expressions of interest. 3. A risk assessment is carried out in respect to pedestrian/user safety.	The food vendor licence policy is dependent on the By-Law review. This process will commence in the first quarter of 2023
26 May 2020	7.13	186/20	Rain Storm – Flooding, Responsibilities and Actions	DWI	1.That the Glamorgan Spring Bay Council provide/acquire funds to a value of up to \$500,000 to: (i)allow preparation of a Stormwater Management Plan in accordance with the Urban Drainage Act 2013 (for the defined Urban areas). allow onsite inspections that may identify simple or low cost solutions for inclusion on an immediate action plan. also allow identification/confirmation of key causes of the flooding and solutions (or where the technical solution not immediately obvious then identification of further analysis and design) to be considered for prioritisation and inclusion into a long-term stormwater improvement plan (as part of the Stormwater Management Plan mentioned above). implement the immediate action plan. 2.That for the preparation of the Stormwater Management Plan that the template and resources of the Local Government Association of Tasmania (LGAT) and Institute of Public Works Engineering of Australia (IPWEA) be utilised including seconding an experienced local government practitioners to assist in preparation of the SMP. 3.That to undertake the onsite inspections (to facilitate 1(i) and 1(ii) above) that a consultant, with direct experience in local government stormwater management, be engaged.	In progress. Affected residents advised of Council's decision via correspondence. Respective engagement made. Residents contacted by consultant engineer and areas and extent of inundation identified. Flood maps being developed and solutions being devised for review. Additional projects approved by council to progress the plans. June 2021: Resolution effectively actioned and complete with items included in capital works program for 2021-22. Refer to Capital works for further update. Complete.
23 June 2020	7.1	210/20	The funding and prioritising of Projects in the Coming Year and the Need for Long Term Financial and Asset Planning to inform Decision Making	GM	That Council for the next financial year at least, in general only fund: Asset renewal projects; Asset upgrades and new assets that address community safety needs; and That this position be reviewed in 12 months' time.	Ongoing.
25 May 2021	8.2	85/21	Petition to Amend Sealed Plan - 14 French Street, Orford	DPD	1. Receive the above report and note that a decision was not made at the 23 March 2021 Council Meeting for the Petition to Amend Sealed Plan at 14 French Street, Orford, as the motion was lost and an alternate motion was not put. 2. Resolve that an additional report be presented to Council at a future meeting and that the applicant be provided with an opportunity to provide submissions in support of the petition to amend the Sealed Plan 168707 as applied for under SA 2020/11.	Applicant had requested that this item be considered at the September 2021 Council Meeting. Still awaiting instruction from applicant.
24 August 2021	4.3	144/21	Request to amend Triabunna Orford Structure Plan 2014	DPD	that the Planning Authority make the following amendments to the Triabunna Orford Structure Plan 2014: insert a new Attachment 1, being the 14 July 2021 Statement - <i>Addendum to Triabunna/Orford Structure Plan 2014</i> and the associated document <i>Orford Residential Capacity and Demand Analysis, final</i> , January 2021, SGS Economics and Planning Page 74 – include additional reference: SGS Economics and Planning 2021, Orford Residential Capacity and Demand Analysis, final, January 2021 Page 63 – revise recommended action 9.2.2 point 3 to support rezoning land south of Orford to Residential in the short term rather than long term; and Page iii – include Attachment 1 Statement and <i>Orford Residential Capacity and Demand Analysis, final</i> , January 2021, SGS Economics and Planning; include a new endorsement to the Inner Cover Amendment 1, August 2021 – insert Attachment 1 and associated document <i>Orford Residential Capacity and Demand Analysis, final</i> , January 2021, SGS Economics and Planning	Complete
28 September	8.3	167/21	Swanwick Foreshore Erosion	MB&MI	that Council:	Complete. Policy development under investigation.

MEETING DATE	ITEM NO.	DECISION NO.	TITLE	ACTION OFFICER	DECISION	STATUS
2021					1. Ceases any further involvement in coastal erosion mitigation at the Swanwick Drive vicinity, and elsewhere in the municipality and; 2. Develops a Policy on coastal erosion and inundation.	
23 November 2021	8.6	214/21	Multiple Road Failures	DWI	that Council redistributes funds within the LRCIP Grant Round 3 to allocate \$301,174 to pavement renewal and sealing works on Charles Street Orford, Alma Road Orford and Nugent Road Buckland; \$35,000 to Cricket practice nets at Swansea; \$15,000 to a shelter at the Triabunna Marina and increases the allocation for Swansea Courthouse to \$75,000 and decreases the allocation for Saltworks to fund a toilet block for \$100,000.	December 2021: Advice provided to Federal Grant provider – staff await confirmation of projects. Forwarded to capital program reporting. Complete
14 December 2021	8.3	240/21	Disposal of land – Spencer Street, Triabunna	DPD	that Council RESOLVE to direct the General Manager to develop a contract with the Director of Housing Tasmania to sell lots in Spencer Street (CT62-72/55156 and CT98/55156) for an amount of \$375,000.	Sale process is almost finalised and awaiting receipt of lost titles before settlement. Due Feb 2023.
22 February 2022	8.4	36/22	Glamorgan Spring Bay Council Section 24 Special Committees	GM	That Council: 1. Endorses a review of the Guidelines for Section 24 Special Committees of Council. 2. Endorses a review process for each individual Section 24 Special Committee.	In progress. Committees have been advised of the Council decision and that a Council Officer will be in contact in due course to work collaboratively with the Committee on the review.
22 February 2022	8.5	37/22	March 2021 Storm Damage	DWI	That Council progress with the emergency repairs and allocate identified funds from the additional income sources to commence works on the outstanding repairs identified under this TRRA grant submission this financial year.	Works completed on Rosedale Road and Bridge clearance works commenced. Planning underway for other sites. First claim approved. Projects in 2022-23 capital program and being programmed and planned for construction.
22 March 2022	8.8	62/22	Swansea Helipad Proposal	DWI	That Council endorse the proposal to develop land, within planning and statutory confinements and in conjunction with other emergency management stakeholder agencies at 76 Maria Street Swansea for emergency preparedness and response purposes; that being the development of helicopter staging infrastructure through grant funding and inter-agency cooperation.	Ongoing liaison for the planning of the project through June. Propose to commence design in July 2022.  Progressing to DA.
22 March 2022	8.9	63/22	Orford Foreshore Masterplan	DPD	That Council: 1. Incorporate the tabled feedback from Parks & Wildlife Services and endorse the release of the Draft Orford Foreshore Masterplan (Masterplan) for public exhibition and comment for approximately four weeks. 2. That the recommended final draft Masterplan will consider community feedback provided during public engagement and would be presented to Council at a future meeting.	Complete
26 April 2022	8.7	82/22	Buckland Footpaths request	DWI	That the project be referred for consideration of inclusion in future capital works programs and grant funding opportunities for works of a kind, where councils strategic risk considerations can inform prioritisation of projects.	Project added to ten year capital program. Correspondent provided with a copy of councils resolution. Complete.
26 April 2022	8.8	83/22	Bicheno Triangle Final Design for Tender	DWI	That council endorse the proposed design and authorise officers to proceed to tendering with a view to construction.	Project tendered. Reviewing the way forward.
26 April 2022	8.10	85/22	Community Small Grant Application - Friends of Orford Bird Sanctuary	DCC	That Council approve the application for Community Small Grant funding to the Friends of Orford Bird Sanctuary for \$1,000 for two (2) representatives to attend the BirdLife Australia’s National Beach-nesting Birds Conference in Moonta, South Australia from 13th-15th of May 2022.	Community Small Grant Acceptance Letter sent to the applicant requesting bank details.
26 April 2022	9.1	86/22	Notice of Motion - Clr Michael Symons	DWI	That Council write to Tas Water and have them acknowledge that there are sewerage overflow problems on the northern end of the foreshore track between Murray Street and Allen Street Bicheno, and request answers to the following questions: •What is the issue causing the overflows? •What process is in place to upgrade the system? •What is the timeline for any proposed action on making upgrades?	Commenced enquiries with TasWater. Complete
24 May 2022	8.7	108/22	Memorial Seat requests Triabunna	DWI	That: 1.Council approves the separate requests for a total of two memorial bench seats at the grass area behind the Marina car park with costs for the installations to be borne by the proposer. Installations are to consist of a bench seat matching those adjacent and a concrete slab base to assist mowing activity. 2.Council requests the General Manager to develop a draft policy designed to provide governance associated with public memorials and other sundry installations and Objet-D’art on council managed land for the consideration of adoption by council.	In progress. One seat confirmed and on order.  Policy developed and adopted.
26 July 2022	8.7	154/22	Esplanade West Triabunna One Way Section Proposal	DWI	That Council resolves that advertising and a subsequent application is carried out in accordance with the requirements of the Local Government (Highways) Act 1982 for implementing a one-way traffic system on Esplanade West Triabunna, between the RSL Club carpark and Melbourne Street with traffic flowing from East to West.	Actions completed. Positive response from Transport Commission received. Works to be programmed.
26 July 2022	8.8	155/22	Bicheno Electric Vehicle Charging Station	DWI	That Council resolves to establish an Electric vehicle charging station within the car park on the southwest corner of the intersection of Burgess and Foster Streets Bicheno.	Commenced. Power to site installed. Equipment in transit to site.
23 August 2022	8.1	175/22	Bicheno Food and Wine Festival	DCC	That Council .approve the application for event assistance of \$2,000 and provide in-kind assistance for signage, amenities consumables, oval parking, road closure advertising and administration, waste removal and bin provision as requested and within available resources and notes the road closure.	Acceptance letter sent to applicant, requesting bank account details. Complete
23 August 2022	8.5	1790/22	Community Small Grant - Swansea Community Christmas	DCC	That Council approve the application for Community Small Grant funding of \$1,000 to ‘Swansea Community Events Committee’ to support the Swansea Christmas Parade and Festivities for 2022.	Acceptance letter sent to applicant, requesting bank account details
23 August 2022	8.6	180/22	Community Small Grant Application - Eastcoast Regional Development Organisation Inc.	DCC	That Council approve the application for Community Small Grant funding of \$1,000 to East Coast Regional Development Organisation Inc to support the Gardening Together Project at the Village Triabunna that will create compacted gravel walkways suitable for wheelchairs and other mobility aids to enable access to the raised community vegetable beds.	Acceptance letter sent to applicant, requesting bank account details.
27 September 2022	8.6	206/22	Community Small Grant Application - Swansea Community & Men’s Shed Inc.	DCC	That Council approve the application for Community Small Grant funding of \$915 to ‘Swansea Community & Men’s Shed’ for a defibrillator.	Acceptance letter sent to applicant, requesting bank account details.

MEETING DATE	ITEM NO.	DECISION NO.	TITLE	ACTION OFFICER	DECISION	STATUS									
27 September 2022	8.8	208/22	Squid Festival 2022 (Spring Bay Mill)	DCC	That Council approve the application for event assistance of \$2000 and provide in-kind assistance as resources permit to the Spring Bay Squid Festival event.	Acceptance letter sent to applicant, requesting bank account details.									
27 September 2022	9.2	210/22	Notice of Motion - Deputy Mayor Jenny Woods	DWI	That council seek a report from officers providing information on the mechanisms for developing a road to an acceptable standard and the impacts for council and property owners of those processes.	Agenda item October 2022. Complete									
25 October 2022	8.2	222/22	Marine Infrastructure Committee	DWI	That council delay the disbanding of the Section 24 Marine Infrastructure Committee until such time that council can undertake future investigation into a government mechanism that allows input and engagement from the users of Glamorgan Spring Bay marine infrastructure.	Referred to ongoing review of S24 Committees. Complete									
25 October 2022	8.3	223/22	Orford Foreshore Masterplan		That Council: 1. Endorse the Orford Foreshore Masterplan in the form of Attachment 1. 2. Does not agree to enter into a lease/licence for the Prosser River Training Wall (sandbags), nor accept responsibility for any maintenance or management of this infrastructure. 3. Review the outcomes and time-frames on a regular basis with the aim to have the implementation of the management plan finalised within 5 years.										
25 October 2022	8.4	224/22	Mulching Green Waste	DWI	That council advise the public that a coarse mulch is available to pick up in domestic quantities from the Orford Transfer Station at the collector's risk and from time to time at no cost.	Process and timing for public notification and dispersal being developed.									
25 October 2022	8.6	226/22	2021/2022 Annual Report	GM	That the Mayor and General Manager report be accepted and that the contents of the Annual Report for 2021/2022 be endorsed	Complete.									
22 November 2022	8.4	244/22	Statement of Expectations Issue Resolution Policy	GM	That Council rescinds the Statement of Expectations Policy effective 22 November 2022.	Complete.									
22 November 2022	8.5	245/22	Dog Management Policy Review - Working Group Establishment	DPD	That Council: <div><div>1. Endorse the establishment of a Community and Stakeholder Reference Group (Reference Group) to assist Council with the review of the Dog Management Policy, to be in place until the review is complete and a reviewed dog management policy is adopted.</div><div>2. Endorse Councillor Carole McQueeney as the Councillor Representative of the Reference Group.</div><div>3. Approve the terms of reference for the Reference Group in the form of Attachment 2.</div><div>4. Authorise the General Manager to advertise for a minimum of four community representative positions on the Reference Group and appoint the successful nominees.</div></div>	Complete									
22 November 2022	8.6	246/22	Planning Delegations	DPD	That Council: <div><div>1. APPROVES the delegation of the following the powers and functions to the General Manager.<div><div>Section 57</div><div>To approve an application, with or without conditions, where no more than two representations are lodged against the application</div></div><div><div>Section 57</div><div>Section 57 To refuse an application where the applicant will not agree to an extension of time in accordance with section 57(6) or section 57(6A)</div></div></div><div>2. RESOLVES that a bi-monthly report is presented to Council with a copy of the redacted representations where a matter has been determined under delegation.</div></div>	Complete									
22 November 2022	8.8	248/22	Bridges Asset Management Plan	DWI	That council adopts the Asset Management Plan for Bridges and includes the plan's key information in the Strategic Asset Management Plan review.	New asset management plan for Bridges added to website. Complete.									
22 November 2022	8.9	249/22	Community Small Grant Application - Bicheno Bowls Club	DCC	That Council approve the application for Community Small Grant funding of \$1000 to the Bicheno Bowls and R.S.L. Sub-branch Inc. for purchase of a second-hand grass mower.	Complete.									
22 November 2022	8.10	250/22	Community Small Grant Application - Bicheno Community Church Committee	DCC	That Council approve the application for Community Small Grant funding of \$793.20 to the Bicheno Community Church Committee for display boards.	Complete.									
22 November 2022	8.11	251/22	Late Agenda Report – Stormwater Management Plan update	DWI	That Council considers the identified needs for stormwater system improvements in an upcoming review of the long-term financial plan, in order to provide effective stormwater drainage to urban areas.	Information gathered to inform the report included in briefing papers to inform budget considerations in new calendar year.									
13 December 2022	4.5	264/22	Draft Tasmanian Planning Policies – Planning Authority submission	DPD	That Council directs the General Manager to write to the Minister for Planning and the State Planning Policy Unit outlining the detail within the report and taking account of the Council discussion at the December Ordinary Meeting.	Complete									
13 December 2022	4.6	265/22	Draft Amendment AM2022-01 – Glamorgan Spring Bay Local Provisions Schedule – Subdivision of additional lots under the Dolphin Sands Particular Purpose zone	DPD	That an amendment be prepared to the <i>Glamorgan Spring Bay Local Provisions Schedule</i> under Division 3B of the <i>Land Use Planning and Approvals Act 1993</i> to: <div><div>a. Withdraw amendment AM2022-01 to amend clause GSB-P1.7.1 Subdivision P1(a) by deleting the final word of the subclause <i>or</i> under Section 40E; and</div><div>b. Prepare a new amendment AM2022-02 to amend clause GSB-P1.7.1 Subdivision under Section 40D by deleting the existing clause and inserting a new clause as follows:</div></div> <table><tr><td>Objective:</td><td colspan="2">To prevent subdivision within Dolphin Sands other than that incidental to existing lots.</td></tr><tr><td colspan="2">Acceptable Solutions</td><td>Performance Criteria</td></tr><tr><td colspan="2">A1 Subdivision must:<div><div>(a) be for the consolidation of lots with no additional lots created; or</div><div>(b) provide for public open space, a public reserve, public services or utilities.</div></div></td><td>P1 No performance criteria.</td></tr></table>	Objective:	To prevent subdivision within Dolphin Sands other than that incidental to existing lots.		Acceptable Solutions		Performance Criteria	A1 Subdivision must: <div><div>(a) be for the consolidation of lots with no additional lots created; or</div><div>(b) provide for public open space, a public reserve, public services or utilities.</div></div>		P1 No performance criteria.	Complete
Objective:	To prevent subdivision within Dolphin Sands other than that incidental to existing lots.														
Acceptable Solutions		Performance Criteria													
A1 Subdivision must: <div><div>(a) be for the consolidation of lots with no additional lots created; or</div><div>(b) provide for public open space, a public reserve, public services or utilities.</div></div>		P1 No performance criteria.													

MEETING DATE	ITEM NO.	DECISION NO.	TITLE	ACTION OFFICER	DECISION	STATUS
					<div> <div> <b>A2</b>  Each lot, or a lot proposed in a plan of subdivision, excluding for riparian or littoral reserves or utilities, must have an area of not less than 1 hectare. </div> <div> <b>P2</b>  No performance criterion. </div> </div> <div> <div> <b>A3</b>  Each lot, or a lot proposed in a plan of subdivision, excluding for riparian or littoral reserves or utilities, must have a minimum frontage of 60m. </div> <div> <b>P3</b>  No performance criterion. </div> </div>	
13 December 2022	8.1	271/22	Request for Event Support – Pangea	DWI	That Council approve the application for event assistance and provide in-kind assistance as resources permit to the Pangaea Festival 2023.	In progress.
13 December 2022	8.2	272/22	Swansea - Loo with a view survey results	DWI	That council notes the survey results and comments provided by survey respondents and seek a further report from the General Manager proposing alternative plans for the structure.	Report to be drafted.
13 December 2022	8.3	273/22	Spring Bay Memorial Trust Committee	EO	That Council: 1.Authorise the General Manager to write to the current members of the Spring Bay Memorial Trust Committee to thank them for their valued contribution to the community through their work on the committee. 2.Authorise that the Spring Bay Memorial Trust Section 24 Special Committee be dissolved as of the 13 December 2022. 3.Authorise for the remaining funds of \$483.87 held in the Committee’s account to be transferred to the Spring Bay RSL Sub-Branch for the purposes of maintaining the local Spring Bay servicemen’s memorials.	Complete.
13 December 2022	8.5	275/22	Roads Asset Management Plan	DWI	That council adopts the updated Asset Management Plan for Road Infrastructure and includes the plan's key information in the Strategic Asset Management Plan review.	Updated AMP placed on website - previous version removed. Complete.
13 December 2022	8.6	276/22	Setting a fee to amend a Structure Plan	DPD	Pursuant to Section 205 of the Local Government Act 1993, Council sets a Fee for amendment of an adopted Structure Plan, of \$2,939.00.	Complete

LEGEND	
GM = General Manager	DPD = Director Planning & Development
AGM = Acting General Manager	MB&MI = Manager Building & Marine
DWI = Director Works & Infrastructure	DCC = Director Corporate & Community
EO = Executive Officer	WM = Works Manager



## ANNUAL PLAN PERFORMANCE REPORT

FOCUS AREA	ACTION	RESPONSIBLE OFFICER	PROGRESS
Implement a dedicated process to ensure rates and other fees are collected in a timely manner.	Review the debt collection processes to ensure fit-for-purpose.	Director Corporate & Community	Complete. Debtors are reviewed regularly as part of each end of month process. Also presented to Audit Panel quarterly.
Manage cash flow tightly to ensure current liabilities can be paid from unrestricted (available) cash.	Review cash position at regular intervals to ensure adequate actions are taken to manage variations to budget.	Director Corporate & Community	Complete. Cashflow is reviewed weekly. Balance sheet and cashflow statement is published monthly.
Set realistic budgets and monitor income and expenditure closely.	Produce regular income and expenditure reporting for review to ensure adequate actions are taken to manage variations to budget.	Director Corporate & Community	Complete.
Advocate and lobby effectively on behalf of the community.	Represent community interests to State and Federal Governments and Agencies.	General Manager	Ongoing important aspect of the General Manager and Councils role. Example: <ul style="list-style-type: none"> <li>- State Grants Commission</li> <li>- Major Projects</li> <li>- Roads to Recovery</li> </ul>
Develop and foster a strong, supportive and respectful organisational culture.	Develop Benchmarks for measuring Councils WHS performance.	Director Works & Infrastructure	Statistics being gathered to establish benchmarks
	Lead by example in promoting Organisation values.	General Manager	Ongoing. Staff culture survey undertaken in 2022 with another planned for 2023.
Support and facilitate social and community events that promote community health and wellbeing	Promote awareness of funding opportunities provided by Council for community health and wellbeing activities.	Director Corporate & Community	Complete. Provision of online Community events calendar on GSBC website is updated regularly. Includes activities to encourage community engagement for education, recreation and enjoyment, visiting events and local festivals, national ceremonies etc.
Advocate for reasonable access to primary, secondary and tertiary education.	Represent community interests to State and Federal Governments and Agencies.	Director Corporate & Community	Ongoing.
Advocate for access and coordination of reasonable transport services.	Represent community interests to State Governments and Agencies.	Director Corporate & Community	Ongoing.
Encourage and support the arts, cultural activities, programs and events.	Create and promote an online date-book for cultural activities, programs and events to advertise what is occurring in the community.	Director Corporate & Community	Ongoing. Continually facilitating new events and alliances, utilising GSBC network and media channels.
Create an informed and involved community by developing relevant and accessible communication channels.	Conduct a community survey to determine what communication channels are relevant and preferred.	Director Corporate & Community	Regular engagement via GSBC website, facebook, media, community discussions, forums, workshops.
Address and update complaints management system.	Review and upgrade Council's complaints management process to ensure that complaints are actioned in accordance with Council's Customer Service Charter	Director Corporate & Community	Ongoing. There are ongoing efforts from administration to improve Councils complaints management process recognising the fact that this is a very important aspect of our remit.
Work with health professionals to enhance the physical and mental health of ageing people.	Consult with any health professionals to identify initiatives to enhance the physical and mental health of ageing people.	Director Planning & Development	A grant has been applied for a Rural Primary Healthcare Practitioner- Complex care support and Community In-reach role. The aim of this role is to: <ol style="list-style-type: none"> <li>1. enhance the local capacity for complex care management, thereby reducing workload pressures on GPs;</li> <li>2. regional health needs identification to guide service planning and linkage; and</li> </ol> the provision of targeted health promotion activities to increase community health literacy and health system awareness.
Advocate for adequate healthcare professionals/ providers	Explore opportunities with third parties to improve medical services in the area.	Director Planning & Development	Officers are currently in discussions with external parties with extensive health management experience to look at the ongoing management of Medical Centres in Glamorgan Spring Bay. A report will be presented to Council in the first quarter of 2023.
Ensure that regular performance reviews and plans are in place for all staff and that managers are supported to conduct them.	Program and deliver performance reviews for all staff.	General Manager	Performance reviews have been undertaken annually across all departments.
Invest in external expertise and capacity to complement GSBC resources.	Work with other organisations to develop grant and funding submissions for the development of a Walking and Cycling Strategy.	Director Planning & Development	Officers continue to look for grant opportunities for this project. At this stage, grant opportunities have been limited to capital investment.
Planned asset renewal expenditure based on agreed asset management plans.	Deliver Capital Works Program for the 2022/23 financial year.	Director Works & Infrastructure	Program commenced. Resheeting program complete. Other tenders being developed. Swansea street scape commenced.



	Develop the Capital Works Program for the 2023/24 financial year.	Manager Buildings & Marine Infrastructure	Will be developed during the budget process, February to April 2023
Invest in relevant training or professional development to equip managers and staff to perform their roles.	Develop and deliver training plans for all staff which consider WHS compliance, professional development, vocational and trade development and accreditation.	Director Works & Infrastructure	Performance reviews being programmed and conducted.
Complete all asset management plans and policies for Council infrastructure (including assessment of condition) in 2020.	Implement Asset Improvement Plans for all asset classes.	Director Works & Infrastructure	Improvement plans in progress. Review of Asset Management Plans underway.
Sustain a safe and well maintained road network across the municipality.	Consult Asset Management Plans including data sets for development and review of asset maintenance and renewal programs.	Director Works & Infrastructure	AMP's being consulted for plan and program development.
	Maintain Hydraulic Infrastructure. Develop and implement reseal and resheet programs for roads.		Infrastructure maintained to extent of budget. Programs developed and implemented or in the process. Cost effectiveness of methodologies and delivery options continually assessed for value to community.
Advocate for improved access and speeds of telecommunications services.	Engage with relevant stakeholders to identify opportunities for improvement to services	Director Works & Infrastructure	Networking opportunities taken as they present. Black Summer Grant incorporates network black spot reduction.
	Continue to advocate with levels of Government for improved telecommunication services.		
Maintain public amenities and recreational facilities.	Develop documented service levels for parks and reserves operational works	Director Works & Infrastructure	In progress. Walking and cycling strategy funding yet to be identified.
	Develop documented service levels for town maintenance operational works		
	Develop a Walking and Cycling Strategy		
Develop plans, policies and guidelines for built assets.	Review existing plans guidelines and policies for built assets.	Director Works & Infrastructure	In progress.
Review and update existing Council strategies and plans.	Integrate appropriate Natural Resources activities into parks and reserves operational schedules and plans	Director Works & Infrastructure	Reports provided to council – initiatives implemented.
	Update the Dog Management Policy.	Director Planning & Development	A report was presented to Council in December to form a Dog Management Policy Working Group. This was endorsed unanimously and the group has held its first meeting in early January.
	Update Council's Environmental Health By-Law	Director Planning & Development	Work will commence on this item in the first quarter of 2023.
Involve, engage and equip groups and individuals in Natural Resource Management.	Encourage access to and appreciation of natural areas through the engagement of community groups in our municipal area	Director Works & Infrastructure	Integration of activities continues. Dune rehabilitation Waub's Beach commenced in association with local network.
	Support community groups and other stakeholders in rewilding initiatives in the municipal area	Director Planning & Development	Support for Local community NR groups continued through the works department. Further, ongoing support is provided to the East Coast Catchments Committee.
Show personal appreciation for good performance and/or positive behaviours.	Create opportunities for staff recognition.	General Manager	Ongoing.
	Create opportunities for training and career programs		Glamorgan Spring Bay Council provides opportunities for career development.
	Ensure annual performance reviews are undertaken with staff.		Ongoing process with all departments.
Define and embed a clear set of organisational Values and Behaviours.	Develop a set of shared organisational values	General Manager	Ongoing.
Create a psychologically safe environment where people feel they can share ideas and raise and resolve issues or concerns.	Implement a recognisable and transparent system for continuous improvement initiatives from staff.	General Manager	A continuous improvement culture is fostered within the organisation championed by the General Manager.
Carry out annual staff engagement survey and address key findings.	Carry out annual staff engagement survey and address key findings.	General Manager	Staff cultural survey completed in May 2022.
Set clear annual budget priorities to meet needs and community expectations in consultation with the community.	Conduct biennial community survey.	General Manager	A community survey will be undertaken in 2023
Apply for relevant grant applications and aim to achieve at least 50% success rate.	Make relevant grant applications to secure and deliver key projects for the community	General Manager	Council has successfully applied for several grants and will continue to do so recognising the importance of external funding assistance for our community. Coles Bay Walk, Bicheno Triangle, Bicheno Gulch, Swansea Main Street enhancement are examples of the more significant grants.
Inspect all Council owned buildings annually.	Complete regular inspections of Council's buildings & facilities	Manager Buildings & Marine Infrastructure	Ongoing.



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