

2022-2026 DELIVERY PROGRAM INCORPORATING 2022/2023 OPERATIONAL PLAN – KEY PERFORMANCE INDICATOR PROGRESS REPORT ENDING 31 DECEMBER 2024

Broken Hill City Council

OVERVIEW

ACTION SUMMARY

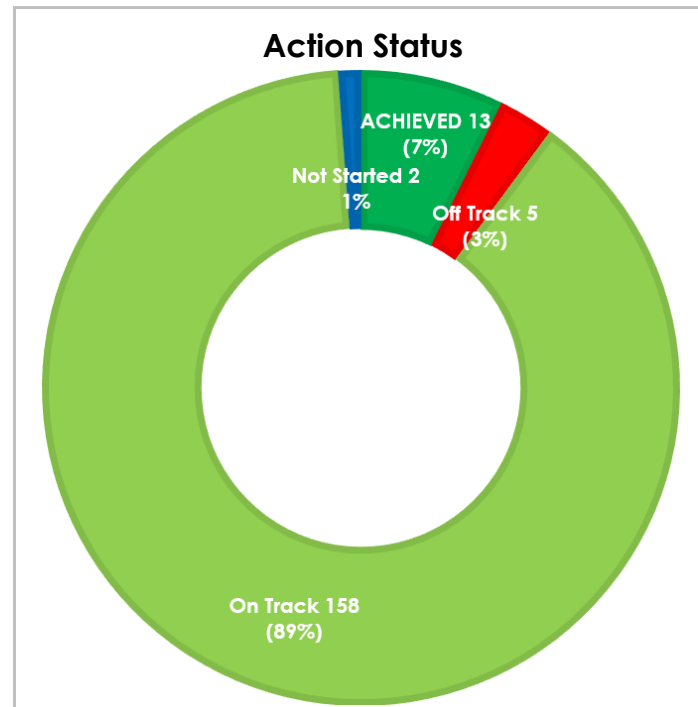
By Performance

13 ACHIEVED

158 ON TRACK

5 OFF TRACK

02 Not Started
Not scheduled until 2025



Action Progress Against Targets

178 Actions reported on

- 13** 100% action target achieved
- 21** 60% to 90% of action target achieved in advance
- 127** 30% to 50% of action achieved as per target
- 10** 1% to 25% of action achieved as per target
- 5** At least 10% to 29% of 50% action target achieved
- 02** Not started – Commencement scheduled in 2025

ACTION TARGET LEGEND



Target achieved



Target not achieved



GREEN - Target achieved




RED - Target not achieved

1 Our Community

1.1 Our community spirit is our strength

1.1.1 Provide opportunities for people to come together to find local solutions to a range of social and health issues


Action Title: 1.1.1.1 Create opportunity for open dialogue with community agencies about homelessness in the City

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Alison Howse - Community Development Officer	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Quarterly meetings were conducted with Homeless Support Services to coordinate efforts, including food assistance programs available to the homeless population and confirming the availability of laundry services for individuals experiencing homelessness or financial difficulties. Council worked in collaboration with The Hope Centre for continuity of meal service provision to the homeless. Christmas initiatives by services included the provision of food hampers and the establishment of donation points to support those in need. The Homelessness Position Paper was redistributed to service providers for their review and feedback. The Homeless Service Provider Survey was also recirculated to establish an information database for Council and community. The database has been created using information collected through survey distribution to provide a single source of information about the various supports and services available for homelessness assistance.

1.1.2 Maintain and enhance the Open and Cultural Public Spaces within the City

Action Title: 1.1.2.1 Develop and implement Mulga Creek Wetlands concept design to open for public use

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Codie Howard - Director Infrastructure & Environment	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Concept design has been developed for a proposed layout of the Mulga Creek Wetlands, with community consultation to still be held for endorsement.




GREEN - Target achieved



RED - Target not achieved


Action Title: 1.1.2.2 Ensure regular maintenance of undesirable weeds within the Mulga Creek and Mulga Creek Wetlands

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Codie Howard - Director Infrastructure & Environment	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: A regular maintenance schedule has been implemented at the Mulga Creek Wetlands, which includes fortnightly inspections and weed removal. In pond removal of undesirable weeds has been completed within the last 6 months, with this to occur annually.

1.1.3 Provide public amenities, halls and community centres to facilitate community activity


Action Title: 1.1.3.1 Maintain asset condition scores above index of 3 through scheduled maintenance

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Anjali Joseph - Strategic Asset Management Coordinator	In Progress	01-Jul-2024	30-Jun-2025	75%	50.00%	 GREEN

Action Progress Comments: Scheduled maintenance in progress and asset conditions are maintained. Regular asset inspections are conducted and defects are reported to Asset Management software for remediation.

1.1.4 Facilitate the celebration of community and cultural events

Action Title: 1.1.4.1 Support the annual Miners' Memorial Ceremony


Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Rachel Merton - Community Development Coordinator	Completed	01-Jul-2024	30-Jun-2025	100%	100.00%	 GREEN

Action Progress Comments: Council conducted the annual Miner's Memorial Service on Tuesday, 8 October 2024, at the Line of Lode. This event was organised with contributions from the MEU, 3rd Broken Hill Sea Scouts, BIU Band and Gaynor Halliday. There were approximately 80 people in attendance.

 GREEN - Target achieved

 RED - Target not achieved


Action Title: 1.1.4.2 Deliver a program of community events

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Rachel Merton - Community Development Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council has delivered the first half of its annual community events program including the Miners Memorial, Civic Ball, Christmas Pageant. Planning is almost finalised for the New Year's Eve celebrations and has commenced for the 2025 Australia Day celebrations.


1.1.5 Recognise Volunteerism

Action Title: 1.1.5.1 Host volunteer awards

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Rachel Merton - Community Development Coordinator	Not Started	01-Jul-2024	30-Jun-2025	0%	0.00%	 GREEN

Action Progress Comments: Action scheduled for 2025 - Council hosted the bi-annual Volunteer Expo during Local Government Week in collaboration with the Plant Giveaway. Services and Organisations were well represented with 26 information stalls and 450 plants given away. Planning for the annual Volunteer Awards will commence in early 2025.

Action Title: 1.1.5.2 Maintain Heritage Walk Tour program

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner - Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Heritage Walk Tours are currently conducted six times a week by eight volunteers. The tour is around 2.5 hours in length and takes visitors around the CBD. A ninth volunteer is currently being onboarded. The Walk Tour is currently pausing for summer and will re-start in early March. At the December Council meeting the recommended donations of \$24,000 across six local charities from the Heritage Walk Tour funds has been approved.



GREEN - Target achieved



RED - Target not achieved

Action Title: 1.1.5.3 Maintain City Ambassador program

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner - Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN


Action Progress Comments: Currently four City Ambassador volunteers are assisting Visitor Services staff on weekly roster at the Information Centre and at events like the Mundi Mundi Bash and the Broken Heel Festival. They are invited to a monthly meeting with staff to ensure they are kept up to date with tourism developments in the city and region. A fifth volunteer is currently being onboarded. The volunteers have entered their summer hiatus and will re-commence their services in March 2025.

Action Title: 1.1.5.4 Support volunteering opportunities within the Library

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Deidre Bryson - Library Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Volunteers play an essential role in our Library services. Each fortnight, our dedicated volunteers deliver Library resources through the Home Library Service to members who are unable to visit the Library due to age, frailty, or illness. Our volunteers are actively involved in three key programs: the Home Library Service, Adult Literacy tutoring, and early literacy program support. Currently, we have seven volunteers contributing to Library programs.

Action Title: 1.1.5.5 Support volunteering opportunities within the Gallery

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kathryn Graham - Gallery and Museum Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Gallery supports volunteering opportunities through maintaining its current volunteer group and encouraging new volunteers. The Gallery has welcomed 3 new volunteers within the reporting period, further supporting our volunteer base. The Gallery supports our volunteers through regular afternoon tea meetings, nomination in volunteer awards and by maintaining a welcoming and supportive work environment.




GREEN - Target achieved



RED - Target not achieved

Action Title: 1.1.5.6 Support Council's Section 355 Committees in undertaking their duties

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Michelle Rolton - Manager Corporate & Customer Experience	In Progress	01-Jul-2024	30-Jun-2025	30%	25.00%	 GREEN

Action Progress Comments: Reviewed Section 355 Asset and Advisory Committee Manuals, Constitutions and Terms of Reference adopted by Council 30 October 2024. Procedure updated to reflect Council staff calling first meeting of the new Committee and undertaking an induction for members at this meeting, prior to the election of the committee executive. Following the election of the committee executive, specific role related inductions will be carried out and ongoing support from the relevant specialised Council teams. Asset committees will be supported and have a primary Council contact from within the Strategic Assets team (who will also attend committee meetings for asset committees). Site related/specific inductions will be carried out for Asset committees by Council's Risk/WHS team, including facility hazard checks and incident reporting. In the new term of committees, Asset committees will be issued with tablets and Council email addresses have been assigned for each committee. These two initiatives provide platforms for real time reporting and essential record keeping, with options to investigate increased support to Section 355 committees.

1.1.6 Support youth events

Action Title: 1.1.6.1 Plan and budget for youth events and ongoing consultation with young people

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Alison Howse - Community Development Officer	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: During the reporting period, Community Development advanced the Youth Opportunity Program planning the final workshops and a public display of the Immersive Youth Creation mural. Council hosted Spring into Scootering comprising of scooter maintenance and skills workshops followed by an open competition for all levels of scooter skills targeted youth 12 -24 years during October school holidays. Monthly consultation with the Youth Advisory Group, comprising of six youth representatives aged 12-18, being the youth representatives on Council Section 355 Youth Advisory Committee, to discuss and plan youth-focused events. The Youth Advisory Group supported by Council commenced planning for a Youth Week 2025 event. Funding submissions for 2024/2025 Youth Opportunity Program and Summer/Autumn School Holiday Break Program were unsuccessful.




GREEN - Target achieved




RED - Target not achieved

Action Title: 1.1.6.2 Provide co-curricular youth programs at the Art Gallery

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kathryn Graham - Gallery and Museum Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Gallery displays an ongoing commitment to providing youth programs through its ArtsCool afterschool program, school holiday program and special exhibitions dedicated to young artists. From July to December 2024, 62 events for young people were held which include workshops, school tours, exhibitions and attendance by Gallery staff and career expos.

Action Title: 1.1.6.3 Provide youth inclusive spaces within the Library

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Deidre Bryson - Library Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Library service is operating from the refurbished space on the ground floor of the Council's Administration Building. In this space, the Library has shared spaces for children and youth activities and two gaming computers for gaming and educational research, which are popular with youth aged 12+. The Library service has around 1200 junior and youth members registered. These include remote junior and youth Outback Letterbox Library members. These figures include children aged 0-11 and youth aged 12-18.


 GREEN - Target achieved

 RED - Target not achieved

1.2 People in our community are in safe hands


1.2.1 Prioritise actions within the Smart City Framework that support safer communities

Action Title: 1.2.1.1 Install CCTV on new Lighting and Banner Poles in Argent Street

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Asad Nizamani - Projects Engineer	Deferred	01-Jul-2024	30-Jun-2025	0%	0.00%	 GREEN


Action Progress Comments: This Action has been deferred. Further discussion is required regarding CCTV on the banner poles along Argent Street.

Action Title: 1.2.1.2 Install CCTV as part of the Town Square Redevelopment Project

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Asad Nizamani - Projects Engineer	In Progress	01-Jul-2024	30-Jun-2025	75%	50.00%	 GREEN

Action Progress Comments: Works will be completed after the Town Square Redevelopment (January 2025) but underground conduits and cabling works for the CCTV have been completed on 20 September 2024. CCTV cabling and conduits have been completed with camera install to be undertaken at end of Project.

Action Title: 1.2.1.3 Purchase and integrate use of mobile CCTV device to support community safety

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Rebecca McLaughlin - Leader - Project Management	In Progress	01-Jul-2024	30-Jun-2025	25%	1.00%	 GREEN

Action Progress Comments: Consultation sessions have been held with all internal stakeholders and request for quotation documentation currently being completed.




GREEN - Target achieved



RED - Target not achieved


1.2.2 Maintain infrastructure and services for the effective management and control of companion animals

Action Title: 1.2.2.1 Continue to provide a comprehensive companion animal management service in accordance with objectives in the Companion Animal Management Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Michelle Rolton - Manager Corporate & Customer Experience	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council has continued to provide an effective companion animal management service and maintain the Companion Animal Shelter. The Companion Animal Management Plan has been reviewed and draft Plan includes the addition of Actions with a large focus on education. Next steps are to develop an annual education plan from the Actions within the draft Plan. The Plan will be tabled at the next Companion Animal Working Group Meeting prior to the Plan being presented to Council for adoption.

Action Title: 1.2.2.2 Establish and implement an annual inspection schedule for the mandatory inspection of dangerous, menacing or restricted breed dogs

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Michelle Rolton - Manager Corporate & Customer Experience	In Progress	01-Jul-2024	30-Jun-2025	25%	25.00%	 GREEN

Action Progress Comments: Development of a Register for dangerous, menacing and restricted breeds has been developed. Community Safety Rangers working in partnership with Corporate Administration staff to develop an Authority Register with associated workflows and actions. This register and workflow will provide a scheduled annual workflow for inspection; with a history tracking view. Software is being considered to create checklist of items for inspection with photograph capability, to provide a complete inspection report for attachment to the register record as a PDF file and record for the dog owner. Training in the inspection processes for dangerous, menacing and restricted breeds for new Ranger staff is currently being arranged.




GREEN - Target achieved



RED - Target not achieved


Action Title: 1.2.2.3 Develop and implement an annual plan for community education programs on responsible pet ownership and legislative requirements

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Michelle Rolton - Manager Corporate & Customer Experience	In Progress	01-Jul-2024	30-Jun-2025	25%	25.00%	 GREEN

Action Progress Comments: The Companion Animal Management Plan has been reviewed and the draft Plan includes the addition of Actions with a large focus on education and community programs. Next steps are to develop an annual education plan from the Actions within the draft Plan. The Plan will be tabled at the next Companion Animal Working Group Meeting prior to being presented to Council for adoption.

1.2.3 Active participation in Local Emergency Management Committee and Local Rescue Committee

Action Title: 1.2.3.1 Actively participate and support the Local Regional State Emergency Management committees

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Codie Howard - Director Infrastructure & Environment	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Broken Hill City Council has actively participated and supported the Local Emergency Management Committee (LEMC), by being present at all LEMC meetings held to date this financial year. These meetings included the scheduled August and November meetings and being actively involved in the Broken Hill Power Outages and Perilya Mine Fires where the virtual Emergency Operation Centre (EOC) was put in place to manage the incidents.




GREEN - Target achieved



RED - Target not achieved

1.2.4 Advocate for community and social service providers to be adequately resourced to meet community needs


Action Title: 1.2.4.1 Work with social service providers to identify resourcing gaps

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Alison Howse - Community Development Officer	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Community Development actively participates in the monthly Youth School Services Interagency and Disability Interagency meetings. Council supports these committees by assisting in the planning of interagency events that focus on inclusion and social cohesion and providing meeting space when needed. Community Development, in collaboration with Broken Hill City Library, took part in the planning of the International Day of People with Disability event held in December 2024. Council contributed to the event by hosting a dedicated sensory zone and a reading corner, creating a welcoming space for all attendees. Council also supported the 16 Days of Activism Campaign, which raises awareness and takes a stand against gender-based violence towards women and girls. Through these initiatives, Council continues to champion diversity, inclusion, and social justice within the community.

1.2.5 Advocate for affordable, reliable, sustainable water and utilities

Action Title: 1.2.5.1 Collaborate with industry to deliver affordable and efficient utilities inclusive of renewable and smart technology and investment

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Advocacy for affordable and efficient utilities and renewable and smart technology and investment have been included in Council's revised Advocacy Strategy and provided to State and Federal Ministers. During the report period, Council collaborated on the following: 1) Visit to Broken Hill by the Premier and Minister for Energy during the power outages in Broken Hill in October 2024. 2) Consultation with various Minister at Community Cabinet in November 2024. 3) Advocacy made to various Ministers following the power outages. 4) Councillor Briefing with Essential Water regarding 2026-2031 Water Pricing Proposal and Integrated Water Cycle Management Strategy. Council continues to pursue opportunities to develop a virtual power plant community network as endorsed in the Broken Hill Renewable Energy Action Plan, which aims to install solar panels on Council's facilities with storage to increase renewable energy in the City and commit to a long-term goal of the City being 100% powered by renewable energy by 2030.



GREEN - Target achieved




RED - Target not achieved

1.3 Our Community works together


1.3.1 Provide programs at Cultural Facilities

Action Title: 1.3.1.1 Present a varied, diverse and engaging Artistic Program across the Gallery and Museum sites

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kathryn Graham - Gallery and Museum Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Gallery and Museum provide a diverse and artistic program through ensuring a strong representation from a variety of cross sections including local, state and national exhibitions, strong Indigenous representation and by a providing a program that caters for a diverse range of genre. Program highlights from July to December 2024 include Heartlands - a concert by William Barton and Véronique Serret, Pro Hart Outback Art Prize which saw entries from throughout the Country, 'This Is Who I Am' is an interdisciplinary theatre project which bravely related stories of the local youth queer community, and a diverse exhibition program.

Action Title: 1.3.1.2 Present a varied, diverse and engaging Public Program across the Gallery and Museum sites

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kathryn Graham - Gallery and Museum Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: As with the artist program, the Gallery and Museum provide diverse and engaging public programs through ensuring a strong representation from a variety of cross sections including local, state and national exhibitions, strong Indigenous representation and by a providing a program that caters for a diverse range of genre. Public programs featured workshops exploring a range of art forms including dance, music and visual art, tours for community groups, visitors and schools, artist talks, performances and screenings.




GREEN - Target achieved




RED - Target not achieved

Action Title: 1.3.1.3 Provide inclusive Library services

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Deidre Bryson - Library Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN


Action Progress Comments: The Library is a free service open to everyone in the community, offering an inclusive, accessible, and welcoming space for all. It serves as a place to meet, connect, learn, socialize, and share ideas and resources. Modern libraries are often seen as community hubs that play a crucial role in building social capital, enhancing both community and individual well-being. All Broken Hill City Library services focus on lifelong learning which is known to be a key driver for social and economic change. In the 6 months since June 2024, the Library has welcomed around 10,000 visitors and lent 15,039 items to its members.

Action Title: 1.3.1.4 Provide inclusive cultural and educational Library programs

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Deidre Bryson - Library Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN


Action Progress Comments: Broken Hill City Library plays a crucial role in fostering cultural education through a variety of programs. By hosting events such as author talks, rebroadcast of the Sydney Writers Festival, and participating in special "Days" like Grandparents Day, Disability Day etc, we provide community members with opportunities to learn about and appreciate different cultural and community aspects, fostering a sense of inclusivity and understanding. These programs enrich the community's educational landscape and promote continuous learning.

Action Title: 1.3.1.5 Provide inclusive Library outreach programs and activities


Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Deidre Bryson - Library Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Broken Hill City Library plays a crucial role in fostering literacy education through a variety of programs. We host events such as author talks, rebroadcast of the Sydney Writers Festival, and celebrate special "Days" like Grandparents Day. These events provide community members with opportunities to learn about and appreciate different forms of literacy, fostering a sense of inclusivity and community understanding. The Library also offers educational workshops and classes that cater to all age groups. These range from early literacy programs for children to technology training for adults and seniors. By providing access to lifelong learning opportunities, libraries help bridge educational gaps and support personal and professional development. The Library also collaborates with local organizations and experts to deliver specialized programs or participate in Community Events, such as NAIDOC celebrations, Disability Day and so on. These partnerships bring in unique resources and expertise, enhancing the quality and variety of Library programs available. These programs enrich the community's educational landscape and promote continuous learning.

 GREEN - Target achieved

 RED - Target not achieved


Action Title: 1.3.1.6 Undertake assessment of Archive donations for formal accessioning

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Deidre Bryson - Library Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Outback Archive Collection Project Manager assesses all new donation requests for formal accessioning. The first step is to evaluate the relevance and significance of the materials as per the Acquisition Criteria outlined in the Outback Archive Collection Management Policy. The assessment process also considers the condition of the materials and whether they require any preservation efforts before accessioning and whether the donor has legal ownership of the items. Work is also ongoing on assessing previously acquired, but as yet unprocessed items.

1.3.2 Participate and collaborate in external consultation activities

Action Title: 1.3.2.1 Actively engage and participate in external major project consultations

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Project Steering Group for Council's major projects held a meeting in August 2024. The Project Steering Group attended a site inspection of the EP O'Neill Memorial Park Redevelopment, Netball Precinct Stage 1 in September 2024. Following the September Local Government Election, nominations were called in December for community members to be appointed to the Steering Group.




GREEN - Target achieved



RED - Target not achieved

1.3.3 Ensure Community engagement Strategy remains relevant


Action Title: 1.3.3.1 Provide information to community as per Community Engagement Strategy

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	51%	50.00%	 GREEN

Action Progress Comments: Information being provided in line with Engagement Strategy.

1.3.4 Advocate for access to affordable social and health services

Action Title: 1.3.4.1 Work with key stakeholders to identify health service gaps

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Alison Howse - Community Development Officer	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: During the reporting period, 1) Council actively participated in and supported the Section 355 Ageing Well Committee meetings, providing correspondence and updates on the proposed Aged Care Act, set to be implemented in July 2025. Council remains committed to supporting the Section 355 Ageing Well Committee, fostering engagement with aged service providers, Southern Cross Care, and the Far West Local Health District, ensuring ongoing advocacy and support for the region's ageing population. 2) Council also engaged in ongoing discussions and advocacy efforts to reclassify the region from MMM3 to MMM6, aiming to improve access to essential aged care services. 3) As part of its commitment to community health and well-being, Council supported the AoD Steering Committee by hosting a roundtable meeting with key stakeholders and service providers. The meeting featured NSW Greens Drug Law Reform and Harm Reduction spokesperson Cate Faehrmann MLC, with discussions focused on the urgent need for a Community Withdrawal and Residential Rehabilitation Facility in Broken Hill. A formal statement advocating for this facility was submitted to Minister for Health Ryan Park. 4) In collaboration with Aged Care Providers, Care Finder Services, Far West Local Health District, and Service NSW, Community Development hosted a Seniors Information Session. This session provided valuable information on aged care services, access to support for carers, and guidance on household utility rebates available to seniors.




GREEN - Target achieved



RED - Target not achieved


1.3.5 Provide appropriate infrastructure to maintain and enhance sustainable transport

Action Title: 1.3.5.1 Upgrade the City's bus stops to meet Australian standards and disability inclusion requirements

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Faisal Salah - Projects Engineer	In Progress	01-Jul-2024	30-Jun-2025	75%	50.00%	 GREEN


Action Progress Comments: Through consultation with CDC Broken Hill, Council identified twelve (12) Bus Stops that were in need of updating to meet DIAP requirements. Nine (9) locations have had concrete slabs replaced and new disability inclusive Bus Shelters installed. Remaining three (3) sites to be completed by June 2025.

Action Title: 1.3.5.2 Carry out high priority action items within the annual CASA surveillance safety audit

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Christopher Wellington - Airport Manager	Completed	01-Jul-2024	30-Jun-2025	100%	50.00%	 GREEN

Action Progress Comments: Civil Aviation Safety Authority (CASA) Safety Surveillance Audit is carried out approx. every 2 years. Last audit was completed December 2021 & CASA have not advised us of date of next audit. There were no Safety findings identified by CASA Inspector at the 2021 Audit. There were 7 Safety Observations identified. Safety Observations are not required to be corrected and Council is not required to respond to the observations. However, Council did respond to CASA on all 7 observations, which were all corrected. There has not been a CASA Safety Surveillance Audit completed since.

 GREEN - Target achieved

 RED - Target not achieved

Action Title: 1.3.5.3 Increase car parking in the Broken Hill Regional Airport precinct

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Codie Howard - Director Infrastructure & Environment	In Progress	01-Jul-2024	30-Jun-2025	25%	25.00%	 GREEN

Action Progress Comments: Technical Design drawings are currently being completed with feedback being provided by all Airport and community stakeholders. Upon approval of design, tender advertising and award will be carried out. Works due for completion by June 30, 2025.

1.3.6 Investigate opportunities to partner with organisations to support young people to transition into the workforce


Action Title: 1.3.6.1 Maintain collaboration with key stakeholders to identify workforce opportunities for young people

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Casey Deery - Executive Manager People and Culture	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council participated in the RDA Careers Information Day held for local secondary education students in August 2024, where staff provided information and guidance on employment opportunities with Council. Council continues to host school work-placement requests for local students with 12 students working across Council in this 2024/25 reporting period.

1.3.7 Provide opportunities for collaboration and sharing of public resources

Action Title: 1.3.7.1 Maintain community contacts databases

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Alison Howse - Community Development Officer	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Community Development manages and maintains contact databases, encouraging and assisting community organisations and services to utilise Council's online Community Directory and Events Calendar. Community Development provides ongoing support, ensuring that organisations, services, and groups have access to these resources and providing the community with access to up-to-date information, local services and events.



GREEN - Target achieved



RED - Target not achieved


Action Title: 1.3.7.2 Continue the Commission/Residency program within the Gallery

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kathryn Graham - Gallery and Museum Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The 2023/2024 recipients of the Gallery's Open Cut Commission completed their residency with two exhibitions at the Gallery from August to December 2024. The Gallery opened submissions for the 2024-2025 residency in October 2024 for exhibitions from the successful applicants to be held in 2025. These submissions were reviewed in December 2024 by a selection panel, with two successful artists being awarded the residency for outcomes to be exhibited in 2025.


1.3.8 Maintain and strive to continuously improve the Customer Contact and Call Centre

Action Title: 1.3.8.1 Continue to undertake Customer Service telephone evaluations for business improvement

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Michelle Rolton - Manager Corporate & Customer Experience	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Customer Service telephone evaluations for staff development and business improvement are scheduled and undertaken six monthly with the next evaluations to commence in February 2025. Call Centre reports are also generated weekly to quickly identify and gaps in process.

Action Title: 1.3.8.2 Identify training opportunities for Call Centre Agents to better manage customers and build lasting relationships

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Michelle Rolton - Manager Corporate & Customer Experience	In Progress	01-Jul-2024	30-Jun-2025	25%	25.00%	 GREEN

Action Progress Comments: The mapping of training/knowledge gaps for Call Centre Agents has been undertaken and training is being investigated for implementation in 2025.




GREEN - Target achieved



RED - Target not achieved

Action Title: 1.3.8.3 Continue to identify online capabilities for customers seeking self-service options


Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Michelle Rolton - Manager Corporate & Customer Experience	In Progress	01-Jul-2024	30-Jun-2025	25%	25.00%	 GREEN

Action Progress Comments: Corporate staff training for the Community Portal and Authority Customer Request Management (CRM) administration functions has been mapped with Civica and scheduled for May 2025. Message Text training is scheduled for January 2025. Message text within Authority CRM will be investigated to determine its effectiveness for closing the gap on relaying information/updates back to the Customer via email. Corporate staff will test automated customer message updates via email to determine possible implementation.

1.4 Our history, culture and diversity are embraced and celebrated

1.4.1 Facilitate the promotion of community events

Action Title: 1.4.1.1 Promote Council community events to the community

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Events promoted via website, social media, traditional media, posters




GREEN - Target achieved



RED - Target not achieved


1.4.2 Support the reconciliation movement

Action Title: 1.4.2.1 Maintain communication with First Nations community to work collaboratively

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Alison Howse - Community Development Officer	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Community Development continues communication to strengthen operational relationships and facilitate consultation and discussions of cultural awareness and Wilyakali heritage.

Action Title: 1.4.2.2 Advocate, celebrate and champion the inclusion of local First Nations Artists throughout the Gallery and Museum artistic program

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kathryn Graham - Gallery and Museum Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Gallery and Museum continue to advocate, celebrate and champion the inclusion of local First Nations Artists through providing ongoing space and platforms for Indigenous skills development workshops, Indigenous exhibitions and by working closely with Maari Ma Indigenous Health Corporation to present the Maari Ma Indigenous Art Awards (MMIAA). Highlights from the reporting period include Wampu-waru, an exhibition of six Barkindji artists from the Quayle family and the MMIAA which featured the works of over 20 Indigenous artists.




GREEN - Target achieved



RED - Target not achieved


Action Title: 1.4.2.3 Work with local community groups to develop and launch cultural history project

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Deidre Bryson - Library Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Discussions are under way to manage an Oral History Project.


1.4.3 Promote the City as Australia's First Heritage Listed City

Action Title: 1.4.3.1 Advocate for tri-partisan government approach to management of the National Heritage assets

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	51%	50.00%	 GREEN


Action Progress Comments: Monitoring ongoing for heritage-related funding. Also working with Hydrostor to restore at least one heritage building.

Action Title: 1.4.3.2 Advocate for recognition and financial support for the continuity of Broken Hill Heritage and its importance to the nation

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN


Action Progress Comments: Assisting in World Heritage listing for Trades Hall. Heritage sites featured in strategic marketing.

 GREEN - Target achieved

 RED - Target not achieved

1.4.4 Advocate for funding and investment in Community Development Projects


Action Title: 1.4.4.1 Work with third parties to seek funding to celebrate history, culture and diversity

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Work ongoing regarding funding to capture oral histories of local indigenous community.


1.4.5 Support events that celebrate history, culture and diversity

Action Title: 1.4.5.1 Provide support and advice to event planners to deliver events within region

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Rachel Merton - Community Development Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: During the report period, the Council supported the planning of two signature events for Broken Hill including the Mundi Mundi Bash, held in August, and the Broken Heel Festival, held in September 2024. Assistance for local event organisers in open spaces continued including Mission Australia Child Protection Week community event and NAIDOC Family Fun Day, [Mo]re than a run event, 16 Days of Activism, International Day of People with a Disability and Carols by Candlelight.


 GREEN - Target achieved

 RED - Target not achieved

1.5 Our built environment supports our quality of life

1.5.1 Review and update development and building strategies and policies to ensure relevance


Action Title: 1.5.1.1 Review of Environmental Planning Instruments and Policies to ensure legislative compliance

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Tracey Stephens - Planning and Development Manager	In Progress	01-Jul-2024	30-Jun-2025	25%	50.00%	 RED

Action Progress Comments: Staff have commenced a preliminary, high level, review of its planning controls including of its DCP.

1.5.2 Manage ongoing delivery of the Central Business District (CBD) Masterplan

Action Title: 1.5.2.1 Manage delivery of infrastructure projects associated with the Library and Archives project

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Asad Nizamani - Projects Engineer	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Works on going for the Library Redevelopment with North Construction & Building Pty Ltd on site with the project's architect engaged on Construction Stage Services. Completion July/August 2025.




GREEN - Target achieved




RED - Target not achieved

Action Title: 1.5.2.2 Manage delivery of infrastructure projects associated with Town Square Redevelopment Project

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Asad Nizamani - Projects Engineer	In Progress	01-Jul-2024	30-Jun-2025	75%	50.00%	 GREEN

Action Progress Comments: Works on going for the Town Square Redevelopment with LCS Landscaping on site with the project's architect engaged on Construction Stage Services. Completion, end of February 2025.


Action Title: 1.5.2.3 Manage delivery of infrastructure projects associated with Argent Street Redevelopment project

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Asad Nizamani - Projects Engineer	Completed	01-Jul-2024	30-Jun-2025	100%	50.00%	 GREEN

Action Progress Comments: Works have been completed for all paving and concrete works associated with Project. Works included all current pavement replaced with pavers, upgrades to all kerb ramps and replacement of damaged sections of kerb and guttering from Bromide Street to Chloride Street.

1.5.3 Ensure service levels and asset conditions are commensurate with community expectations

Action Title: 1.5.3.1 Implement actions and recommendations from Asset optimisation project


Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Anjali Joseph - Strategic Asset Management Coordinator	In Progress	01-Jul-2024	30-Jun-2025	75%	50.00%	 GREEN

Action Progress Comments: Stakeholder consultations in progress in preparation for implementation phase

 GREEN - Target achieved


 RED - Target not achieved

Action Title: 1.5.3.2 Develop and Implement Asset Management Plan - Roads and Footpaths

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Anjali Joseph - Strategic Asset Management Coordinator	In Progress	01-Jul-2024	30-Jun-2025	75%	50.00%	 GREEN


Action Progress Comments: Asset Management Plans are complete. Pending advertising on council website.

Action Title: 1.5.3.3 Develop and Implement Asset Management Plan - Parks and Open Spaces

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Anjali Joseph - Strategic Asset Management Coordinator	In Progress	01-Jul-2024	30-Jun-2025	75%	50.00%	 GREEN

Action Progress Comments: Asset Management Plans are complete. Pending advertising on council website.

Action Title: 1.5.3.4 Develop and Implement Asset Management Plan - Buildings

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Anjali Joseph - Strategic Asset Management Coordinator	In Progress	01-Jul-2024	30-Jun-2025	75%	50.00%	 GREEN

Action Progress Comments: Asset Management Plans are complete. Pending advertising on council website.




GREEN - Target achieved



RED - Target not achieved


1.5.4 Manage ongoing delivery of the Active Transport Plan

Action Title: 1.5.4.1 Implement the approved Active Transport Plan actions as per the five-year plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Codie Howard - Director Infrastructure & Environment	Completed	01-Jul-2024	30-Jun-2025	100%	50.00%	 GREEN

Action Progress Comments: The 2024/25 schedule of the Active Transport Plan was completed through the Argent Street Paving Replacement project. The project included full replacement of pavers, kerb ramps and damaged kerb and guttering from Bromide Street to Chloride Street.


Action Title: 1.5.4.2 Develop annual capital works plan for Active Transport Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Codie Howard - Director Infrastructure & Environment	In Progress	01-Jul-2024	30-Jun-2025	90%	50.00%	 GREEN

Action Progress Comments: An Annual Capital Works plan has been developed and submitted for inclusion within the 2025/26 Capital Works Schedule. Council has also applied for grant funding through the Active Transport Grant Fund and Get Active NSW grant funding to continue to further complete actions identified within the Active Transport Plan.

1.5.5 Collaborate with key stakeholders to advocate for affordable housing

Action Title: 1.5.5.1 Implement recommendations from Liveability Strategy

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Continuous Advocacy to the State Government to provide funding and support to free up the availability of crown land for housing (social, affordable, rental, for purchase) and development of Childcare facilities. Subdivision complete for the McCulloch Street demonstration houses and compulsory acquisition commenced for portions of Crown Land for affordable and social housing.



GREEN - Target achieved



RED - Target not achieved

Action Title: 1.5.5.2 Continue to liaise and collaborate with the established Regional Housing Committee

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	Completed	01-Jul-2024	30-Jun-2025	100%	50.00%	 GREEN

Action Progress Comments: Continual meeting with the Regional Housing Committee on a quarterly basis to ensure movement continues to occur with land identification and acquisition where appropriate. Committee is at a position now, where the identified land needs to be acquired by Council before the next steps can occur regarding, planning approvals for subdivision and grant funding support for infrastructure development.

1.5.6 Support our residents to lead healthy, active and independent lives


Action Title: 1.5.6.1 Reestablish Bill Renfrew Oval as a green space for community use

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Anjali Joseph - Strategic Asset Management Coordinator	In Progress	01-Jul-2024	30-Jun-2025	40%	50.00%	 GREEN

Action Progress Comments: Irrigation project is underway. Works to commence on 28 January 2025.

1.5.7 Work with community organisations to establish Imperial Lakes as an environmental park, inclusive of recreational activities and community access

Action Title: 1.5.7.1 Work with Department of Planning to progress Landcare Broken Hill proposal to rezone the land at Imperial Lakes to allow community access and environmental and recreational activities


Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Tracey Stephens - Planning and Development Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: This measure is dependent on Landcare Broken Hill initiating the LEP amendment. Council staff have provided advice and been in contact with Landcare over a period of time, discussing the requirements. Landcare, as proponents of the rezoning are required to submit a Planning Proposal to Council to then commence the legislative process. Landcare have advised that they are in the process of having this proposal done.

 GREEN - Target achieved

 RED - Target not achieved


Action Title: 1.5.7.2 Continue to support and advocate for the establishment of Imperial Lakes

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	Completed	01-Jul-2024	30-Jun-2025	100%	50.00%	 GREEN

Action Progress Comments: Council provided advocacy for funding for the establishment of Imperial Lakes and assisted with concept plans for alterations to traffic measures on the Barrier Highway to the entrance to Imperial Lakes. Council will continue to provide support where required.


1.5.8 Investigate and advocate for land expansion opportunities

Action Title: 1.5.8.1 Collaborate with relevant agencies and key stakeholders to identify land for further development

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Georgina Falkner - Strategic Land Use Planner	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Multiple lots have been identified for potential acquisition by Council, and pre-acquisition procedures have commenced.

Action Title: 1.5.8.2 Investigate opportunities to expand the Broken Hill LGA boundaries

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Georgina Falkner - Strategic Land Use Planner	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Multiple meetings held with Regional NSW and Planning NSW. Further follow-up required with Crown Lands and Regional NSW to provide further information in 2025.

 GREEN - Target achieved

 RED - Target not achieved

1.6 Our health and wellbeing ensure that we live life to the full

1.6.1 Active participation in interagency meetings

Action Title: 1.6.1.1 Actively engage in identified social interagency meetings

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
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Alison Howse - Community Development Officer	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	
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GREEN

Action Progress Comments: During the reporting period, Council actively supported and participated in the following 1) Monthly Youth School Services Interagency meetings, collaborating on school programs and exploring opportunities for youth engagement. 2) Planning youth-focused community interagency events. 3) Providing meeting space and engagement with NDIS providers during the monthly Disability Interagency meetings, facilitating discussions on service updates and challenges faced by providers. 4) Supporting NDIS providers and services in utilising the Community Directory and Events Calendar to enhance accessibility and awareness. 5) Demonstrating commitment to community inclusion by supporting national Headspace Day in October, providing event assistance, and actively participating in the International Day of People with Disability, supporting an inclusive community event that celebrated and recognised the contributions of people with disabilities.

1.6.2 Develop Council assets to promote outdoor recreation, exercise and mobility for families

Action Title: 1.6.2.1 Ensure compliance with the Disability Inclusion Act 2014 requirements for disability inclusion planning for capital projects

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
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Codie Howard - Director Infrastructure & Environment	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	
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GREEN

Action Progress Comments: Council's Project Team has continued to actively engage in the Disability Inclusion Action Plan (DIAP) Committee quarterly meetings, where they provide status updates on capital projects and how we are staying compliant to our DIAP. During consultation phase of Project planning, Council's Project Managers reach out to members of the DIAP Committee for input and guidance. This will continue to be carried out for all projects.




GREEN - Target achieved




RED - Target not achieved

Action Title: 1.6.2.2 Continue to implement E.P. O'Neill Memorial Park Redevelopment project

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Rebecca McLaughlin - Leader - Project Management	In Progress	01-Jul-2024	30-Jun-2025	80%	50.00%	 GREEN


Action Progress Comments: Stage 1 of Project is 80% complete with the focus being on the construction of the new Netball Courts and associated fencing, pathways and shade structures. With the new location of the courts, stormwater and drainage works are also being undertaken to ensure drainage. Project Status updates are reported to the Project Consultative Group for overview and compliance; last meeting held 15 January 2025.

Action Title: 1.6.2.3 Manage delivery of Infrastructure Project to upgrade the Norm Fox Oval changeroom facility

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Rebecca McLaughlin - Leader - Project Management	In Progress	01-Jul-2024	30-Jun-2025	10%	50.00%	 RED


Action Progress Comments: Project has been advertised three (3) times with scope changes, with all submissions received significantly over project budget. Cost of project has risen exponentially since project acceptance due to Construction Escalation prices and the increased demand for Modular builds. Council has now sought a meeting with the funding body to re-evaluate the project to ensure build can be undertaken in the future.

Action Title: 1.6.2.4 Manage delivery of Infrastructure Project to upgrade the Alma Oval changeroom facility

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Rebecca McLaughlin - Leader - Project Management	In Progress	01-Jul-2024	30-Jun-2025	10%	50.00%	 RED


Action Progress Comments: Project has been advertised three (3) times with scope changes, with all submissions received significantly over project budget. Cost of project has risen exponentially since project acceptance due to Construction Escalation prices and the increased demand for Modular builds. Council has now sought a meeting with the funding body to re-evaluate the project to ensure build can be undertaken in the future.

 GREEN - Target achieved

 RED - Target not achieved

1.6.3 Support the advocacy work of health, community and allied health providers

Action Title: 1.6.3.1 Attend and support identified health interagency meetings

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Alison Howse - Community Development Officer	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN


Action Progress Comments: During the reporting period, Council hosted a roundtable discussion with NSW Greens member Cate Faehrmann MLC and key stakeholders to advocate for advancements on the proposed Alcohol and Drug Rehabilitation Centre. Community Development maintains communication actively seeking updates from the Alcohol and Other Drug Steering Committee.

2 Our Economy

2.1 Our businesses are well connected and thrive in an environment that supports innovation and economic growth

2.1.1 Activate the Broken Hill Business Support Policy

Action Title: 2.1.1.1 Provide up-to-date business support information on Council's website

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Ongoing maintenance of community directory, events calendar, business listings on Council and Tourism websites.



GREEN - Target achieved



RED - Target not achieved

Action Title: 2.1.1.2 Participate in business and industry association meetings to discuss issues relevant to local businesses and economic development

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	70%	75.00%	 GREEN

Action Progress Comments: Regular attendance at monthly business gatherings

2.1.2 Advocate and plan for industrial land expansion

Action Title: 2.1.2.1 Investigate opportunities for future industrial zoned land

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Georgina Falkner - Strategic Land Use Planner	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Progress Comments: Multiple meetings held with Regional NSW and Planning NSW. Further follow-up required with Crown Lands and Regional NSW to provide further information in 2025.

2.1.3 Collaborate with key stakeholders for improved accessible transport and connectivity including air, road and rail services to and around the City

Action Title: 2.1.3.1 Advocate for improved air and rail services

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Advocacy for improved air and rail services included as key priorities in newly adopted Advocacy Strategy. 1) Meetings with the NSW Premier, Minister for Regional and Western NSW and Minister for Transport and Roads at Community Cabinet held in November 2024 advocating for upgrades to the Airport and local road upgrades and funding opportunities. Mayoral correspondence sent to relevant Ministers following the power outages in October 2024 to advocate for Airport upgrades for larger aircraft during emergency situations. Grant application submitted in Round 1 and Round 2 Growing Regions Program which were unfortunately unsuccessful. Council will continue to pursue funding for airport and road upgrades.




GREEN - Target achieved



RED - Target not achieved

2.1.4 Advocate for outcomes aligned to the Regional Transport Strategy


Action Title: 2.1.4.1 Liaise with stakeholders to attract Government investment in identified actions in the Far South West Joint Organisation Transport Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The FSWJO Transport Plan was adopted by FSWJO June 2023. The Action plan has been included in the Economic Development and Advocacy Strategies, including upgrading Broken Hill Airport and surrounding roads to increase air travel options and expand capacity. Advocacy for improved air and rail services included as key priorities in Council's newly adopted Advocacy Strategy. 1) Meetings with the NSW Premier, Minister for Regional and Western NSW and Minister for Transport and Roads at Community Cabinet held in November 2024 advocating for upgrades to the Airport and local road upgrades and funding opportunities. Mayoral correspondence sent to relevant Ministers following the power outages in October 2024 to advocate for Airport upgrades for larger aircraft during emergency situations. Grant applications submitted in Round 1 and Round 2 Growing Regions Program which were unfortunately unsuccessful. Council will continue to pursue funding for airport and road upgrades.

2.1.5 Develop and implement the Economic Development Strategy

Action Title: 2.1.5.1 Continue to implement the Economic Development Strategy in collaboration with key stakeholders

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	51%	50.00%	 GREEN

Action Progress Comments: Economic Development Strategy remains key to ongoing relationships with businesses and major projects




GREEN - Target achieved



RED - Target not achieved


2.1.6 Develop the Airport as a commercial and industrial precinct

Action Title: 2.1.6.1 Implement actions from the Airport Master Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Airport Masterplan being progressed - Stage 1 has commenced with the upgrade to Airport Taxiway and development of the Airport carpark.

Action Title: 2.1.6.2 Advocate for Airport upgrades in line with Advocacy Strategy and Airport Master Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN


Action Progress Comments: Advocacy for Airport Upgrades included as key priorities in newly adopted Advocacy Strategy. 1) Meetings with the NSW Premier, Minister for Regional and Western NSW and Minister for Transport and Roads at Community Cabinet held in November 2024 advocating for upgrades to the Airport and local road upgrades and funding opportunities. 2) Mayoral correspondence sent to relevant Ministers following the power outages in October 2024 to advocate for Airport upgrades for larger aircraft during emergency situations. 3) Grant application submitted in Round 1 and Round 2 Growing Regions Program which were unfortunately unsuccessful. Council will continue to pursue funding for airport upgrades. 4) Stage 1 of Airport Upgrades as per the Airport Masterplan has commenced with the upgrade to Airport Taxiway and development of the Airport carpark. 5) Airport Upgrades Development of Commercial Precinct - Detailed designs currently underway with construction to commence in the first half of 2024/25 Subdivision plans for light industrial and commercial land is underway.

 GREEN - Target achieved

 RED - Target not achieved

2.1.7 Advocate for incentives and initiatives that support business and industry to expand

Action Title: 2.1.7.1 Collaborate with stakeholders to investigate incentives to grow business and industry opportunity


Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council participated in regular meetings with mining companies, investors and government agencies during the report period, to discuss further plans and incentives for investment in Broken Hill. Council met with the NSW Premier and various Ministers at Community Cabinet in November 2024 to discuss economic development opportunities for Broken Hill. Airport Upgrades Development of Commercial Precinct - Detailed designs currently underway with construction to commence in the first half of 2024/25. Subdivision plans for light industrial and commercial land is underway.

2.2 Our economy provides opportunities that match the skills and needs of the population and enhances population growth

2.2.1 Collaborate with government and industry partners to explore investment opportunities for the City

Action Title: 2.2.1.1 Liaise with key stakeholders to ensure that the development of regionally significant infrastructure meets the needs of business and industry

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council participated in regular meetings with mining companies, investors and government agencies during the report period, to discuss further plans and incentives for investment in Broken Hill. Advocacy for Airport Upgrades included as key priorities in newly adopted Advocacy Strategy. 1) Meetings with the NSW Premier, Minister for Regional and Western NSW and Minister for Transport and Roads at Community Cabinet held in November 2024 advocating for upgrades to the Airport and local road upgrades and funding opportunities and economic development in the City. 2) Mayoral correspondence sent to relevant Ministers following the power outages in October 2024 to advocate for Airport upgrades for larger aircraft during emergency situations. 3) Mayoral correspondence sent to relevant Ministers in July 2024 and December 2024 seeking support for REX Airlines to guarantee flights during their period of administration. 4) Grant application submitted in Round 1 and Round 2 Growing Regions Program which were unfortunately unsuccessful. Council will continue to pursue funding for airport upgrades. 5) Stage 1 of Airport Upgrades as per the Airport Masterplan has commenced with the upgrade to Airport Taxiway and development of the Airport carpark. 6) Airport Upgrades Development of Commercial Precinct - Detailed designs currently underway with construction to commence in the first half of 2024/25 Subdivision plans for light industrial and commercial land is underway.




GREEN - Target achieved



RED - Target not achieved

2.2.2 Collaborate with education and training providers to investigate opportunities to expand training and education


Action Title: 2.2.2.1 Continue to participate on committees and working parties associated with education and training

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Casey Deery - Executive Manager People and Culture	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council continues to actively work with all local Registered Training Organisations (RTOs) to review local training opportunities and to provide suggestions for Council specific training requirements. With the current funding opportunities available for Local Government under the Fresh Start - Apprentice/Trainee/Cadets Program, Council continues to expand its partnership with relevant national training providers to meet industry specialised training.

2.2.3 Foster partnerships with tertiary institutions to bring scarce skills to the City

Action Title: 2.2.3.1 Continue to investigate partnerships with tertiary institutions

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Casey Deery - Executive Manager People and Culture	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council continues to maintain and expand networking opportunities within the tertiary education sector. Industry skills shortages remain a priority focus for Council when approaching these tertiary institutions. Council is actively supporting flexible delivery options for staff to commence tertiary training where required and continues to work closely with the local Community University Centre to support employees who are currently undertaking tertiary education training. With the current funding opportunities available for Local Government under the Fresh Start - Apprentice/Trainee/Cadets Program, Council continues to expand its partnership with relevant training providers to meet local government industry relevant training.

 GREEN - Target achieved

 RED - Target not achieved

2.2.4 Advocate for funding opportunities for apprenticeships and traineeships

Action Title: 2.2.4.1 Continue to source eligible funding opportunities for apprenticeships and traineeships

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Casey Deery - Executive Manager People and Culture	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council continues to source all available government funding opportunities regarding trainees and apprenticeship incentives for 2024/25, with current and continuing recruitment into key identified career pathways and workforce succession planning. Council continues to receive all eligible Federal funding incentive payments and has submitted an application for staff funding under the NSW State Government for Local Government Fresh Start - Apprentice/Trainee/Cadets Program. Council is currently awaiting final outcome on Round 1 submission and preparing for Round 2 submission.

2.3 Our City attracts a diverse range of businesses and visitors providing opportunities for work, education, leisure and social life


2.3.1 Active participation in trade events, conferences and other networking opportunities

Action Title: 2.3.1.1 Support staff to identify and attend opportunities that contribute to the economic growth of Broken Hill


Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Grants officer recently appointed with training and support software to be rolled out.

 GREEN - Target achieved


 RED - Target not achieved

Action Title: 2.3.1.2 Participate in tourism and other industry events that further networking and professional development

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner - Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Participation in the stakeholder networking event of Destination NSW at the BHP on the 13 August 2024. The team has attended 13 x local industry familiarisations in November and December. A further 19 are planned for the summer period.


Action Title: 2.3.1.3 Participate in Library conferences and networking events

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Deidre Bryson - Library Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Library Staff have been sent for training sessions with the Australian Library and Information Association, where they get to interact with other professionals online. Zoom meetings are attended by the Library Coordinator with Coordinators from other Libraries across NSW.


2.3.2 Advocate Broken Hill and Far West as a centre for renewable energy

Action Title: 2.3.2.1 Meet with Federal and State Ministers to promote Council's Renewable Energy Action Plan


Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council continually advocates with Federal and State Ministers to promote Council's Renewable Energy Action Plan. Regular meetings were held with Hydrostor during the report period along with Council's consultant for the development of a virtual power plant network and potential alternate opportunities.

 GREEN - Target achieved

 RED - Target not achieved


Action Title: 2.3.2.2 Support major renewable projects within the Far West Area

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Major renewable projects for the Far West Area have been supported during the report period including Hydrostor and the AGL Battery Storage Project.

2.3.3 Increase digital communication network through projects outlined in Smart Communities Framework

Action Title: 2.3.3.1 Provide open data to community via IoT (Internet of Things) platform

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Benjamin Liddell - Manager Information and Communications Technology	In Progress	01-Jul-2024	30-Jun-2025	98%	50.00%	 GREEN

Action Progress Comments: Open data and IoT platforms are being deprecated and decommissioned by suppliers. Limited support for new platforms is being provided. This action item is under review for removal from Strategy plan.

Action Title: 2.3.3.2 Increase City coverage of City Smart Devices

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Codie Howard - Director Infrastructure & Environment	In Progress	01-Jul-2024	30-Jun-2025	50%	25.00%	 GREEN

Action Progress Comments: The identified Smart City devices included for the 2024/25 annual budget, is smart CCTV camera installation within Town Square as part of the Town Square Redevelopment. All underground conduit and wiring works have been completed to date, with camera installation to be undertaken in the final stages of the project.




GREEN - Target achieved



RED - Target not achieved


2.3.4 Collaborate with surrounding LGAs, government and industry to identify economic opportunities

Action Title: 2.3.4.1 Participate in State and Regional Planning initiatives

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: During the report period, Council representatives facilitated meetings, contributed to and provided feedback on 1) Regional Economic Development Strategy, 2) Far West Regional Plan, 3) Destination Country and Outback Destination Management Plan, 4) Far South West Joint Organisation Destination Management Plan, 5) Far South West Joint Organisation Transport Plan


Action Title: 2.3.4.2 Develop working tourism relationships with regional tourism associations and village committees

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner - Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Currently chairing bi-monthly Far West NSW Tourism meetings with representatives from Silverton, Milparinka, Tibooburra, Wilcannia, White Cliffs, Menindee, Wentworth, Mildura and Central Darling Shire. These meetings enable information and knowledge sharing, updates on events and tourism matters and identification of joint marketing opportunities.


2.3.5 Promote the narrative of long-term economic stability to the community

Action Title: 2.3.5.1 Provide pertinent long-term financial information in relevant media releases


Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	52%	50.00%	 GREEN

Action Progress Comments: Relevant long-term financial impacts are always included in communications when pertinent.

 GREEN - Target achieved


 RED - Target not achieved

Action Title: 2.3.5.2 Provide Budget information to the community with support from Finance

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Budget information provided via website, social media, traditional media

Action Title: 2.3.5.3 Provide a summary of key outcomes from Economic Development Strategy to community and key stakeholders


Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Summary in progress.

2.4 We are a destination of choice and provide a unique experience that encourages increased visitation

2.4.1 Engage government, business and community stakeholders in supporting the management of tourism

Action Title: 2.4.1.1 Collaborate with industry and government to expand experiences, products and destination marketing

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Broken Hill activity aligns with: 1) Destination Country and Outback Destination Management Plan, 2) Far South West Joint Organisation Destination Management Plan, 3) Far South West Joint Organisation First Nations Cultural Tourism Initiative Action Plan, 4) NSW Visitor Economy Strategy 2030. Council is currently focused on the marketing of the region, with a new Council managed tourism website launched in March 2023 and a new marketing campaign in collaboration with Destination NSW to promote First Nations product and experiences, arts, culture and heritage. Council will also be seeking to establish a tourism industry working group in 2024/25.




GREEN - Target achieved




RED - Target not achieved

Action Title: 2.4.1.2 Support the development of cultural tourism experiences through the delivery of the Destination Management Plans

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN


Action Progress Comments: During the reporting period the Economic Development and Advocacy Strategies, including the upgrading of the Broken Hill Airport stage 1 have commenced. Project being developed for Far South West Joint Organisation Heritage and Cultural Trail project funding to be utilised to replace an additional gateway sign on the entrance/exit to the City.

Action Title: 2.4.1.3 Maintain visitor related content on digital platforms

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner - Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Daily maintenance on the tourism website includes reviewing business & event listings. Three social media posts on Facebook and Instagram. Review of Trip Advisor and Google Business listings.

Action Title: 2.4.1.4 Conduct audit of Broken Hill tourism product and experiences

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner - Visitor Services Coordinator	Not Started	01-Jul-2024	30-Jun-2025	0%	0.00%	 GREEN


Action Progress Comments: Action scheduled to commenced in 2025 - Audit will be undertaken in January/February 2025.

 GREEN - Target achieved

 RED - Target not achieved


2.4.2 Activate Business Plans from Council owned facilities

Action Title: 2.4.2.1 Review and update Visitor Services Business Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner - Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	20%	0.00%	 GREEN


Action Progress Comments: Review has commenced and will be finalised in March 2025.

Action Title: 2.4.2.2 Review and update Broken Hill City Art Gallery Business Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kathryn Graham - Gallery and Museum Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Community and Stakeholder consultation was held in September 2024 to inform the review and development of the Broken Hill City Art Gallery Strategic Plan. The initial draft was received in October 2024 with the Plan to be presented to the Art Gallery Advisory Committee at their first meeting in 2025, then presented to Council for adoption in the first quarter of 2025.

Action Title: 2.4.2.3 Review and update Albert Kersten Mining and Minerals Museum Business Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kathryn Graham - Gallery and Museum Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Community and Stakeholder consultation was held in September 2024 to inform the review and development of the Albert Kersten Mining and Minerals Museum Strategic Plan. The initial draft was received in October 2024 with the Plan to be presented to the Art Gallery Advisory Committee at their first meeting in 2025, then presented to Council for adoption in the first quarter of 2025.




GREEN - Target achieved




RED - Target not achieved

Action Title: 2.4.2.4 Activate Civic Centre Business Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Shannan Botten - Civic Centre Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Progress Comment: Project phase on booking management system currently underway.


Action Title: 2.4.2.5 Review Library Business Plan for the opening new Library facility

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Deidre Bryson - Library Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: As work on the new Library facility progresses, business plans for spaces, furnishing and AV are being reviewed as necessary.

2.4.3 Activate Destination Management Plans

Action Title: 2.4.3.1 Activate actions within the Destination Management Plans

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	51%	50.00%	 GREEN

Action Progress Comments: Destination Management Plans are considered when approaching tourism initiatives and marketing




GREEN - Target achieved



RED - Target not achieved


2.4.4 Operate Council owned facilities supporting the visitor economy

Action Title: 2.4.4.1 Operate Visitor Services to support the visitor economy

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner - Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Visitor accreditation maintained for 2024/25 after review in June 2024. A total of 45,262 visitors were supported at the Visitor Information Centre in the July to December period. Additional visitors were supported with the mobile Visitor Services stall at the Racecourse and the Mundi Mundi Bash site in August and at the Broken Heel Festival in September.

Action Title: 2.4.4.2 Operate the Living Desert to support the visitor economy

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner – Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Visitation during the report period: Day visitors: 17,067, Coach passengers: 1,128, Campsite patrons: 1,819
During the report period the following support was provided to visitors to the Living Desert through the provision of tours and information detailing: 1) Varieties of native flora and fauna within the Living Desert and the sites around the cultural walking trail; 2) Myre Myres (indigenous huts); 3) Geological site including land and mineral formations; 4) Kangaroo viewing hide; 5) Story poles designed by local TAFE students; 6) Scenic lookout overlooking Stephens Creek Reservoir; 7) Land marks showing miners claims; 8) Small prospecting mine dig-out for different minerals; 9) Indigenous quartz worksite; 10) Provision of tour group every Thursday for visitors travelling on the Indian Pacific Train, this service allows a sunrise viewing at the sculpture symposium for the patrons; 11) During the period a cultural awareness sessions was held with aboriginal elders hosting and sharing information and lessons with different groups in Broken Hill; such as school teachers from various primary schools. 12) Multiple film crews have been to film content throughout the year at the Living Desert, from Telstra adverts to ballerina, model photography and Australian Idol. 13) Facilities available to visitors to the Living Desert include picnic area inclusive of accessible toilet facilities and barbecue area, campsite facilities including free accessible hot showers, toilets, barbecues, star viewing, sunrise and sunset viewing seating, 15 sites for camper trailers/RVs/caravans, as well as an area for 12 carry-in tent sites




GREEN - Target achieved



RED - Target not achieved

Action Title: 2.4.4.3 Operate the Broken Hill City Art Gallery to support the visitor economy

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kathryn Graham - Gallery and Museum Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Gallery supports the visitor economy by offering a space for cultural engagement, attracting tourists and locals alike. It operates by curating and rotating exhibitions, which draw visitors to the area. The Gallery hosts special events, such as weekly tours for visitors from the Indian Pacific, participating in the Journey Beyond experience. Additionally, the Gallery's gift shop provides further opportunities to support the visitor economy by encouraging a more diverse experience. By fostering a vibrant arts scene, the Gallery significantly contributes to local tourism, benefiting the broader economy.

Action Title: 2.4.4.4 Operate the Albert Kersten Mining and Minerals Museum to support the visitor economy

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kathryn Graham - Gallery and Museum Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Museum supports the visitor economy by serving as a cultural attraction that draws both tourists and locals. It operates by curating and preserving our extensive mineral collection of historical, social and scientific significance, offering educational programs, tours, and special exhibits to engage visitors. By enhancing the cultural appeal of the City, the Museums helps drive tourism, stimulate local businesses, and contributes to the overall economic growth of the area.




GREEN - Target achieved




RED - Target not achieved

Action Title: 2.4.4.5 Operate the Civic Centre to support the visitor economy

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Shannan Botten - Civic Centre Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The visitor economy has been supported through bookings at the Civic Centre 57 times over 61 days during July to December. Support has been seen through events such as the NSW Premier and Cabinet Visit, a performing arts event, NSW Seniors Christmas Concert and multiple smaller meetings and events.


Action Title: 2.4.4.6 Operate the Airport to support the visitor economy

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Christopher Wellington - Airport Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Broken Hill Airport has been operated safely and compliantly for the reporting period, with no aerodrome closures or major incidents.

2.4.5 Advocate for incentives and initiatives that support Broken Hill and region as a film location

Action Title: 2.4.5.1 Collaborate with the film industry and government to ensure Broken Hill and region is a destination of choice for film makers

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: City continues to receive good interest re: filmmaking, film permits are immediately actioned upon receipt. Film scouting outsourced when needed




GREEN - Target achieved



RED - Target not achieved

2.4.6 Develop the Civic Centre Business to be a self-sufficient profit-making enterprise

Action Title: 2.4.6.1 Implement Civic Centre Business Plan to grow business opportunities

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Shannan Botten - Civic Centre Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Progress Comments: Implementation continues with booking management the focus area.


2.4.7 Activate the Cultural Plan

Action Title: 2.4.7.1 Investigate options for art and cultural activities to support health and well-being in the community

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kathryn Graham - Gallery and Museum Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Gallery partners with the Far West Local Health District to deliver Arts in Health workshops throughout the year. Additionally, discussions are also being held with the other service delivery organisations and artists to further explore options.

Action Title: 2.4.7.2 Utilise the Gallery and Museum spaces for events and cultural activities

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kathryn Graham - Gallery and Museum Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Gallery and Museum hosts a number of events and cultural activities throughout the year, including exhibitions, art awards, workshops, concerts and civic ceremonies. Highlights from the reporting period include performances by local musicians Leroy Johnston, Kyla Vines, Broken Hill Civic Orchestra and nationally renowned musicians, William Barton and Véronique Serret; screenings including the powerful More than a Fish Kill and Jeremy Goldstein's 'This is Who I Am', regular workshops for youth and adults including life drawing and jewellery making, Indigenous art award and the Gallery's annual exhibition program.




GREEN - Target achieved



RED - Target not achieved

2.4.8 Support Aboriginal economic enterprise and cultural practice

Action Title: 2.4.8.1 Invite First Nations businesses and artisans to participate in community events

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	51%	50.00%	 GREEN


Action Progress Comments: Blak Markets continue to be a feature of cultural events

3 Our Environment

3.1 Our environmental footprint is minimised

3.1.1 Ensure delivery of relevant environmental strategies and policies

Action Title: 3.1.1.1 Develop Waste and Resource Recovery Strategy

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Marisa Pickett - Waste & Sustainability Manager	In Progress	01-Jul-2024	30-Jun-2025	90%	50.00%	 GREEN

Action Progress Comments: Development of the Waste and Sustainable Materials Strategy has made significant progress during the reporting period and is now in its final stages. Key consultations with the Mayor, Councillors, and General Manager in late August 2024 played a pivotal role in shaping the action plan. Following these discussions, the draft action plan was submitted to Council for review and approval in mid-September 2024. The complete strategy document has since been provided to Council's Director of Infrastructure & Environment, delivered to the Executive Leadership Team in early 2025, and is scheduled to be presented to the Councillors in early February 2025 before being submitted to Council for adoption.




GREEN - Target achieved



RED - Target not achieved

3.1.2 Provide awareness of environmental impacts of human activity


Action Title: 3.1.2.1 Promote the Waste and Resource Recovery Strategy

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Marisa Pickett - Waste & Sustainability Manager	In Progress	01-Jul-2024	30-Jun-2025	60%	50.00%	 GREEN

Action Progress Comments: The promotion of the Waste and Sustainable Materials Strategy is progressing smoothly and remains on track. In late August, Talis Consultants engaged with Councillors, the General Manager, and the Mayor, which played a key role in refining the action plan. The draft action plan was subsequently submitted to Council for review and approval in mid-September 2024. The strategy has since been delivered to the Executive Leadership Team and is scheduled to be presented to Councillors in early February 2025 for endorsement. Once approved, the documents will be published on the Council website, and the associated actions will be activated.

3.1.3 Collaborate with key stakeholders on environmental issues

Action Title: 3.1.3.1 Investigate opportunities to collaborate with community groups on environmental issues

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Marisa Pickett - Waste & Sustainability Manager	In Progress	01-Jul-2024	30-Jun-2025	29%	50.00%	 RED

Action Progress Comments: Council is actively pursuing opportunities to collaborate with local community groups to address environmental challenges and promote sustainability. These partnerships aim to enhance collective efforts in fostering environmental stewardship within our community. This commitment is supported by specific actions outlined in the new Sustainability Strategy and the Waste and Sustainable Materials Strategy. These strategies provide a structured framework for engagement, ensuring that initiatives align with community priorities and contribute to broader environmental objectives.




GREEN - Target achieved



RED - Target not achieved

Action Title: 3.1.3.2 Actively participate in Lead Response Group and associated work stream group meetings

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Codie Howard - Director Infrastructure & Environment	In Progress	01-Jul-2024	30-Jun-2025	75%	50.00%	 GREEN

Action Progress Comments: Broken Hill City Council has been an active member of the Lead Response Group and its working groups, Lead Remediation Group, and Communications Group. Council was present at all monthly meetings that were held, including hosting the September Meeting which involved The General Manager and Director Infrastructure & Environment providing a guided tour of the city for all members of the Lead Response Group. Council also commented and voted on the approved set of actions to be presented to the Premier and his Cabinet in early 2025.

3.1.4 Investigate alternate sustainable energy options

Action Title: 3.1.4.1 Continue the implementation of the Renewable Energy Action Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Marisa Pickett - Waste & Sustainability Manager	In Progress	01-Jul-2024	30-Jun-2025	70%	50.00%	 GREEN

Action Progress Comments: Earlier this year, Council collaborated with Constructive Energy to review the original Renewable Energy Action Plan (REAP) and address challenges in implementing certain actions. During this meeting, potential revisions were discussed to improve the plan's feasibility. Constructive Energy was tasked with incorporating these changes and providing an updated version of the plan. The implementation of the REAP is making steady progress, with several key actions now integrated into the broader Sustainability Strategy. Additionally, we are awaiting the outcome of a grant application that is expected to play a critical role in advancing key initiatives within the REAP. Once the grant decision is received, we will prioritise and accelerate the execution of these actions.



GREEN - Target achieved




RED - Target not achieved

3.2 Natural environments and flora and fauna are enhanced and protected

3.2.1 Ensure delivery of relevant environmental management plans and policies


Action Title: 3.2.1.1 Maintain the Living Desert as per the Operational Management Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner – Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: During the report period the following was undertaken at the Living Desert: 1) Maintained and cared for native fauna including approximately 66 Euros (wallaroos), 16 Red Kangaroos (following scattered releases) and multiple native reptile and bird species; 2) Maintained and cleaned water troughs and feeding bays (daily to weekly); 3) Implemented feral animal control measures in accordance with governing Acts; 4) Undertaken noxious weed spraying via contractor service and implemented pest control measures as required; 5) Replaced damaged and vandalised fencing where and when required; 6) Maintained roads, culverts, walking paths and trails; 7) Cleaned and maintained all facilities; 8) Ensured implementation of WHS practices.

3.2.2 Provide awareness and education on the impacts of climate change

Action Title: 3.2.2.1 Investigate the development of a Climate Action Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Marisa Pickett - Waste & Sustainability Manager	In Progress	01-Jul-2024	30-Jun-2025	25%	50.00%	 RED

Action Progress Comments: The Climate Action Plan has been temporarily deferred pending the completion of the Waste and Sustainable Materials Strategy and the Sustainability Strategy. Upon their finalisation, we anticipate gaining a more defined trajectory for advancing the Climate Action Plan.




GREEN - Target achieved



RED - Target not achieved


3.2.3 Ensure the effective management of the regeneration and common areas

Action Title: 3.2.3.1 Undertake feral animal eradication in regeneration/common areas accordance with governing Acts

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner – Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN


Action Progress Comments: Feral animal management strategies were implemented regularly in accordance with Operational Management Plan and governing Act requirements throughout the report period for invasive feral animals such as goats, foxes, wild dogs, cats and rabbits.

Action Title: 3.2.3.2 Replace damaged and vandalised fencing in regeneration/common areas

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner – Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN


Action Progress Comments: During the report period regeneration and common area fence repairs were undertaken at various locations around town. Fencing vandalism remains an ongoing problem, with fences into the Regeneration Areas being cut. The Living Desert Rangers inspect fences frequently and repair them when they are damaged/cut. Approximately 3km of Regeneration Area fencing on the Adelaide Road and 1km of fencing on Picton Street has been replaced. Approximately 20 sections of fence have been repaired with 200m of fence repaired at the South Regeneration Area and approximately 5km repaired in the Schlapp Street Regeneration Area.

Action Title: 3.2.3.3 Undertake annual assessment of identified noxious weeds and pests in regeneration/common areas


Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner – Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Annual assessment of noxious weeds and pests was undertaken by Living Desert Rangers and report provided to Council's Strategic Asset Management Coordinator in January 2024, with further assessment to be undertaken in 2025. Contracted weed specialist has conducted large scale weed/cactus control.

 GREEN - Target achieved


 RED - Target not achieved

Action Title: 3.2.3.4 Implement control measure to ensure noxious weeds and pests are controlled in an appropriate manner in regeneration/common areas

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner – Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: During the report period, contracted management spraying control of noxious weeds was undertaken throughout the 8,500Ha of regeneration and common areas. Control included Boxing Glove cactus, Rope cactus, prickly pear, wagon wheel cactus, African boxthorn, Nagooora burr, Bathurst burr, fountain grass. The Rangers marked sightings and dedicated time to treat affected areas, monitoring the plants/cactus post treatment. The Rangers use specific herbicides to destroy noxious plants, treating again upon post treatment inspection.

Action Title: 3.2.3.5 Support and encourage volunteers and environmental groups to protect and enhance natural environment at Living Desert Reserve

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner – Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The 'Friends of the Flora and Fauna of the Barrier Ranges' volunteer committee members participate in a working bee once a month to assist in the maintenance and improvement of the Flora and Fauna in the Living Desert. During the report period, a total of six working bees were conducted with a total of 28 volunteer hours implemented. Working bees include laying pavers, cleaning water ponds, watering and trimming plants/trees and path maintenance work.




GREEN - Target achieved



RED - Target not achieved


Action Title: 3.2.3.6 Support and encourage volunteers and environmental groups to protect and enhance natural environment at Regeneration Area

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Patrick Kreitner – Visitor Services Coordinator	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The 'Friends of the Flora and Fauna of the Barrier Ranges' volunteers assist in path maintenance and weed removal, at various locations around town in Regeneration and Common areas. During the report period, a total of 16 volunteer hours were implemented at the South regeneration area for the purpose of path clearing, rubbish removal and weeding.

3.2.4 Support the advocacy of key water stakeholders

Action Title: 3.2.4.1 Support the advocacy for river connectivity in the Murray Darling Basin system, maintaining water supply in the Menindee Lakes system and maintaining the health of the Darling Baaka River

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council continually lobbies the State and Federal government regarding the health of the Darling River/Baaka River. Council participated in regular meetings during the report period with the MBA Region 4, to advocate for river connectivity in the Murray Darling Basin system, to maintain water supply in the Menindee Lakes System and maintain the health of the Darling River/Baaka River.



GREEN - Target achieved




RED - Target not achieved

3.3 Proactive, innovative and responsible planning supports the community, the environment and beautification of the City


3.3.1 Review and update planning strategies and policies to ensure relevance

Action Title: 3.3.1.1 Continue to work on draft Plans of Management for Crown Reserves in preparation for adoption

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Georgina Falkner - Strategic Land Use Planner	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The generic Plans of Management for General Community Use, Parks, Sportsgrounds, and Natural Areas are undergoing final changes based on recent additional feedback from Crown Lands, and updates to comply with recent guidelines. These Plans of Management will then be placed on public exhibition. The remaining Plans of Management have been drafted and are undergoing review by Council staff.


Action Title: 3.3.1.2 Continue to progress update of Living Desert Reserve Plan of Management

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Georgina Falkner - Strategic Land Use Planner	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Draft Plan of Management has been prepared and is under review.


3.3.2 Increase canopy cover within the City

Action Title: 3.3.2.1 Ensure outcomes are conducted in compliance with the Tree Management Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Anjali Joseph - Strategic Asset Management Coordinator	Completed	01-Jul-2024	30-Jun-2025	100%	50.00%	 GREEN


Action Progress Comments: Tree Management plan is referred to for all actions and processes. Any requests from community are guided by the tree management plan and it is promoted for better clarity.

 GREEN - Target achieved

 RED - Target not achieved

3.3.3 Ensure native vegetation, landscaping and water management systems are protected under the planning processes


Action Title: 3.3.3.1 Provide education and guidance when required for new development proposals to encourage sustainable landscaping, vegetation and water management practices

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Tracey Stephens - Planning and Development Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Staff have commenced developing educational material. These matters are also considered through the BASIX certification process during development assessment.


3.3.4 Advocate for improved storm water management within the City

Action Title: 3.3.4.1 Develop Storm Water Management Strategy

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Codie Howard - Director Infrastructure & Environment	In Progress	01-Jul-2024	30-Jun-2025	25%	0.00%	 GREEN

Action Progress Comments: All works to date involving a Storm Water Management Strategy, have been including in the work carried out in the Broken Hill Flood Study. The Strategy cannot be completed until the Flood Study has been completed and endorsed.

Action Title: 3.3.4.2 Complete flood study for the City

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Codie Howard - Director Infrastructure & Environment	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Broken Hill Flood Study is a joint funding project by the Department of Climate Change, the Environment, Energy and Water and Broken Hill City Council. Council's Flood Study is being carried out by Torrent Consulting firm with the project 50% complete and final completion due in September 2025. The consultant reports updates to Council and the Project Consultative Group, for project governance, with the first meeting held January 15, 2025. Works completed to date include community consultation, flood modelling preparation and calibration.




GREEN - Target achieved



RED - Target not achieved


3.3.5 Implement the recommendations of the Heritage Strategy to preserve and enhance the heritage of the City

Action Title: 3.3.5.1 Continue to implement the recommendations of the adopted Broken Hill Heritage Strategy

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Tracey Stephens - Planning and Development Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN


Action Progress Comments: This is an ongoing responsibility. The majority of recommendations within the Strategy have been implemented. These matters which have been implemented include: a) Heritage committee which was in place during the reporting period, b) Continuation of the Heritage Advisory service, to provide advice to the community and Council, c) Managing local heritage in a positive manner - Council has been pro-active in offering advice to a wide range of people in the community on heritage and engaging with them to assist in better design, process, dealing with Council etc. to make the overall process of gaining any approvals more straightforward. d) Continued to offer heritage incentives funding to provide small grants. e) Run a main street style program - whilst there is not a current specifically titled "main street" program, There have been various projects focused on Argent Street and Oxide Street and their activation. The long-term projects of reinstating verandahs and colour schemes has had a significant visual impact on the character of the main streets. f) Council leading by example by properly managing heritage places owned or operated by Council - Council has engaged in a range of upgrades and works to their own properties. Heritage issues are considered during the design and development processes. For example, works to rotundas at local parks.

Action Title: 3.3.5.2 Raise awareness of heritage related issues and management

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Tracey Stephens - Planning and Development Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Staff are reviewing content on Council's website which provides awareness of heritage issues and also provides information on support/advice/funding which can be provided to property owners.


 GREEN - Target achieved


 RED - Target not achieved

4 Our Leadership

4.1 Openness and transparency in decision making

4.1.1 Foster relationships with key community sector leaders

Action Title: 4.1.1.1 Invite key community sector leaders to civic events and functions						
Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN
Action Progress Comments: Key community sector leaders and state and federal members were invited to attend the 2024 Civic Ball, one Civic Reception and one Citizenship Ceremony during the reporting period.						


Action Title: 4.1.1.2 Invite key community sector leaders to participate in various working groups/meetings regarding major issues facing the City						
Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN
Action Progress Comments: Regular meetings were held with key community sector leaders during the report period, regarding major issues facing the City including Housing, Health, Education, Police and Transport. Council's various Working Groups meet regularly and include community representatives in their membership.						

 GREEN - Target achieved

 RED - Target not achieved

4.1.2 Activate the Community Engagement Strategy


Action Title: 4.1.2.1 Implement communications processes as outlined in Community Engagement Strategy

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Communication processes being conducted in line with Engagement Strategy

4.1.3 Facilitate public forum at each Council meeting


Action Title: 4.1.3.1 Ordinary and Extraordinary Council Meetings are conducted in accordance with Council's adopted Code of Meeting Practice Policy

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Leisa Bartlett - Executive Officer	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: All Ordinary and Extraordinary Council Meetings for the reporting period were held in accordance with Council's Code of Meeting Practice.

4.1.4 Ensure social, environmental, cultural and economic sustainability are considered when making decisions

Action Title: 4.1.4.1 Reports to Council present the social, environmental, cultural and economic sustainability considerations to enable Council to make informed decisions

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Razija Nu'man - Director Corporate & Community	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council's reporting format assists to present the impacts decisions have on social, environmental, cultural and economic sustainability and provides detail to enable Council to make informed decisions




GREEN - Target achieved



RED - Target not achieved


4.1.5 Support the organisation to operate within its legal framework

Action Title: 4.1.5.1 Review Section 355 Community Committee manuals and constitutions in accordance with the new term of Council

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Michelle Rolton - Manager Corporate & Customer Experience	Completed	01-Jul-2024	30-Jun-2025	100%	50.00%	 GREEN


Action Progress Comments: Reviewed Section 355 Asset and Advisory Committee Manuals, Constitutions and Terms of Reference adopted by Council 30 October 2024.

Action Title: 4.1.5.2 Review Community Strategic Plan in accordance with legislative compliance and new term of Council

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Michelle Rolton - Manager Corporate & Customer Experience	In Progress	01-Jul-2024	30-Jun-2025	25%	25.00%	 GREEN

Action Progress Comments: Draft Community Strategic Plan Engagement Strategy 2025 for the review of the Broken Hill Community Strategic Plan – Your Broken Hill 2040 adopted by Council 18 December 2024 with engagement activities to commence February 2025..

Action Title: 4.1.5.3 Review of Delegations and Authorisations completed with new term of Council and recruitment of new staff

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Leisa Bartlett - Executive Officer	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council adopted the new Delegation and Authorisations at the October 2024 Extraordinary Council Meeting for the new Term of Council. Sub-Delegations and Authorisations are required to be issued to staff within the first 12 months of the new Term of Council, which is currently in progress. The issuing of Sub-Delegations and Authorisations to new staff is undertaken as part of the recruitment process.




GREEN - Target achieved




RED - Target not achieved

Action Title: 4.1.5.4 Councillor and Designated Persons disclosures of interest returns completed annually in accordance with the Local Government Act 1993

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Leisa Bartlett - Executive Officer	Completed	01-Jul-2024	30-Jun-2025	100%	50.00%	 GREEN

Action Progress Comments: 2023/2024 Councillor and Designated Persons Disclosure of Interest Returns are due by 30 September 2024. These returns were tabled at the first Council Meeting of the new Term of Council (Extraordinary Council Meeting held 9 October 2024). Newly elected Councillors have 3 months from declaration of election to complete their Returns and these returns were tabled at the December 2024 Council Meeting. The public copies of Councillor and Designated Persons Disclosure of Interest Returns have been placed on Council's website.


Action Title: 4.1.5.5 Review Council Policies for compliance with relevant legislation

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Leisa Bartlett - Executive Officer	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council continues to review its Policies for compliance with legislation and Council's operational procedures and processes. Policies that were required to be adopted by Council at their first meeting of the new Term of Council were completed. Priority is now given to policies that require adoption by Council in the first 12 months of a new Term of Council as well as the review of policies that were not reviewed in the last Term of Council.




GREEN - Target achieved




RED - Target not achieved

Action Title: 4.1.5.51 Work with NSW Electoral Commission to carry out Local Government Election

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Razija Nu'man - Director Corporate & Community	Completed	01-Jul-2024	30-Jun-2025	100%	50.00%	 GREEN


Action Progress Comments: Council contracted the NSW Electoral Commission to undertake the 2024 Council election. The Commission provided regular Updates which were designed to provide information on the upcoming election and advise on the resources the Commission will be providing through the course of the election. The Updates also advised information on upcoming webinars proposed for both councils and candidates and generally update on things that may have an impact on the conduct of the elections. The first webinar for council staff was held 26 October 2023 providing an overall introduction to election processes. Recruitment for Returning Officers closed 12 November 2023. NSW Electoral Commission was active on all social media platforms with electoral information. Induction activities for incoming Council following election in September were undertaken in October 2024 in Wentworth with new Councillors also of Wentworth and delivered by LGNSW.

Action Title: 4.1.5.6 Identify and implement reporting frameworks within Council's reporting database to increase Operational Plan reporting focus and outcomes

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Michelle Rolton - Manager Corporate & Customer Experience	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN


Action Progress Comments: Work has been undertaken to improve the functionality of the software (CAMMS Strategy) that Council utilises to manage actions from the Community Strategic Plan. The changes to the system increase Manager's ability to monitor overall progress of the plans and ensure actions are being completed on time. The work included, deletion of obsolete data, rebuilding organisation structure to align with current structure, aligning current Delivery Program and Operational Plan actions with current structure and introducing 'Executive Intelligence' functionality for Senior Managers.

 GREEN - Target achieved

 RED - Target not achieved


4.1.6 Implement and embed an Enterprise Risk Management system

Action Title: 4.1.6.1 Initiate Stage 1 of the Enterprise Risk Improvement Management Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kate Johnson - Manager Enterprise Risk	In Progress	01-Jul-2024	30-Jun-2025	75%	50.00%	 GREEN


Action Progress Comments: Statewide Mutual's Broken Hill City Council Continuous Improvement Pathway (CIP) Self-Assessment for November 2024 scored 75%, aligning with the 2024 CIP State Average of 75%.

Action Title: 4.1.6.2 Embed the principles of the Enterprise Risk Management Framework (ERM) across the organisation

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kate Johnson - Manager Enterprise Risk	In Progress	01-Jul-2024	30-Jun-2025	75%	50.00%	 GREEN

Action Progress Comments: Broken Hill City Council is making significant progress in embedding Enterprise Risk Management (ERM) principles, with additional advancement initiatives scheduled for early 2025.

Action Title: 4.1.6.3 Undertake full review and testing of Council's Business Continuity Plan (BCP)

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Kate Johnson - Manager Enterprise Risk	Completed	01-Jul-2024	30-Jun-2025	100%	50.00%	 GREEN

Progress Comment: Broken Hill City Council successfully conducted an operational review and real-world testing of Council's Business Continuity Plan (BCP) during the October 2024 Power Outage/Storm, ensuring business resilience and response effectiveness.



GREEN - Target achieved




RED - Target not achieved

4.2 Our leaders make smart decisions

4.2.1 Strengthen staff capacity through workforce development and planning activities


Action Title: 4.2.1.1 Learning and development plans are completed for all employees including succession and career options

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Casey Deery - Executive Manager People and Culture	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Training and Development for all staff have been completed for 2024/25. Staff succession mapping continues to evolve for whole of organisation which will be finalised with the implementation of ELMO (HR cloud-based software). ELMO project has been delayed due to software integration taking longer than expected and lack of staff resources available. The ELMO platform continues to progress, with the Training and Development module preparing to "go live" for staff in February 2025. Succession planning module data is currently being developed and reviewed with the Executive Leader Group prior to data integration commencing. Succession module aims to be operational by June 2025.

4.2.2 Provide learning and networking opportunities for elected members

Action Title: 4.2.2.1 Provide Councillor professional development training sessions

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Leisa Bartlett - Executive Officer	In Progress	01-Jul-2024	30-Jun-2025	70%	50.00%	 GREEN

Action Progress Comments: For the new Term of Council, the Mayor and Councillors will be attending the "Elected Life" Councillor Induction training in Wentworth on 14-15 October 2024. Councillors have been provided with links to OLG Councillor Induction webinars. Councillors are provided with a Councillor Induction Manual and the Bluett Handbook. A Councillor IT induction session was held plus numerous Councillor Briefings held on Council's budget, IP&R plans, major projects, advocacy focus; major issues facing the City were held during October - November 2024. Councillor site visits of various Council facilities has been scheduled for January 2025.




GREEN - Target achieved




RED - Target not achieved

Action Title: 4.2.2.2 Offer opportunities for Councillors to attend conferences and seminars that provide information, ideas and solutions that add value to our community

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Leisa Bartlett - Executive Officer	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: The Mayor and/or Councillors attended the following conferences and seminars during the reporting period July - December 2024: 1) National General Assembly of Local Government in July 2024, 2) Murray Darling Association Conference in July 2024 3) Mining and Energy Related Councils Conference in August 2024 4) Councillor Elected Life Local Government Induction training in October 2024 5) LGNSW Conference in November 2024 6) Community Cabinet in November 2024.

Action Title: 4.2.2.3 Develop and deliver a Councillor Induction training program

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Leisa Bartlett - Executive Officer	In Progress	01-Jul-2024	30-Jun-2025	90%	50.00%	 GREEN

Action Progress Comments: Councillor Induction training program for Mayor and Councillors elected at the September 2024 Local Government Elections has been arranged and will consist of the "Elected Life" induction training held across 2 days in Wentworth in October 2024. Councillors are provided with a Councillor Induction Manual and the Bluett Handbook. A Councillor IT induction session is arranged plus numerous Councillor Briefings on Council's budget, IP&R plans, major projects, advocacy focus; major issues facing the City and Councillor site visits of various Council facilities during October - November 2024.




GREEN - Target achieved



RED - Target not achieved


4.2.3 Build on the leadership values and culture of the organisation

Action Title: 4.2.3.1 Implement actions from Organisation Culture Inventory survey

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Casey Deery - Executive Manager People and Culture	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Survey results from the November 2023 Organisation Culture Inventory Survey have been received, with leadership groups participating in debriefing sessions in February 2024 and whole of staff debriefing sessions held in March 2024. Shaping Our Future 3.0 was held 27 June 2024, with 127 staff participating. Fourteen action items were developed and sponsored for investigation and implementation throughout the workforce. These actions are aligned with improving Council's "achievement" focus lifestyle inventory based on the Cultural survey results. Two out of 14 bright ideas have been fully completed and implemented. The remaining 12 ideas have progressed well and are reported on monthly to the Executive Leadership Group. A full update on progress will be provided to staff at the General Manager's forum in February 2025.

Action Title: 4.2.3.2 Investigate further leadership training opportunities

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Casey Deery - Executive Manager People and Culture	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council continues to investigate leadership development sessions for the Executive Leadership Team (ELT) and Senior Leadership Team (SLT). Council has maintained its commitment in the development of its leadership capacity with continued focus and support to the Emerging Leaders Group (ELG). Council has turned its leadership development internally this reporting period, with the 3-Tier leadership groups (ELT, SLT, ELG) all focusing on supporting the staff with the Shaping Our Future 3.0 "bright ideas" and promoting the achievement-high performance workplace culture we are continuing to improve on. Our Leadership Groups continue to support and mentor their sponsored team established at the organisations Shaping Our Future 3.0 Planning day held in June 2024, with 2 out of 14 bright ideas fully completed and implemented. The remaining 12 ideas have progressed well and are reported on monthly to the Executive Leadership Group.




GREEN - Target achieved



RED - Target not achieved


Action Title: 4.2.3.3 Implement and deliver internal Leadership Education and Development (L.E.A.D) program

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Casey Deery - Executive Manager People and Culture	Deferred	01-Jul-2024	30-Jun-2025	1%	0.00%	 GREEN

Action Progress Comments: The delivery of this internal program has been deferred and may commence in April 2025.


4.2.4 Implement the Service Review Framework

Action Title: 4.2.4.1 Undertake Parks and Open Spaces service review

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Anne Johansson - Leader Innovation & Business Improvement	In Progress	01-Jul-2024	30-Jun-2025	90%	50.00%	 GREEN

Action Progress Comments: Draft report received and being reviewed.

Action Title: 4.2.4.2 Undertake Visitor Information Centre service review

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Anne Johansson - Leader Innovation & Business Improvement	In Progress	01-Jul-2024	30-Jun-2025	10%	0.00%	 GREEN

Action Progress Comments: This service review was completed in 2023/2024 and has been replaced with a review of the Aquatic Centre which has commenced.




GREEN - Target achieved



RED - Target not achieved

4.2.5 Monitor potential changes to government policy and legislation and make submission where considered important for the local community


Action Title: 4.2.5.1 Make relevant submissions to Government agencies on matters that will affect Broken Hill or Local Government in a broader context

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: During the reporting period Council made a submission to the Parliamentary Hearing Law and Safety Committee Inquiry into Youth Crime Regional, Rural and Remote NSW; a submission to the NSW Government regarding the Review of the Waste Services Levy in July 2024. Motions were also made to the 2024 LGNSW Conference regarding the following matters: 1) Waste Levy Boundaries 2) Abolishment of the newly introduced Cemetery Tax 3) Funding of upgrades to Regional Airports 4) Advocacy for Financial Assistance Grants to return to 1% of Commonwealth Taxation Revenue 5) Remediation of land that is no longer fit for use due to contamination from mining Motions were also made to the National General Assembly of Local Government on the following matters: 1) Impact of cost shifting onto Local Government 2) Introduction of regional news licence requirement for metropolitan television broadcasters across the country 3) Federal Government's freeze to the indexation of Financia Assistance Grant funding and its impact on Local Councils

4.2.6 Ensure Council has robust Information Communications Technology Platform

Action Title: 4.2.6.1 Continue to implement the agreed Information and Communication Technology Strategy/Roadmap

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Benjamin Liddell - Manager Information and Communications Technology	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Next progress steps involved include the review and adoption of the updated ICT Policy. This policy is currently under view by ICT Manager and Director Finance and Commercial, with the intent to present to ARIC and Council within the next two months.




GREEN - Target achieved




RED - Target not achieved

Action Title: 4.2.6.2 Continue to implement the Cyber Security Framework

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Benjamin Liddell - Manager Information and Communications Technology	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Cyber Security Framework documentation is currently under review with Manager ICT and Director Finance and Commercial. Further implementation of the Cyber Security Framework is dependent on the adoption ICT Strategy.


Action Title: 4.2.6.3 Develop a framework for the implementation and use of Artificial Intelligence across Council

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Benjamin Liddell - Manager Information and Communications Technology	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Framework is currently being drafted by ICT Manager and will be reviewed and refined with assistance from Director Finance and Commercial prior to its submission to ARIC and Council for adoption.

4.2.7 Continue to look for efficiencies in the organisation and ensure financial sustainability

Action Title: 4.2.7.1 Achieve financial results in accordance with Council's Long Term Financial Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Simon Brown - Director Finance and Commercial	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Progress Comments: Financial results on track with Council's Long Term Financial Plan and monitored via Quarterly review process.


 GREEN - Target achieved

 RED - Target not achieved

4.3 We unite to succeed in Australia's first City on the National Heritage List

4.3.1 Collaborate with key stakeholders for the Community Strategic Plan for reporting and monitoring


Action Title: 4.3.1.1 Meet regularly with key stakeholders for ongoing alignment of Community Strategic Plan

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Regular meetings were held with key community sector leaders during the report period, regarding major issues facing the City including Housing, Health, Education, Police, Transport.

4.3.2 Develop working parties for key issues and projects impacting Council and the City


Action Title: 4.3.2.1 Develop working parties where necessary to progress major projects and issues

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: During the report period, no major issues have arisen that have required the establishment of additional working parties. Council worked collaboratively with the Premier's department, State Ministers, the Local Emergency Management Committee and relevant stakeholders during the City's power outages in October 2024.

4.3.3 Maintain a strong relationship and regularly engage with the local State and Federal Members

Action Title: 4.3.3.1 Engage with the local State and Federal Members on key issues relating to Council and the City

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council continually engaged with Local, State and Federal Members during the report period regarding major issues facing the City including Housing, Health, Education, Police and Transport. Correspondence was sent to State and Federal Members relating to key issues including: - * Support to regional airlines, * Review of the NSW Interment Services Levy, * Reopening of the Line of Lode Cafe and Visitors Centre, * Support for funding for Silverlea Early Childhood Services, * Review of the NSW Netwaste Levy, * Sealing of the Daydream Mine Road, * Support to REX Airlines - government funding to guarantee flight bookings during REX administration period, * Support for funding for Cobalt Blue's redevelopment of their Technology Development Centre to a Critical Minerals Battery Recycling Centre.




GREEN - Target achieved



RED - Target not achieved

4.3.4 Maintain a strong relationship and regularly engage with the Minister of Local Government and other Ministers

Action Title: 4.3.4.1 Engage with the Minister for Local Government and other Ministers on key issues relating to Council and the City


Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Jay Nankivell - General Manager	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Council continually engaged with relevant Ministers during the report period regarding major issues facing the City including Housing, Health, Education, Police and Transport. Council attended Community Cabinet in November 2024 and met with Minister to discuss: * Crown Lands and Native Title matters relating to vacant land in the City, * Affordable Housing, * Upgrades to the Broken Hill Regional Airport (for tourism growth, film industry, emergency services, retention of key workers and liveability of the City), * Health matters, * Emergency Services matters. Correspondence was sent to Ministers during the reporting period, relating to key issues including: * Support to regional airlines, * Review of the NSW Interment Services Levy* Reopening of the Line of Lode Cafe and Visitors Centre, * Support for funding for Silverlea Early Childhood Services, * Review of the NSW Netwaste Levy, * Sealing of the Daydream Mine Road, * Support to REX Airlines - government funding to guarantee flight bookings during REX administration period, * Support for funding for Cobalt Blue's redevelopment of their Technology Development Centre to a Critical Minerals Battery Recycling Centre.

4.4 Our community is engaged and informed


4.4.1 Update Community Engagement Strategy

Action Title: 4.4.1.1 Update Community Engagement Strategy for adoption by Council

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	51%	50.00%	 GREEN


Action Progress Comments: CSP Community Engagement Strategy Adopted. Overarching Community Engagement Strategy to be completed by June 2025.

 GREEN - Target achieved

 RED - Target not achieved


4.4.2 Facilitate meetings between community and elected representatives

Action Title: 4.4.2.1 Provide support for community meetings between Councillors and the public as required

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	51%	50.00%	 GREEN

Action Progress Comments: Meetings with Councillors organised as requested


Action Title: 4.4.2.2 Facilitate community engagement sessions regarding major projects and initiatives as required

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	In Progress	01-Jul-2024	30-Jun-2025	50%	50.00%	 GREEN

Action Progress Comments: Community engagement sessions and steering/consultative groups are created for all major projects

4.4.3 Maintain an Advocacy Strategy for the City

Action Title: 4.4.3.1 Review and update Advocacy Strategy to align with Community Strategic Plan priorities

Responsible Person	Status	Start Date	End Date	% Complete	Target	On Target %
Darrin Manuel - Manager Communications & Marketing	Completed	01-Jul-2024	30-Jun-2025	100%	50.00%	 GREEN

Action Progress Comments: Updated Advocacy Strategy adopted.

 GREEN - Target achieved

 RED - Target not achieved