WELLINGTON
SHIRE COUNCIL
The Heart of Gippsland

ANNUAL report 2019/20



This annual report is prepared in accordance with the Local Government Amendment (Performance Reporting and Accountability) Act 2014 and Local Government (Planning and Reporting) Regulations 2014.

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An online version of this report is available at www.wellington.vic.gov.au

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1

report of operations



1.1

about this report

Wellington Shire Council is proud to present the 2019/20 Annual Report which focuses on informing our community about how we've performed over the third year of reporting against the Council Plan 2017-21 and the 2019/20 Budget.

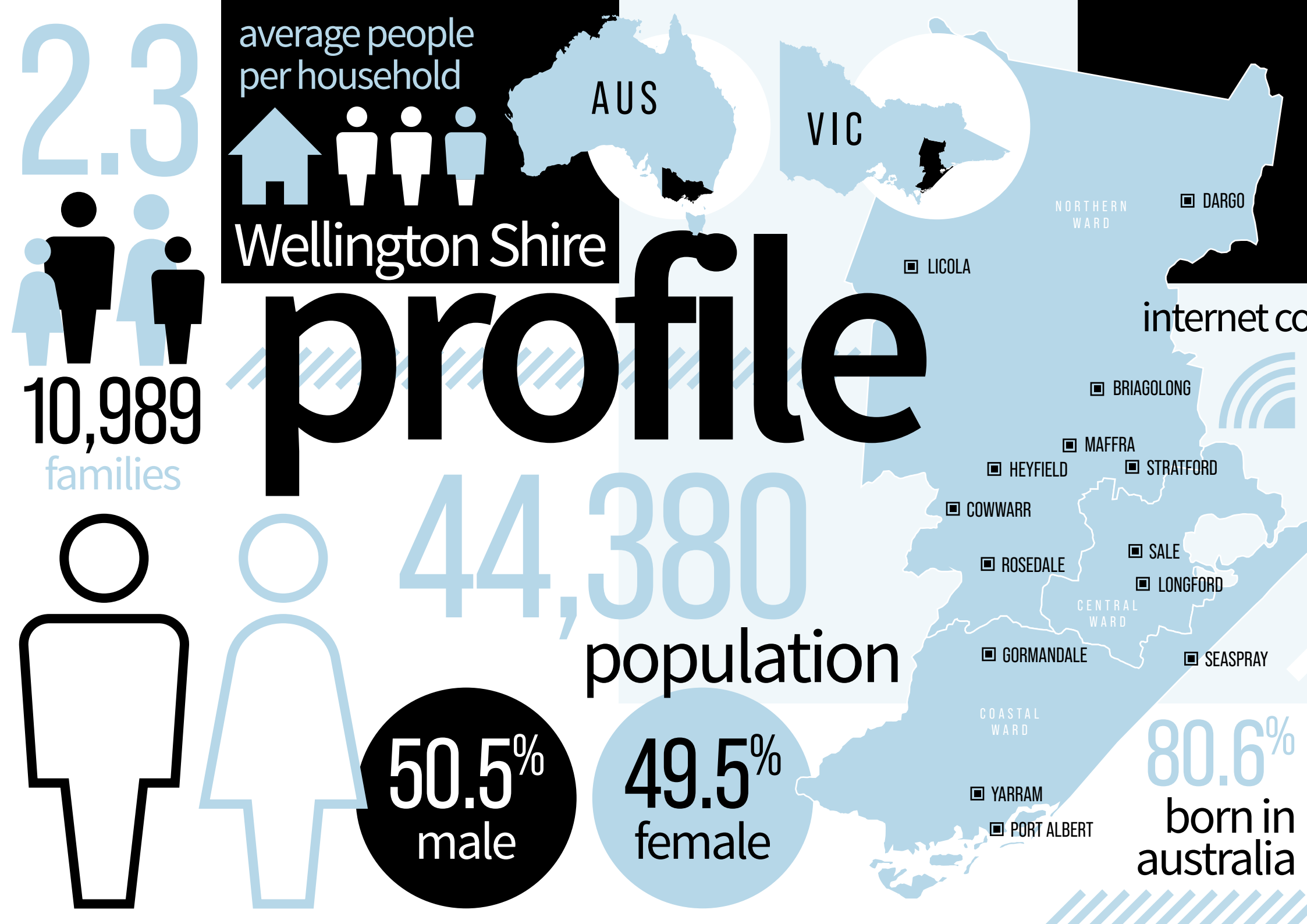
It also aims to fulfill the Council's statutory reporting obligations under the Local Government Act 1989 and other relevant legislation.

The report provides an overview of 2019/20 operations, and the various accomplishments and challenges throughout the year, particularly due to COVID-19 pandemic during the final quarter of the year.

It also describes the breadth of our services and operations, comprehensive corporate governance information as well as detailed audited financial statements.

Council is committed to transparent reporting and accountability and we aim to provide our residents, ratepayers, State and Federal Governments, and other key stakeholders with an open, accurate account of our performance during 2019/20. The report also provides Council staff with an overall picture of the way we have performed and how they have contributed to the community during the year.

For further information and to provide feedback, please contact our Customer Service department on 1300 366 244.


2.3
average people per household
AUS
VIC
Wellington Shire
profile
NORTHERN WARD
DARGO
LICOLA
internet co
10,989
families
BRIAGOLONG
MAFFRA
HEYFIELD
STRATFORD
COWWARR
44,380
population
SALE
ROSEDALE
LONGFORD
CENTRAL WARD
GORMANDALE
SEASPRAY
COASTAL WARD
50.5% male
49.5% female
80.6% born in australia
YARRAM
PORT ALBERT

10,924 square kilometres

onnection
73.1%

LOCH SPORT

industry

13.2%	health care and social assistance
13.0%	agriculture, forestry and fishing
9.8%	retail trade
9.4%	construction
8.1%	education and training

54.5% worked full-time

32.7% worked part-time

6.6% away from work

6.2% unemployed

43 median age

22,187 private dwellings

2 motor vehicles per dwelling



1.3

purpose

OUR VALUES

The organisation’s values guide our behaviour and underpin everything we do. Our values help us achieve the organisation’s vision and improve the quality of the services we offer to our community.

PROFESSIONALISM

Personal development and meaningful work, being competent, innovative and courageous, focusing on excellence and continuous improvement.

COOPERATION

Working together, teamwork, collaboration and being solution oriented.

INTEGRITY

Acting with respect, honesty, reliability, trust, tolerance and understanding.

BALANCE

Demonstrating fairness, equity and flexibility. Considering work-life balance, and balancing community needs against resources.



1.4 fast facts

1,563,459

Scheduled kerbside garbage and recycling collection bin lifts

686,474

Square metres of local roads resealed

$595,853

Provided to support 97 community committees of management

233,775

Library collection loans, including e-resource loans

186,195

Visits to Wellington Shire pools*

168,603

Library visits*

95,316

Attendances at the Gippsland Regional Sports Complex (GRSC)*

42,097

Customer service telephone calls received

42,077

Square metres of sealed local roads reconstructed

29,629

People attended the Gippsland Art Gallery*

23,700

Face-to-face customer enquiries received

22,508

Tickets sold at The Wedge*

18,180

Swim school attendees*

17,503

Walk-ins to the Sale Visitor Information Centre (VIC), 7,549 at the Yarram VIC and 1,812 at the Maffra VIC

11,250

Tonnes of garbage and recyclables collected from kerbside bins

9,547

km of roadsides slashed

8,543

Dogs and cats registered

6,040

Aircraft movements at West Sale Airport and 2,283 aircraft movements at Yarram Aerodrome

4,527

Culverts cleared

3,967

Tonnes of recyclables sent for re-processing

3,676

Students and teachers engaged with the Art Gallery Education Program

3,186

Urban drainage pits cleaned

2,505

km of gravel roads graded

501

Emergency after-hours incidents attended

497

Lost pets reunited with their owners

451

Planning approvals in 2019/20 with an estimated value for development of $80,921,745

297

Food premises inspected

280

Building regulation complaints received

85

Performances at The Wedge*

75

Applicants successful in receiving Quick Response Grants

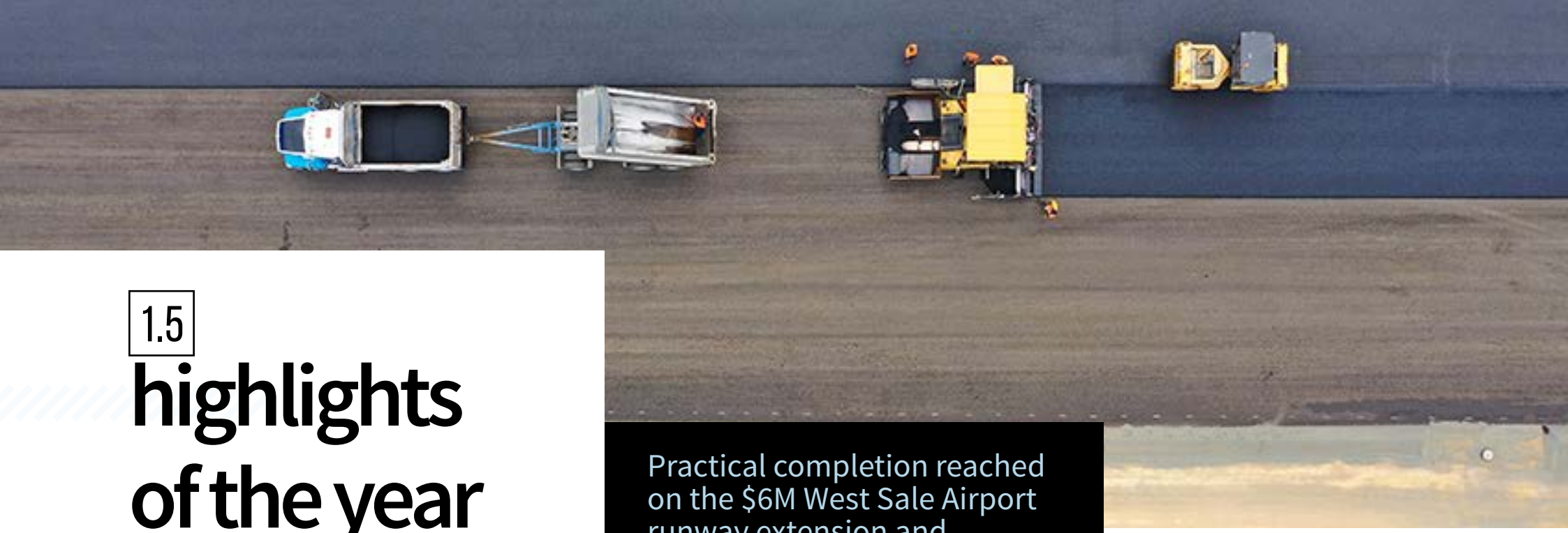
54

Applicants successful in receiving Community Assistance Grants

38

Exhibitions at the Gippsland Art Gallery*

** These services were adversely impacted by the facility closures since 23 March due to the COVID-19 pandemic.*



1.5 highlights of the year

Practical completion reached on the $6M West Sale Airport runway extension and lighting upgrade project.

JULY 2019

- Tree planting on National Tree Day was held at the Island Reserve Maffra in July. Close to 100 people were in attendance to plant and water over 700 native shrubs and grasses. In addition, 164 students planted 600 trees, shrubs and grasses at Lake Guthridge on our school's tree day. National Tree Day is Australia's biggest community tree planting and nature protection event. The event's purpose is to create one million new native plants across the country.
- The Wellington community embraced the banning of E-Waste from Landfill from July 1 2019. Instead of going to landfill the important resources contained within electronic items are now diverted and recovered for re-use.
- Council completed Amendment C103 (West Sale Industrial Rezoning), which rezoned a strategically significant area of land adjacent to the West Sale Airport for future industrial growth.
- Practical completion reached on the $6M West Sale Airport runway extension and lighting upgrade project.
- Gippsland Art Gallery hosted a very popular NAIDOC Week residency from Ronald Edwards-Pepper who, during 8 to 12 July, created a large-scale wall mural on level 2 of the Port of Sale Wellington Centre. With 3,108 visitors to the Port during the week Ronald was kept very busy, but he also found time to run three school holidays workshops with local children.



Gippsland Art Gallery's exclusive Fred Williams exhibition in August attracted national media attention and many visitors who travelled to Gippsland specifically to see it.

AUGUST 2019

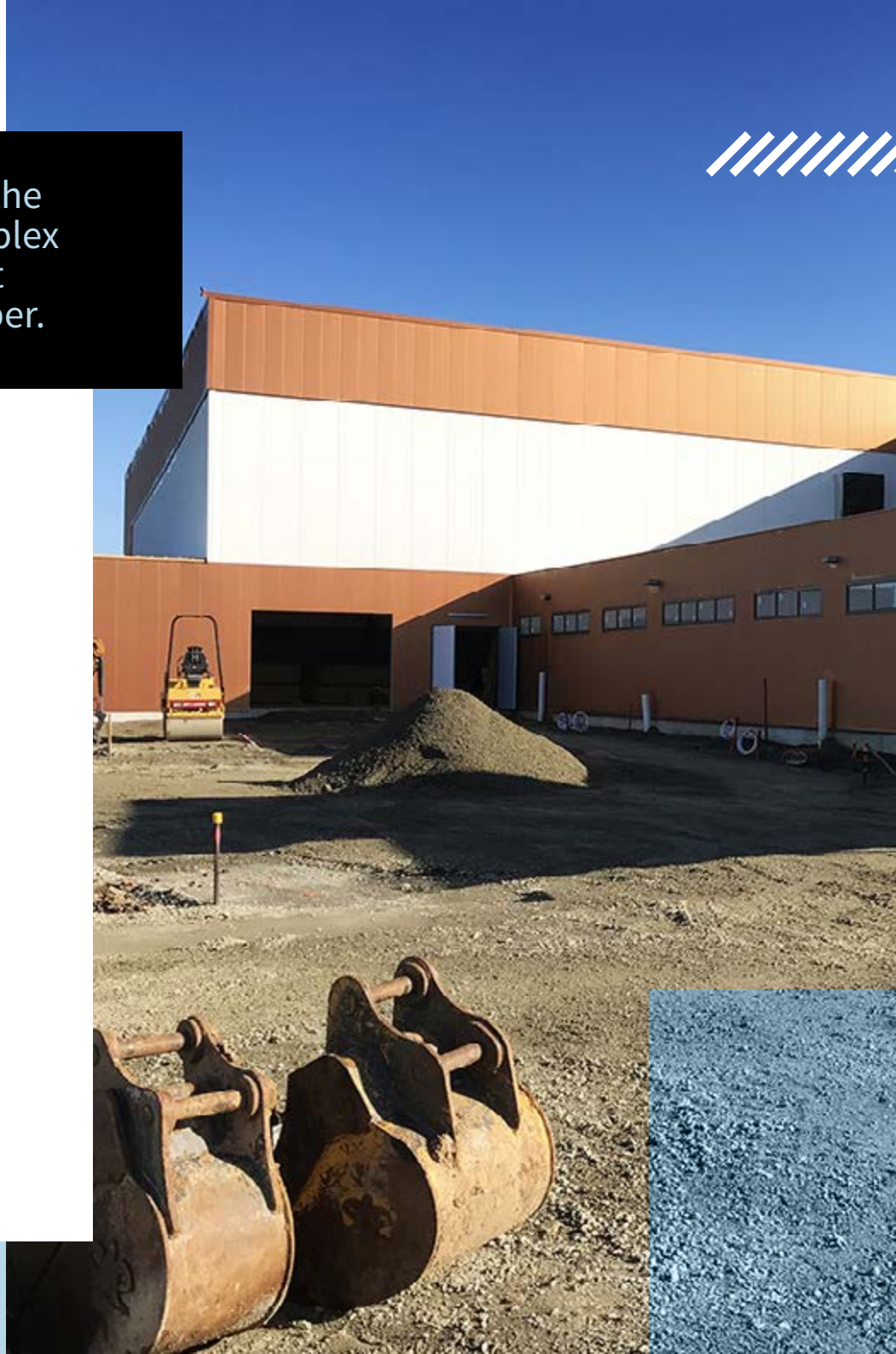
- The inaugural Gippsland Excellence in Agribusiness Awards, coordinated by Wellington Shire, were held in Sale. There were approximately 180 people in attendance. Over 70 nominations were received for the nine award categories and the event generated a great deal of media interest.
- The Wedge performing arts centre and the Gippsland Art Gallery collaborated to show two Jane Austen stage performances: 'A most patient persuasion' and 'Dressing with Jane' by Lise Rodgers and 'Be Persuaded', a costume exhibit showcasing original costumes from the regency period at the Port of Sale in August. An estimated 850 people of all ages attended the Jane Austen shows and costume exhibition.
- Gippsland Art Gallery's exclusive Fred Williams exhibition attracted national media attention and many visitors who travelled to Gippsland specifically to see it. A major work by Fred Williams, valued at nearly $1 million was generously donated to the Gippsland Art Gallery from the estate of the artist.
- The Binary Shift Conference was held at The Wedge and at the Port of Sale with approximately 80 business leaders and small business start-ups from across Gippsland taking part in the two-day conference covering best use of technology and transition to digital business models.
- In a great example of the diverse nature of uses of our library branches, community hearing tests and advice around hearing difficulties were offered by Hearing Australia from our Wellington Libraries branch in Yarram.
- National Science Week was marked in style at Wellington Libraries Port of Sale branch with 3- D virtual reality SciVR Immersive Science Event livestreamed from Melbourne, including interactive audience discussion, enabling local children to learn about astronomy, physics and the universe we live in, with an interactive session.
- Aqua Energy ran its inaugural 12 Week and 6 Week Fitness Challenges, attracting 60 participants with the 12 Week Challenge conducted between September and December and the 6 Week Challenge in February. Combined with our usual 30 day fitness challenges, these longer programs provided for in-depth, holistic fitness and health building options for our members and the broader community.

SEPTEMBER 2019

- The Wellington Youth Art Prize attracted 58 entries and was showcased in a special exhibition at the Gippsland Art Gallery.
- The winner of the age 12 to 15 category was Madeline Gilmour, for her art piece titled Regeneration and she received $150 prize; the winner of the age 16 to 19 year category was Jade Guedelha, for art piece titled Connection with the Ban and he received $250 prize; and the winner of the age 20 to 25 category was Harley Kewish, for her art piece titled Trilogy: A Cycle of Diversity and she received $400 prize.
- The construction works tender for Cameron Sporting Complex Stadium Redevelopment was awarded to Brooker Builders from Bairnsdale and construction works commenced in September.

Construction works for the Cameron Sporting Complex Stadium redevelopment commenced in September.

- A partnership brokered with Berry Street has enlisted an ‘Engage! Project Worker’ to co-facilitate our Out Proud And Loud (OPAL) youth support group. OPAL offers a hangout space in Wellington for 13 to 25 year-olds who identify as lesbian, gay, bisexual, transgender, intersex or questioning (LGBTIQ+).
- Wellington participated in a state-wide review of the eastern Victorian bushfires 2018-19 summer by contributing the ideas for improvement created by the after-action reviews conducted throughout the fire campaigns. The statewide review complements local and regional level debriefs which recommended changes to emergency management processes for implementation in future emergencies.



OCTOBER 2019

- Council worked in partnership with local RSL members and the community in Rosedale to successfully relocate the Cenotaph to Prince Street Reserve. The new site makes celebrations much easier as no road closures are required.
- Indigenous Engagement Officer, Angela Chittem, had a busy first month culminating in a visit by the Deadly Elders group from the Morwell Gathering Place; she also attended the Victorian Aboriginal Education Association conference in Melbourne which was focussed on social equality outcomes in regional communities. Angela was a guest on the ABC Gippsland Breakfast Show and is achieving recognition for her work through local media. She also attended the Sisters Day Out function for socially disadvantaged people in Latrobe Valley and the Australia Council for the Arts National Summit consultation day at GLaWAC, as well as attending meetings with many individual artists and art groups throughout the region.
- Group adult-specific swimming classes were introduced for the first time at Aqua Energy following a pilot earlier in year to develop the program, recognising a need for increased water safety and swimming competency beyond children in the shire and adult learning principles.
- Works of fuel installation to improve the capability and safety of Yarram Aerodrome commenced.





The Briagolong Recreation Reserve Pavilion Upgrade was officially opened in November 2019.

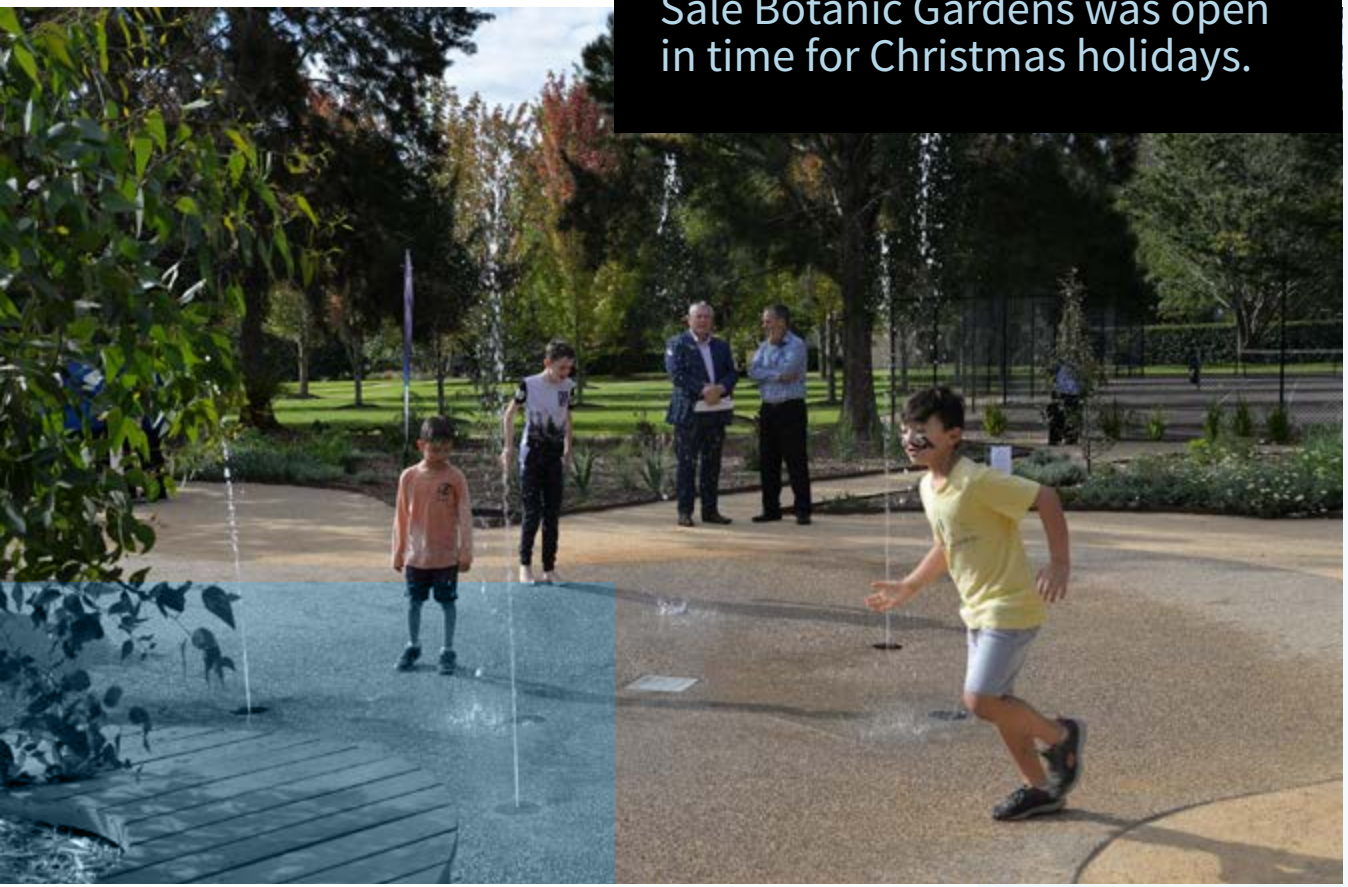
NOVEMBER 2019

- West Sale Airport was recognised as Australia's Small Regional Aerodrome of the Year at the Australian Airports Association (AAA) National Airport Industry Awards. The awards form part of the AAA National Conference, which is the largest airport event in Australia.
- Council allocated the $3.31 million Local Government Service Support Payment to rate relief for drought affected farmers. That, along with the other initiatives such as Council's $700 debit card initiative, water cartage and various event-based programs will provide much welcomed relief for our local farming community who have been doing it tough.
- $1M Drought Communities Programme Extension funding offer was received from the Commonwealth Government.
- State Government announced a multi-million dollar plan to end native logging by 2030. Council met with representatives of all levels of government to gain more information about this announcement. Council had already met with Australian Sustainable Hardwoods in Heyfield and will continue to work with them and other local mills during the transition.
- Stratford Library, in partnership with Segue, Stratford's neighbourhood house, hosted a 'Great Book Swap' to raise money for the Indigenous Literacy Foundation. Contacts were made through Segue with Indigenous storytellers for possible future children's programming at Wellington Libraries. Participants were able to share in stories read by Gippsland Gunaikurnai elders and participate in craft activities.
- Briagolong Recreation Reserve Pavilion Upgrade project was officially opened by The Hon Darren Chester MP, Federal Member for Gippsland on Monday 18 November 2019.

Council hosted the Gunaikurnai Land and Waters Corporation's Council of Elders meeting at the Port of Sale on 27 November 2019.

The Elders were given a tour of the Port of Sale prior to their meeting with the Secretary of the Department of Environment, Land, Water and Environment.

The new Garden for Life at the Sale Botanic Gardens was open in time for Christmas holidays.



DECEMBER 2019

- Wellington Shire Council's new website that has been designed with a user focus went live in December. The new site has been built all in-house by the Communications and Media Unit and it is responsive, catering to the many different devices used by the visitors. Council's corporate website is one of it's primary communication tools, with over half a million page views per year.
- The new Garden for Life at the Sale Botanic Gardens was open in time for Christmas holidays with a new zero depth water play feature in a stunning new garden setting. This project is an addition to the wonderful botanic gardens.
- Gippsland Art Gallery hosted a very successful Christmas Maker's Market which was held on Level 2 of the Wellington Centre. The market drew around 300 eager shoppers and resulted in a lot of very welcome sales for local arts and crafts artists. The gallery also hosted a two-day teacher professional development session on 4 and 5 December, with a focus on understanding Visual Thinking Strategies (VTS).

JANUARY 2020

The main focus throughout January was to support East Gippsland Shire Council and state government agencies responding to the East Gippsland bushfires, including:

- Emergency Relief Centre at Sale Baptist Church activated to support evacuation from East Gippsland and was open for 11 days
- Gippsland Regional Sports Complex used as a processing centre for airlifted evacuees from Mallacoota via RAAF Base
- A total of 1,615 people recorded through Wellington Shire's relief and processing centres
- Sale Showgrounds used as an evacuation point for people with accommodation in caravans and RVs
- Wellington Shire staff deployed to East Gippsland Shire Council relief centres
- Various Wellington Shire staff deployed under inter-council resource emergency management sharing arrangements to support East Gippsland Shire Council as Emergency Management Liaison Officers in incident control centres, Municipal Recovery Manager and Caravan park management.

- Wellington Shire ICT team managed to provision new infrastructure, telecommunications and technology equipment to support business operations of approximately 40 staff in the new Bushfire Administration Centre in G-Tec building in Bairnsdale on very short notice.
- Council received additional Roads to Recovery funding as part of a Drought relief stimulus package. Gravel re-sheeting works for the Wonnangatta Road and additional asphalt works for urban streets were funded and have now been complete. A second works package for the final portion funding will involve street renewal works within Heyfield.
- A new Bushfire Recovery Centre was also established in Service Street Building in Bairnsdale with the ICT team provisioning all the ICT requirements to facilitate multi-agency and council staff in bushfire recovery operation.
- Gippsland Art Gallery was inundated with donations to its Art Aid Gippsland fundraiser for bushfire relief. With pledges of around 1,000 artworks from nearly 800 donors, Gallery staff had to halt the acceptance of donations. An exhibition of highlights (not everything donated could be accommodated on the walls) was planned at the Gallery from 15 February to 15 March, culminating in a live auction on the final day.
- Aqua Energy's indoor pools remained closed into January while asbestos removal works were undertaken in the 25 metre pool hall. Asbestos removal was completed and a clearance certificate issued on 17 January 2020, allowing the upper pool deck to reopen on 20 January. Given the 25 metre pool was drained and needed maintenance, repair works as well as capital works scheduled for the year were brought forward, where possible.



Aqua Energy's Learn To Swim and intensive Learn To Swim programs achieved their highest ever enrolments at one time in March 2020.

FEBRUARY 2020

- Gippsland Art Gallery's exhibition 'A Fine Romance' - a thematic group exhibition of contemporary realism which included some of the biggest names in Australian art including Sam Jinks and Natasha Bieniek - was celebrated with 'Date Night', a special evening event on Valentine's Day which attracted many first-time visitors to the gallery.

MARCH 2020

- Successful implementation of the new corporate intranet was completed. The new intranet offers an improved internal communications platform, greater accessibility to information for staff and improved mobility and resource sharing that will enable our staff to be more informed and work more efficiently.
- 'Art Aid Gippsland', held on Sunday 15 March, raised $161,300 for the Gippsland Emergency Relief Fund towards relief for victims of the summer's bushfires. 350 enthusiastic bidders, both at the auction event at The Wedge and online placed over 3,500 bids on more than 800 donated artworks.
- Aqua Energy's Learn To Swim and intensive Learn To Swim programs achieved their highest ever enrolments at one time in March 2020, with a total of 924 swimmers enrolled.



Wellington Shire Council resolved to support local small businesses during the COVID-19 pandemic.

APRIL 2020

Wellington Shire Council resolved to support local small businesses during the COVID-19 pandemic. The package includes waiving of business fees including:

- Portable Advertising Permit fee (12 months)
- Alfresco Dining Permit fee (12 months)
- Roadside Trading Permit fees (8 months)
- Tenancy costs for Council managed commercial properties and four caravan parks (5 months)
- 2021 annual Food and Health Registration fee
- Planning permit application fees for business and/or commercial developments (April-December)
- Council will also cover the cost of annual membership for businesses to join their local Business and Tourism Association.

- Council's Environmental Sustainability Strategy was adopted in April 2020. The Strategy sets out how we will improve environmental sustainability from our operations and services over the next four years, and how we will support and advocate on behalf of the community.
- Gippsland Art Gallery launched its new 'Gallery at Home' delivering online art workshops, activities, podcasts and exhibitions. These activities have been complimented by an increased social media program that has included family and children's art activities, virtual artist studio tours and an in-depth look into the Gippsland Art Gallery collection.
- On 15 April, the Library started a 'Click & Deliver' service where patrons order items online and have them delivered to their address or to a public location. Over 1,600 items were delivered to over 570 patrons in the first two weeks. This was very well received by users and is planned to continue for the duration of the COVID-19 restrictions.

MAY 2020

- A Business Support Reference Group was established to assist with the creation and delivery of a planned Business Boost campaign. Council has provided additional support to Business and Traders/Tourism Associations by funding membership subscriptions for 12 months.
- Amendment C109 to the Wellington Planning Scheme was prepared, which implements various State Government initiatives to make the Planning Scheme more succinct and removes non-value adding planning permit requirements.
- Wellington Shire Council Integrated Water Management Plan was completed. The Plan was designed to bring together departments from within Council to improve collaboration on water related projects, as well as supporting stronger links between Council, community and external stakeholders. It is used to guide a range of integrated water management initiatives across Wellington Shire.
- The new Gippsland Art Gallery Foundation was formally established in May, a new public ancillary fund managed by an independent board of trustees, which will fundraise for Gippsland Art Gallery art acquisitions and projects via private donations and bequests. A major innovation, the foundation puts the gallery on par with other public galleries and sets us up for future expansion as a major destination product for community and visitors alike.
- The Online Gippsland Art Gallery Collection (http://www.gippslandartgallery.com/collection/) was launched in May. This online project was generously funded by a $15,000 grant from the Victorian Government through Creative Victoria and enables visitors to search through all 2,240 artworks in the permanent collection.



The Wellington Shire Council Integrated Water Management Plan was completed in May 2020.

JUNE 2020

- Annual customer survey results demonstrated a high level of customer satisfaction with Council's planning service, with 71% of planning applicants rating the overall experience dealing with Council as excellent, compared to a result of 42% in 2014.
- Latrobe Valley Authority Business Capability Fund was finalised with 41 Wellington businesses sharing in $532,000 of grant support over the past four months.

1.6

service delivery during COVID-19 pandemic

Wellington Shire Council reviewed and adjusted provision of some services and events in response to the global COVID-19 pandemic since 23 March, taking lead from health authorities, and latest advice from Victoria's Chief Health Officer.

The majority of Council staff managed to successfully transition to working from home / working remotely without major impact to business operations during these restrictions.

Despite COVID-19 mandated restrictions and facility closures since 23 March, there was an increase of usage of certain types of services.

↗ Borrowing of e-resources from our libraries increased by 45% from usual 1,650 per month to 2,400 per month.

↗ Online engagement with Gippsland Art Gallery increased from usual 20,000 per month to 30,000 per month.





Council also introduced number of new services for the first time and below is a summary of facts of these services as at 30 June.

- 4,046 loans were provided to 1,202 patrons through the Libraries' home delivery service while branches were closed.
- 17 online children's programs were streamed or recorded via Zoom or Facebook for 224 recorded participants and a Facebook reach of over 6,000.
- Library take home activity packs for children - 20 packs collected to the end June.
- New electronic resources were introduced so patrons could use additional services remotely. These included Ancestry.com, Ulverscroft eBooks, State Library eResources and Studiosity 24/7 eTutoring.
- Online 'Art At Home' series by the Gippsland Art Gallery - Total 122,050 online engagements.
- 9,792 online visits to On-line Artist workshops hosted by the Gippsland Art Gallery.
- Gippsland Art Gallery collection online - fully photographed and searchable received 2,994 online visits since going live on 29 May.
- 21,067 online visits and engagements to the Artist studio tours video series by Gippsland Art Gallery.
- Be Kind Wellington social connection online platform has 482 members; 124 posts have been made in the group; 246 comments received; and 1905 reactions recorded.
- Aqua Energy posted 37 on-line Group Fitness Videos. These were viewed 12,967 times.
- There were 16 'socially distanced' Outdoor Group Fitness classes conducted over 4 weeks with a total of 69 participants.
- 622 families were sent four Aquatic Education emails from the Swim School promoting aquatic education and water safety learning at home.
- Live Music in the Foyer: Three performances of local musicians were staged live at The Wedge with a physical audience of 20 at each. Each performance was also streamed live with a total of 13,274 views, of which 2,587 people engaged with the broadcast.
- Online Talent Quests: Gippsland Live is an online "Battle of the Bands" concept facilitated by The Wedge in partnership with other Gippsland councils through Theatre Gippsland. The 13 entrants



uploaded original music which was viewed more the 50,000 times. 600 people then voted online, and the winner will have the opportunity to perform at An Esso Night Under the Stars in 2021.

- The QuaranTony Awards is an online local talent quest culminating in a live awards ceremony at The Wedge. Entrants submit short videos which will be judged by a panel of local celebrities. Over 1,000 people have viewed the 16 online entries.
- TRIVIA at The Wedge: Hosted by Cr. Darren McCubbin was held twice a week for 10 weeks; participants played a live online trivia contest broadcast live from The Wedge stage. 1,200 people participated in total culminating in a grand final at The Wedge with a live audience of 20 and an online audience of 70.

Success of some of these new services indicated an opportunity for ongoing digital offerings of services to our community beyond the COVID-19 crisis.

COVID-19 Relief Information Line

- In operation from 14 April 2020 to present.
- 43 calls received over the 11-week period to 30 June 2020.
- Advertised in Wellington News, through Council's website and via email through local networks.

COVID-19 outreach to older Wellington residents to provide information about the support available during the pandemic

- 901 outreach phone calls were attempted during late April / early May 2020 to people aged 80+ to check on their welfare.
- 441 telephone calls were completed, 460 calls were not completed due to the contact phone number from Council's Ratepayer database not being in service.
- 5,370 letters were sent out and 1,313 emails to ratepayers aged 65+ (including those aged 80+ where there was no contact telephone number listed in the rates database)
- From the phone calls, significant resilience amongst older people was apparent and there were minor numbers of referrals completed for those requiring extra supports. The emails and letters resulted in few calls for assistance to the relief line.
- The overwhelming response to staff from ratepayers to the emails and letters was appreciation that Council was concerned for their welfare.

1.7

challenges and future outlook

CHALLENGES

Below is an overview of Challenges coming up in 2020/21 year and beyond mainly due to external factors.

- Providing support to the local business community during major economic shocks due to COVID-19, reforms to the local timber industry, 2019/20 bushfires and recent drought.
- Dealing with multiple emergencies at the same time – COVID-19 Pandemic response and relief efforts alongside recovery work from Black Summer 2020 and previous summer 2019 bushfire events and drought impacts support.
- Safely managing the Gippsland Regional Livestock Exchange (GRLE) during the COVID-19 pandemic and ensuring best value to the local livestock industry and ratepayers.
- Increasing challenges in response to transitioning back to business as usual post COVID-19 complaints concerning issues affecting Municipal Services.



CHALLENGE

Providing support to the local business community during major economic shocks due to COVID-19, reforms to the local timber industry, 2019/20 bushfires and recent drought.

Reaching community and being flexible in how we undertake community engagement in COVID-19 restricted new 'normal'.

- Supporting the recovery and reactivation of community groups after the impacts of drought, bushfires and COVID-19.
- Social disconnectedness and mental health impacts of COVID-19 stay at home restrictions.
- Rebuilding public and customer confidence in participating in face to face services at leisure and aquatic facilities post COVID-19 (Learn to Swim, schools swimming program, Living Longer Living Stronger age-friendly program, gym memberships and group fitness class participation at Aqua Energy and contact sport training and competition activities at Gippsland Regional Sports Complex).
- Managing upward pressure on utilities and other costs at major leisure and aquatic facilities and significant revenue loss due to COVID-19 and asbestos removal works facility closures and associated suspension of membership payments, while increasing the level and range of 'activity and participation' programs offered.
- Supporting the sustainability of sporting clubs and associations and other users of leisure facilities impacted financially and participation-wise during COVID-19 restrictions.



CHALLENGE

Rebuilding public confidence in 'face to face' attendance at art galleries, libraries and theatres, understanding and managing public and member expectations in post-COVID-19 environment.

CHALLENGE

Ongoing sustainability of Council, private and community-operated performing and visual arts venues and businesses due to closures and significant arts industry impacts of ongoing COVID-19 restrictions.



- Rebuilding public confidence in 'face to face' attendance at art galleries, libraries and theatres, understanding and managing public and member expectations in post-COVID-19 environment.
- Budgeting for significant revenue loss and necessary staffing changes at The Wedge due to ongoing COVID-19 restrictions on audience numbers and public gathering limits.
- Ongoing sustainability of Council, private and community-operated performing and visual arts venues and businesses due to closures and significant arts industry impacts of ongoing COVID-19 restrictions.
- Finding a 'new normal' which integrates the best things pre-COVID-19 (art exhibition openings, artist and author talks, artist and writer workshops, children's programming) with new initiatives commenced during COVID-19 (online art exhibitions, artist studio tours and podcasts, art and library workshops, live streaming of productions and performances by The Wedge).
- Effectively recommencing library group activities during and post-COVID-19 restrictions of patron numbers and physical distancing.
- Continuing implementation of the State Government e-waste ban.
- Ongoing community engagement with various communities regarding the Residential Roads and Street Construction Plan.
- Progression of Gippswide Kerbside Collaborative Procurement opportunities including options for FOGO (Food Organics and Green Organics) and including recently released state government recycling announcements.
- Compliance with State Government *'Puppy Farm and Pet Shops Act 2017'*, conducting inspections to ensure that the high number of breeders within the shire are adhering to legislation, and associated administrative work required for State Government reporting.
- Increasing impact on Environmental Health officers – assisting Dept of Health and Vic Pol with pandemic handling – increased community appetite for Flu immunisations.
- Management of the new swimming pool legislation and associated fees which impact residents who own pools and/or spas.
- To prioritise key land release areas across the Shire to facilitate future housing and population growth.



CHALLENGE

Appropriately delivering a significant number of additional infrastructure projects with mandatory short delivery timeframes under new state and federal funding programs for infrastructure-led recovery.

- To advance growth area planning and the associated provision of infrastructure in key township areas.
- Community anxiety and understanding of risk levels about preparation for next bushfire season and whether there will be a repeat of Black Summer 2020.
- Accessing recovery funding assistance after two summers' bushfire events via state-federal national disaster relief and recovery arrangements which are subject to convoluted processes, increasing standard of evidence requirements and shortened timeframes.
- Emergency management planning reform has proved difficult due to lack of resourcing, ownership and accountability by state agencies at regional level.
- Appropriately delivering a significant number of additional infrastructure projects with mandatory short delivery timeframes under new state and federal funding programs for infrastructure-led recovery.
- Inadequate public and community transport in regional rural areas and impact on access to services, employment, education and recreation activities and social inclusion.
- Maintaining positive partnerships and achieving outcomes in final year of current integrated municipal public health and wellbeing plan and preparation for development of the new four-year plan.
- Divisive community sentiment on important social issues such as climate change and the need for adaptation, Aboriginal history, rights and reconciliation and cultural diversity.
- Adapting community engagement and service planning practices to meet enhanced requirements of the *Local Government Act 2020.*

- Supporting volunteer community committees of management to ensure sustainability of clubs, associations, hobby groups and other users of public reserves and assets.
- Accessing significant external funding and managing community expectations regarding proposed capital redevelopment and renewal of Aqua Energy's 25 metre indoor pool and change facilities.
- Ensuring outcomes of 'A Warmer Pool for Yarram' capital project (roof and weather protection, heated water for future summer seasons) are achieved through returning pool major users, increased patronage, environmental and financial sustainability through solar energy offset provision and providing clarity for community regarding service levels post-project delivery.
- Completing the installation of multiple capital development projects at Gippsland Regional Sports Complex while minimising further disruption for users - netball outdoor shelters, air movement system for stadium.
- Possible reduction or loss of funding from Creative Victoria, for gallery and performing arts venue operations, and Department of Education, for Gallery Education Co-ordinator role, due to end of Triennial Regional Partnerships Program.

CHALLENGE

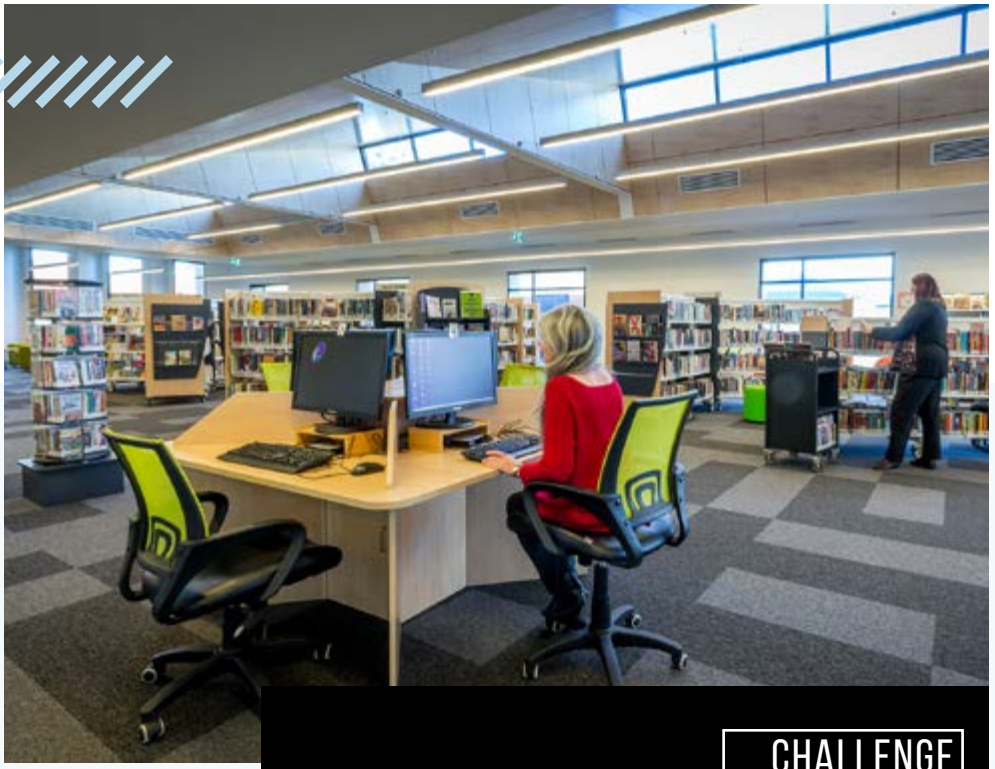
Completing the installation of multiple capital development projects at Gippsland Regional Sports Complex while minimising further disruption for users - netball outdoor shelters, air movement system for stadium.



- Loss of momentum with Friends of the Gallery due to advanced average age of committee members and lack of new, younger members.
- Building capability and capacity to offer and grow online library programming and improved marketing of, and community engagement with, library services.
- Availability of telecommunications and microwave engineers may impact some of our major infrastructure projects, as many IT contractors and vendors have been focussed on infrastructure works in East Gippsland following the Bushfire Emergency event.
- Planning next stages with East Gippsland Shire Council on Shared Services.
- Prudent financial management in a rate capped environment to maintain financial sustainability.
- Managing the workforce through COVID-19 impacts (New ways of working, from office / home – requirements, measuring productivity, recruitment, managing leave etc).

Increasing Governance and Compliance demands:

- *Local Government Act 2020* – staged implementation deadlines out to 2022.
- Victorian Data Protective Standards & Cyber Security.



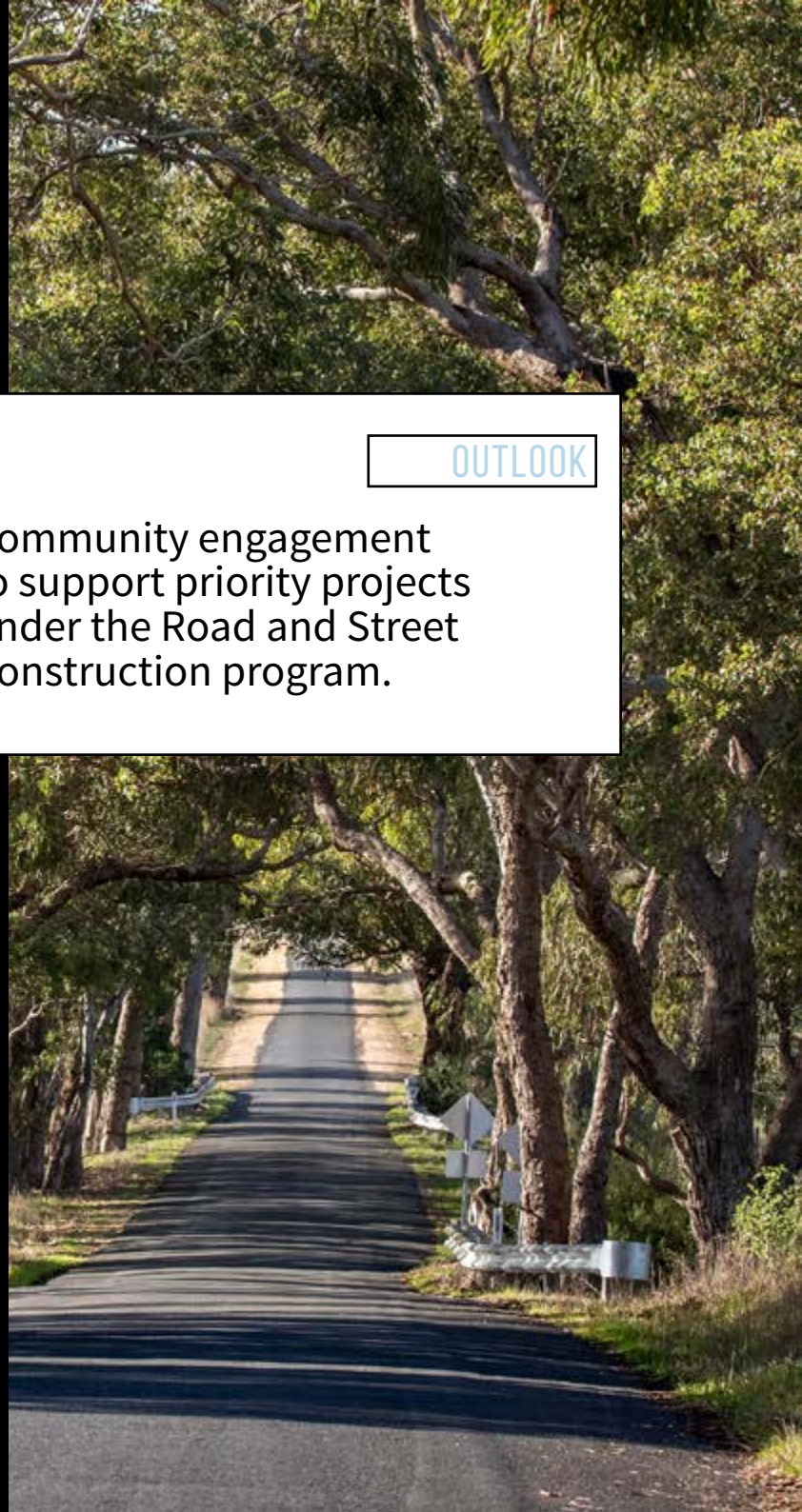
CHALLENGE

Building capability and capacity to offer and grow online library programming and improved marketing of, and community engagement with, library services.

FUTURE OUTLOOK

This section lists important projects/operations in the pipeline for 2020/21 year and beyond.

- Understand and plan for effective and ongoing delivery of needed Council services in a 'post-COVID-19' world of physical distancing, low touch and face to face interactions, increased hygiene expectations, restricted public movement, reduced availability of traditional services and business offerings, enhanced community fear and anxiety, changing operations and service delivery methods, working from home arrangements, reduced revenue and ability of community to afford services in a depressed or recessed economy.
- Implementation of relevant actions of new Sustainability Strategy.
- Community engagement to support priority projects under the Road and Street Construction program.
- Finalise drainage strategies for Maffra North Development area and North Sale Development area including opportunities for integrated water management.
- Review asset management plans in line with requirements of the *Local Government Act 2020.*
- Coordinating municipal, multi-agency recovery from COVID-19 pandemic across economic, businesses and services impacts and community and psychosocial impacts.
- Community emergency planning to prepare for ongoing expected increase in frequency and duration of natural disasters and the need for community, business and industry adaptation to our changing climate.
- Leave Early Access Road Network (LEARN) Roads project – implementing changed roadside vegetation management in areas at higher risk of bushfires informed by evidence-based risk assessment and undertaking community engagement to build understanding of hazard levels and responses.



OUTLOOK

Community engagement to support priority projects under the Road and Street Construction program.



OUTLOOK

Embedding the Community Managed Facilities Strategy and the associated shire- wide sporting and community infrastructure plans to ensure facility support and investment is targeted, valuable and achieves positive community outcomes.

- Review the Wellington Municipal Relief and Recovery Plan to meet legislative requirements and respond to learnings from managing multiple recent emergencies including two previous summers' bushfire events and ongoing COVID-19 pandemic, ensuring deliverability of the plan's activities in a post-pandemic physically distant way.
- Contributing to regional level planning under new emergency management legislation and Emergency Management Planning Reform program to ensure appropriate support for councils in coordinating local response, relief and recovery phases of managing emergencies
- Embedding the Community Managed Facilities Strategy and the associated shire- wide sporting and community infrastructure plans to ensure facility support and investment is targeted, valuable and achieves positive community outcomes.
- Roll out new 'facility management plans' approach for sporting and other community facilities site-specific master planning
  - Land management agreement review and new template development
  - Implementation of new operating subsidy model,
  - Development of risk assessment tool and processes for community managed facilities
  - Implementing prioritisation tool to inform decision-making for investment in maintenance and capital improvement projects for sporting and other community facilities).
- Developing a shire-wide Early Years Infrastructure Plan, assessing readiness of council's early childhood facilities for state-wide kindergarten expansion program and undertaking facility planning for key early childhood facilities.

- Supporting Community Committees to deliver capital projects at Yarram Regent Theatre, Briagolong Recreation Reserve and Boisdale Recreation Reserve.
- Reviewing funding arrangements of health services for aged care and early childhood services.
- Develop a new municipal public health and wellbeing plan for 2021-25 in accordance with legislation to enable cross-agency planning to meet service needs of our whole community including children, youth, seniors, LGBTQIA, CALD, Aboriginal, people with disabilities, people who are unwell, unemployed and underemployed and volunteers.
- Support development of a Gender Equality Action Plan and Access and Inclusion Plan and guide the implications for community accessing council services.
- Lead organisational transition to online community engagement under the Local Government Act 2020 to ensure meaningful community involvement in Council planning, decision-making and delivery of services, infrastructure and amenities.
- Public launch of the Gippsland Art Gallery Foundation, a separate entity to enable and encourage private contribution of funding donations and bequests to the visual arts in Wellington Shire.

Progressing delivery of capital projects including:

- Cameron Sporting Complex redevelopment
- Sale Main Oval changerooms redevelopment, Past Players Hill & entry upgrades and increased netball training provision
- Stephenson Park changeroom redevelopment
- Stratford Recreation Reserve
- Briagolong Recreation Reserve traffic management and open space upgrades
- Sale Tennis court upgrades
- Accessibility upgrades at Stratford Hub, Rosedale Recreation Reserve, Maffra Memorial Hall, Stratford Senior Citizens, Briagolong Mechanics Institute, Gormandale Community House, Yarram Senior Citizens, Yarram Recreation Reserve, Sale Senior Citizens
- Yarram Regent Theatre façade, signage, accessibility improvements and solar
- Maffra Lawn Tennis fence and pavilion upgrades
- Heyfield Memorial Hall Streetscape and accessibility improvements
- Gordon Street Recreation Reserve entry resurfacing
- Longford Recreation Reserve carpark access improvements
- Sale Memorial Hall asbestos roof replacement and electrical upgrades
- Stephenson Park Baseball lighting improvements
- Maffra Motorcycle club access works
- Stratford Mechanics Institute aesthetic treatment for cracking repairs





- Launch of the ‘Welcome Project’ in 2021, a public relations campaign to encourage greater community engagement with the Gippsland Art Gallery and visual arts in the shire.
- Continued expansion and development of online library programs to reach more patrons than ever before.
- New community engagement and marketing campaign for Wellington Libraries.
- Implementing new ticketing system at The Wedge performing arts centre to improve customer experience and provide alternative ways to purchase tickets and create and market events.
- Using COVID-19 restrictions opportunity to develop and showcase local and emerging performing arts talent via Intimate Evenings series at The Wedge.
- Launching The Wedge’s 2021 Season incorporating many of the shows originally scheduled for 2020 which were unable to proceed due to COVID-19 shut down of venues.
- Esso’s ‘Night Under the Stars’ will take place in March 2021.
- Aqua Energy Redevelopment - complete schematic designs and pursue significant external funding towards major capital redevelopment and renewal project for the 25-metre pool and change facilities.

OUTLOOK

Installation of solar water heating at Rosedale pool and upgrade of solar water heating at Maffra pool.

- Delivery of 'A Warmer Pool for Yarram' to provide a membrane roof structure and weather protection as well as heated water for future summer seasons.
- Installation of air extraction and movement system at Gippsland Regional Sports Complex stadium for enhanced player comfort.
- Installation of solar water heating at Rosedale pool and upgrade of solar water heating at Maffra pool.
- Installation of BBQ and shelter at Yarram pool.
- Embedding new workforce management system across leisure facilities and roll out system to other parts of the organisation with shift-based workforces, realising efficiency and accuracy gains in managing rostering and payment of staff.
- Support sustainability of leisure facilities' key user groups, sporting associations and clubs through review of fees and charges both as a result of COVID-19 impacts and including consideration of management structures.
- Undertaking a review of the Local Laws 2021 in conjunction with members of the community, including key stakeholders.
- Implementation of Council's four-year Domestic Animal Management Plan.
- Preparation of a robust compliance framework to promote prudent and responsible management to ensure highest standards of legislative compliance are achieved across Council.
- Implementation of Complaints Policy, an organisational initiative that will support the Wellington Excellence Principles and Council Plan.
- Development of Environmental Health Newsletter to provide food and health businesses to educate and achieve compliance with legislation.
- Finalising and implementing the Residential Land Stocktake review to facilitate the prioritised release of residential land across the Shire.
- Finalising a structure plan for Maffra to support the future urban growth of the township and to engage existing residential zoned landowners to facilitate short term housing growth opportunities.

OUTLOOK

Implementation of Council's four-year Domestic Animal Management Plan.





OUTLOOK

Leadership Development Program to provide our current and upcoming leaders with a framework.

- Finalising the Wurruk Development Plan and the North Sale Developer Contributions Plan to support future housing growth.
- Implementing the shire wide marketing campaign in partnership with local business and tourism associations to support local businesses and attract visitors to Wellington Shire.
- Finalising and implementing the updated Port of Sale Master Plan to facilitate future development in the precinct.
- Commencing construction of the Port of Sale Moorings Access Project.
- A new microwave communications tower at Gippsland Regional Sports Complex will improve network connectivity and services to GRSC and also enhance Council's business continuity.
- Major telecommunications upgrades to facilitate remote working and improved connectivity across the organisation.
- Major technology refresh to replace aging equipment (6+ years old) which will improve and enhance our operations.
- Business systems upgrades to improve our online and digital services for the community.
- Volunteer Management project to provide a great experience to our volunteers.
- Leadership Development Program to provide our current and upcoming leaders with a framework.
- Workforce Planning project to review all roles Council wide and look at succession planning.
- Managing the 2020 Council Elections process.



2.1

mayor's message

CR ALAN HALL

I am pleased to present the Wellington Shire Council Annual Report 2019/2020.

For me personally, the opportunity to serve as Mayor over the last two years following Cr Crossley as Mayor for the first two, has been an absolute privilege and experience that I will never forget.

Contained within the financials is the application of $3.8M in farm rate relief, obtained from the State Government and reflective of the advocacy and lobbying Council has undertaken on behalf of our farming community. Council also provided additional support, including the farm relief $700 debit card, which we encouraged the farming community to spend locally.

This theme of spending locally, buying locally, reflective of the intrinsic strength of our community to support each other is also fundamental to our post-pandemic situation. On the back of the worst drought in living memory, East Gippsland was directly impacted by horrific bush fires. The impact on our Wellington community remains significant, but I am particularly proud of our shire staff who stood up in support of our neighbours. Wellington staff spent many hours, days and even months located in East Gippsland providing direct support during and after the event. It is a somewhat perverse badge of honour, that our emergency management staff, are incredibly good, reflective of their skillset and of course the extent of disasters we have experienced.

The fires took their toll on our hospitality sector, with our seasonal peaks completely eliminated,





and that was before the COVID-19 pandemic hit. Wellington Shire, the whole state of Victoria and indeed the nation, was hit by the devastating economic and social impact. You sometimes wonder when does resilience run out.

In response to the State Government's sudden announcement of the planned phase out of the native timber industry, Wellington Shire set up a Native Timber Task Force designed to examine the veracity of the State Government decision making and to make recommendations that will see the ongoing success of this critical industry not just for our people, our towns, our jobs, but for the broader state and National benefit. It is easier to retain business than to invent new ones, particularly when bushfires and the pandemic have crippled tourism.

The pandemic restrictions impacted business generally and with work-from-home requirements, we were fortunate to have in place sector-leading IT, and a can-do culture that underpinned the ongoing delivery of service.

For my part I was privileged to continue sitting on the Gippsland Local Government network (GLGN) which now operates under the "One Gippsland" banner. One Gippsland formulated the new Gippsland Regional Plan 2020-2025, which provides a unified vision for all stakeholders across the Gippsland region and sets key priority areas including connectivity, industry, agriculture, and social wellbeing. This unified focus has become even more critical as the region looks to recover from COVID-19. Whilst we are currently in the response and relief phase we have already engaged with other agencies and our community to put in place a road map for the recovery phase, which we have called Living Well With COVID-19. Council's emergency management team is driving the plan, to ensure that we recognise and manage our social and economic threats and opportunities now, running concurrently with providing ongoing response to the pandemic, and this community leadership role is critical.

We continue to deliver critical community infrastructure with financial support from both the State and Federal Government, who trust Wellington to deliver. The Cameron Sporting Complex in Maffra is one of the most major upgrades Council has undertaken in recent years. The project is proceeding well and on track to open very soon. Planning for the Aqua Energy project has also commenced, and again external funding is critical for us to deliver this major liveability project.

In framing our 2020/21 budget we recognised how many in our community are struggling economically while COVID-19 restrictions are in place. Because of this, Wellington Shire was one of the few councils in Victoria who implemented a complete rate freeze on its overall rate collection. So while some rates for individual properties and property classes may change as their individual valuations change (a process conducted on an annual basis by the State Valuer General), overall council has applied a 0% factor to total rate income.

We await with interest the outcome of the state government review of the rating system and provided to the farming sector an undertaking to review our rating strategy, as part of the 2021/22 budget development process.







Some other key highlights include:

- The ongoing success of the award-winning Port of Sale development, its impact on the wider Wellington community and the community pride it has generated. Over 200,000 people are visiting the building each year! (outside COVID-19 restriction times)
- Our advocacy and direct support to the farming community on the back of the worst drought on record
- Our advocacy in support of the critically important native timber industry, with the formation of our Native Timber Task Force in partnership with East Gippsland and sector partners. The adverse impact of the state government position on both our local economy and the broader state and national economy is huge. We will continue to press our way forward to find a sustainable and long term solution that supports our timber industry.
- With assistance from our state and federal partners, we continue to enhance and develop community facilities, including:
  - Prince Street Reserve upgrade and Rosedale Revitalisation Project
  - Sale Botanic Gardens, Garden for Life Project
  - Public safety enhancement in the Sale CBD (CCTV)
  - Reconstruction and Widening of Balloong Road, Woodside
  - Kilmany landfill works including a new tarp cover system, design of new landfill cell, gas collection systems and security monitoring
  - E-waste sheds at Kilmany, Yarram, Heyfield, Stratford, Maffra
  - Heyfield Town Tree Plan implementation
  - Rathjens Road and Bridge reconstruction, Flynn
  - Staceys Bridge widening
  - Building projects and improvements at community halls in Port Albert, Stratford, Yarram and Airly-Clydebank
  - Facility upgrades at Briagolong Recreation Reserve, Baldwin Reserve Sale, Boisdale Recreation Reserve, Woodside Recreation Reserve, Heyfield Netball Courts and Pine Lodge, Stratford.







For me personally, the opportunity to serve as Mayor over the last two years following Cr Crossley as Mayor for the first two, has been an absolute privilege and experience that I will never forget.

This year has thrown up unimaginable challenges. Many of us are working from home, talking with each other remotely in a virtual world, home schooling, wearing masks and having restrictions placed on our freedoms that (in peace time) were unprecedented. 2020 has for many of us meant loss and separation from loved ones, and brought emotional and financial pressure.

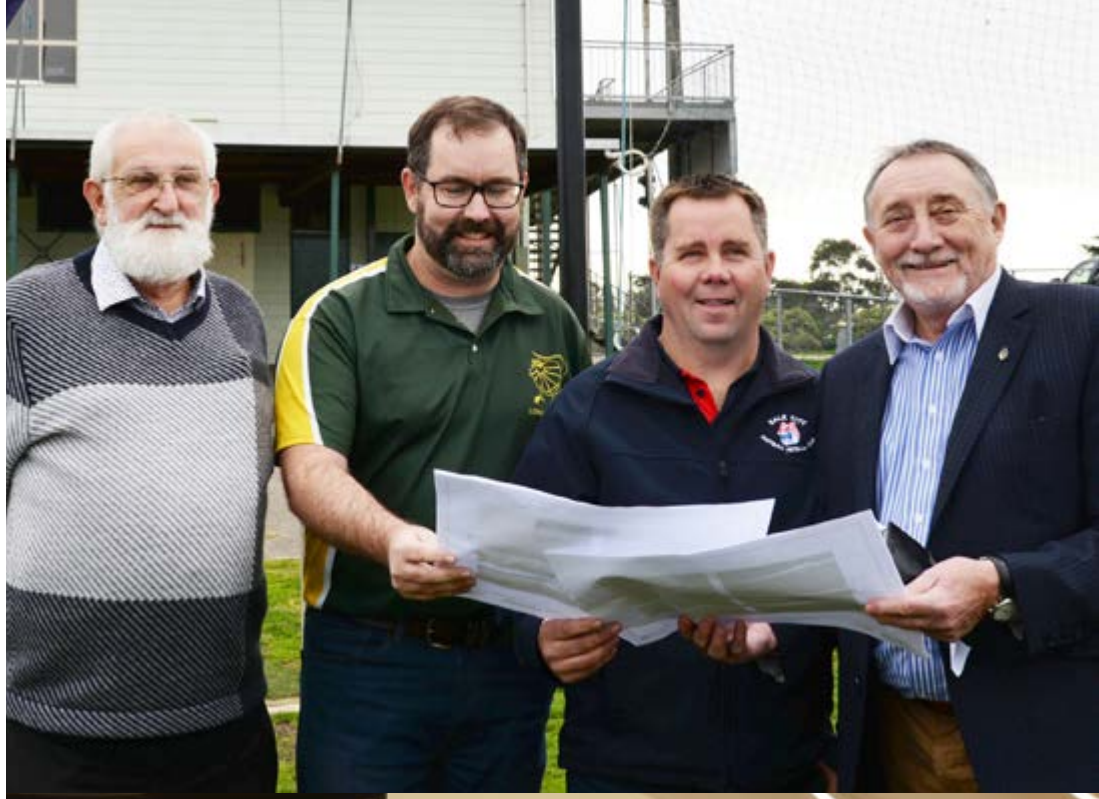
Equally, it has also brought out the very best in people, as we look to support and help each other. The acts of kindness, generosity and support we have seen in our community are similar, I suspect, to how communities banded together during war time. Let's hope these attitudes stay and grow even more!

In closing, I am so grateful to my Councillor colleagues who have done a fantastic job supporting and representing the community. The staff have also done a fantastic job as they continually go 'above and beyond', and to them I also give thanks.

Finally, to all our community groups, volunteers, businesses, families and community members who make up our strong resilient and clever community, this is my opportunity to say thank you on behalf of Council.



CR ALAN HALL
MAYOR







2.2 financial summary

This summary should be read in conjunction with the Financial Statement and Performance Statements which are available as an Appendix to this Annual Report.

Performance Budget

Council finished the year with a surplus of $19.16 million (excludes asset revaluation increment), against a budgeted surplus of $9.36 million, a variance surplus of $9.80 million.

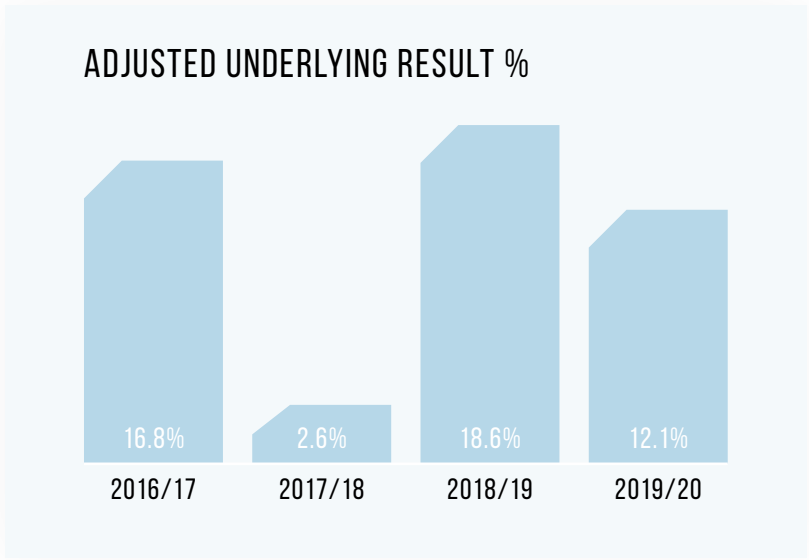
The following major factors influenced this result:

- Additional drought initiative Roads to Recovery funding has resulted in additional $2.6 million being received.
- Council received fifty percent of its 2020/21 Victoria Grants Commission (VGC) allocation of $7.2 million in June 2020, which will be carried forward into FY 2020/21.
- Savings in employee costs of $0.82 million resulting from staff vacancies; and a lower than expected 2019/20 annual WorkCover premium.
- Impact of drought, bushfires and COVID-19 closures has reduced user fees income by ($0.9 million).

Adjusted Underlying Result

The adjusted underlying result, pictured below, excludes non-recurrent capital grants, other revenue received towards capital projects, non-monetary asset contributions (gifted assets and developer subdivision contributions) and the effects of asset revaluations.

The 2019/20 adjusted underlying result of 12.1% is in the acceptable ranges (20%) to 20%. Achieving an underlying surplus is a critical financial strategy that provides capacity to renew Council's assets, and this is an ongoing challenge for councils with an extensive road network and lower populations than metropolitan councils.

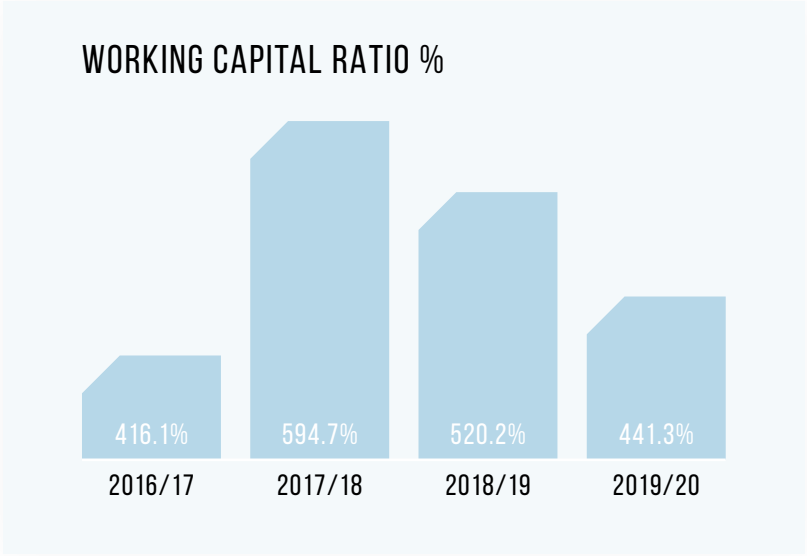




2.2.1 LIQUIDITY

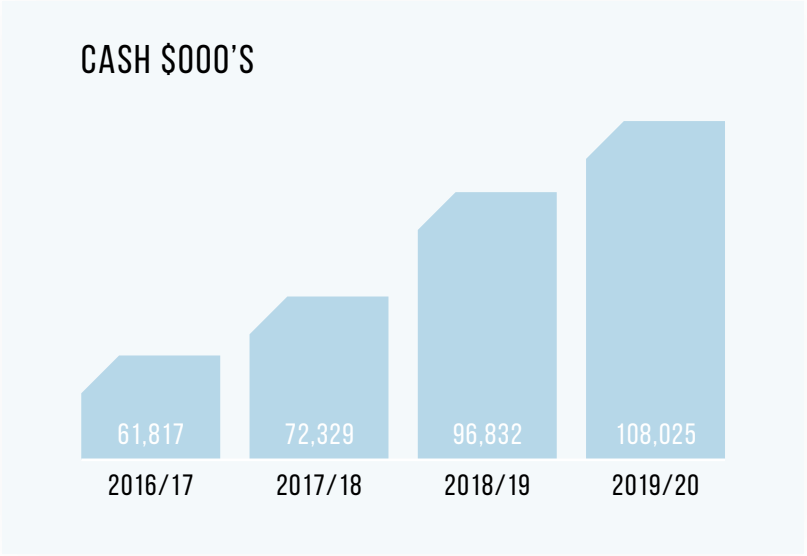
Working capital at the end of the year was $90.0 million or 441.3%, which is consistent with the 2019/20 Council's budgeted position of 440.1%.

The working capital ratio which assesses Council's ability to meet current commitments is calculated by measuring Council's current assets as a percentage of current liabilities. Council's result of 441.3% reflects our strong financial position and is well above the expected target band of between 120% and 200%. Ignoring cash, which is restricted for specific purposes the ratio reduces to 283.4%.



2.2.2 CASH

Council's cash including term deposits greater than 90 days' maturity (classified as other financial assets) finished at $108.0 million against a budget of $77.6 million, with $40.2 million reserved for specific purposes in future years including completion of carried forward capital works and major operating projects, trust funds and deposits, the 2020/21 Victoria Grants Commission advance and funds for future waste infrastructure projects and major plant purchases.





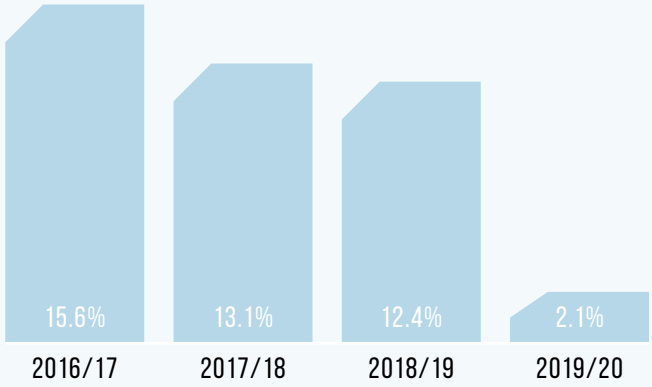
2.2.3 OBLIGATIONS

During the 2019/20 year $6.3 million of existing debt was repaid.

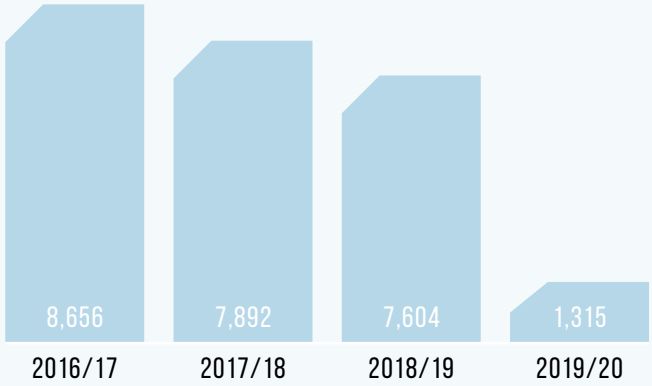
At the end of the year, Council's debt ratio was 2.1% well within the expected target band of 0% - 70% and is also in line with Council's Borrowing Strategy of no more than 40% of annual rate revenue.

Planned borrowings of $6.5 million to partly fund the Cameron Sporting Complex, Maffra CBD streetscape, works at West Sale Airport and other projects were deferred to 2020/21.

LOANS AND BORROWINGS RATIO %



BORROWINGS $000'S



2.2.4 STABILITY AND EFFICIENCY

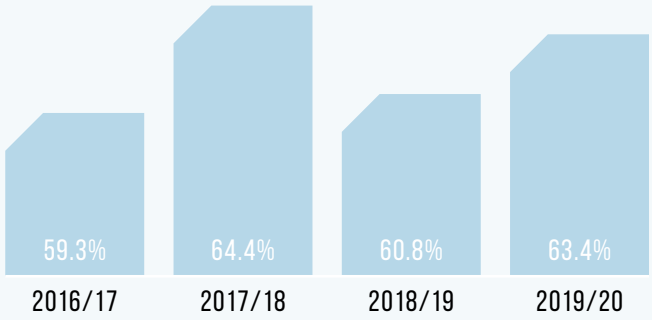
Council raises a wide range of revenues including rates, user fees, fines, grants and contributions.

Council's rates concentration which compares rate revenue to adjusted underlying revenue was 63.4% for the 2019/20 year.

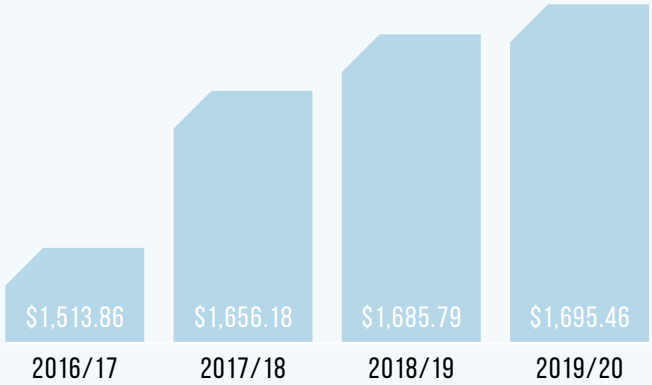
Council average rates per assessment was $1,695.46, an increase of $0.19 per week on the prior year.



RATES CONCENTRATION RATIO %



AVERAGE RATES PER ASSESSMENT





2.2.5 CAPITAL EXPENDITURE

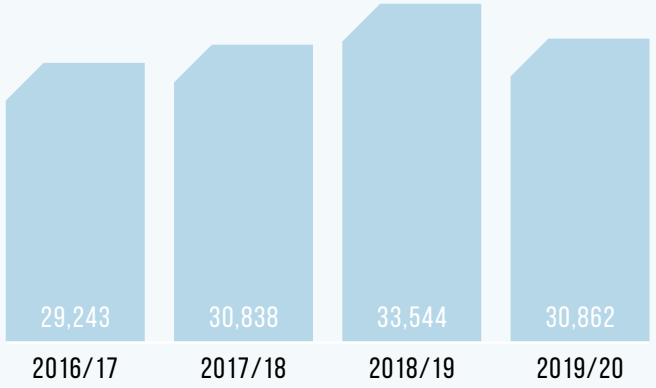
During the year, the Council spent $30.9 million on capital works. Council invested $15.7 million on improving our roads, bridges, and footpaths, including $5.6 million to reseal and asphalt rural and urban roads.

Major projects commenced during 2019/20 include the Cameron Sporting Complex Stadium redevelopment with Stage 1 to be completed by July 2020. The Tarra Trail Stage 2 project is ahead of schedule and is expected to be completed in September 2020.

Other projects completed during the year include the reconstruction of Balloong Road Woodside and Rathjens Road Flynn, Seaspray – Pedestrian Safety Improvement, Briagolong Recreation Reserve Pavilion, Pine Lodge Tennis Court Resurfacing and final works on the Stacey's, Rathjens and Orr's No 3 bridges.

A further $2.7 million was spent on our parks, gardens and streetscapes around the Shire.

CAPITAL EXPENDITURE $000'S





This broad range of community services and infrastructure for residents supports the wellbeing and prosperity of our community.

2.3

description of operations

Wellington Shire Council is responsible for delivering more than 100 services to the community.

These services include the maintenance of public open spaces, environmental health, statutory building services, land use planning, compliance, animal management, infrastructure planning, road management and maintenance, building and maintenance, community wellbeing, recreation facilities, arts and culture, access and inclusion, youth engagement, waste management; to matters concerning business development, tourism, planning for appropriate development and ensuring accountability for Council's budget.

This broad range of community services and infrastructure for residents supports the wellbeing and prosperity of our community.

Council's vision, strategic objectives and strategies to further improve services and facilities are described in our 2017-21 Council Plan and the associated Budget 2019/20 and are reported upon in this document. Refer to the section on 'Our Performance' for more information about Council services.

2.3.1 CAPITAL WORKS

Sale Tennis Club Improvements

The Sale Tennis Centre is currently being redeveloped so it can attract higher grade tournaments and provide improved amenities for community use. The reconstruction of 12 tennis courts and ground works include four new red porous surfaces, meeting official requirements for International Tennis Federation (ITF) level tournaments, and eight courts upgraded to improve club-level competitions.

The works also include upgrades to seating and shared pathways to connect facilities and court lighting to improve amenity for evening games.

During the year, redevelopment of the of the pavilion, stage 1 court works, and court surface works were completed by engaging local contractors and sub-contractors.

This project is funded by the contributions of Victorian Government ($1 million), Wellington Shire ($650,000), Tennis Victoria ($150,000) and Sale Tennis Club ($550,000).

Garden for Life Project

The Garden for Life project was completed in December 2019 with the official opening occurring one week before Christmas. The new garden provides an exciting contemporary landscape that connects the community to the garden in ways not seen before primarily through a zero-depth water play area, rolling lawns and connected by an extensive path network.

The new garden highlights the important role plants have played across the ages being used to provide food, medicine, shelter & habitat and building materials to name a few. The new landscape has been widely embraced by the community with visitation to the Gardens increasing since its completion.



Cameron Sporting Complex Redevelopment

Work continues throughout 2019/20 on the Cameron Sporting Complex Redevelopment which consists of the construction of two new multipurpose courts compliant with basketball, volleyball and netball with permanent spectator and player seating.

The project will also increase the gymnastics floor area and provide competition space with increased clear roof height and an allowance for increased seating as well as the construction of four new unisex change rooms. Stage 1 of the project is on schedule to be handed over to the users which includes the multi-purpose courts and amenities while work will move into the gymnasium area.

The $8.49 million project is being funded by Wellington Shire Council, the Victorian Government through Sport and Recreation Victoria and the Latrobe Valley Authority, the Maffra Basketball Association and Maffra Gymnastic Club.



Maffra Streetscape

Streetscape works have continued throughout the year with all works for the southern service road complete and works are ahead of schedule for the northern service road.

Works have been completed to approximately mid-block and it is expected that works will be completed prior to December 2020.

Balloong Road Widening

This $1M project, funded from the state government Fixing Country Roads Program and Roads to Recovery (R2R) funding program, involved the widening and reconstruction of Balloong Road, Woodside for approximately 4 km west of Old Sale Road. These works bring the road up to a modern standard with all work being completed on schedule and within budget.

Beverleys Road Intersection Upgrade

Works on the realignment of this intersection were impacted by the contractor being engaged in East Gippsland during the bushfires over summer. The project has since progressed well with practical completion being achieved early in the new financial year. This project was fully funded through the Federal Government Blackspot Program ($528,000).

Pine Lodge Tennis - Court Redevelopment

This $509,509 development was completed at the Pine Lodge Recreation Reserve providing the community with an upgraded sporting facility via the redevelopment of four tennis courts, installation of new fencing and LED lighting.

Council received $250,000 funding from the state government's Community Sport Infrastructure Fund, and a rebate of $48,000 from Tennis Australia as well as a contribution of $73,000 from the Pine Lodge Tennis Courts Committee of Management.

Briagolong Recreation Reserve - Pavilion Redevelopment

This $710,000 development was completed at the Briagolong Recreation Reserve transforming the old tired facilities into modern spaces to accommodate the various user groups and the wider community. This project was funded by Wellington Shire Council, Federal Government, through the Community Sports Infrastructure Fund, State Government through Victorian Community Sport and Infrastructure Fund and Briagolong Recreation Reserve Committee of Management.

Gordon Street Recreation Reserve – Netball Court Redevelopment

This $45,000 project was part of the $2.25 million in funding received through the state government's Community Managed Places program across the 2017/18 and 2018/19 financial years. The development saw an acrylic surface applied to the netball courts at the Gordon Street Recreation Reserve.

Sale Memorial Hall Refurbishment (Stage 1)

The $729,807 refurbishment of the Sale Memorial Hall was completed early in 2020, providing the community with outcomes such as ability to increase patronage, increased event hosting capacity and a more comfortable facility. The project involved repainting and acoustic treatment to the main and supper halls, refurbishment of amenities, air conditioning and a new roof to the foyer and localised asbestos removal. This work has paved the way for another round of works to the hall which is to involve an electrical upgrade and roof replacements over the main and supper halls. This work will be completed in the 2020/21 financial year.

Council received $486,538 in funding from the Latrobe Valley Authority, Liveable Latrobe Valley fund as well as a contribution of $203,269 from the Sale Memorial Hall Committee of Management. Council project managed the works in close consultation with the Sale Memorial Hall Committee of Management.

Gordon Street Recreation Reserve Dam Reconstruction

The Gordon St Recreation Reserve Dam Reconstruction resulted in the reshaping of the dam to improve the dam's viability and water security. The project was fully funded by Council rates at $140,000.

Briagolong Quarry Toilets

The Briagolong Quarry Toilet redevelopment resulted in construction of new environmentally sustainable and accessible toilets at the camping reserve. The project was fully funded by Council rates at $160,000.



Port of Sale Skate Park and Pedestrian Lighting

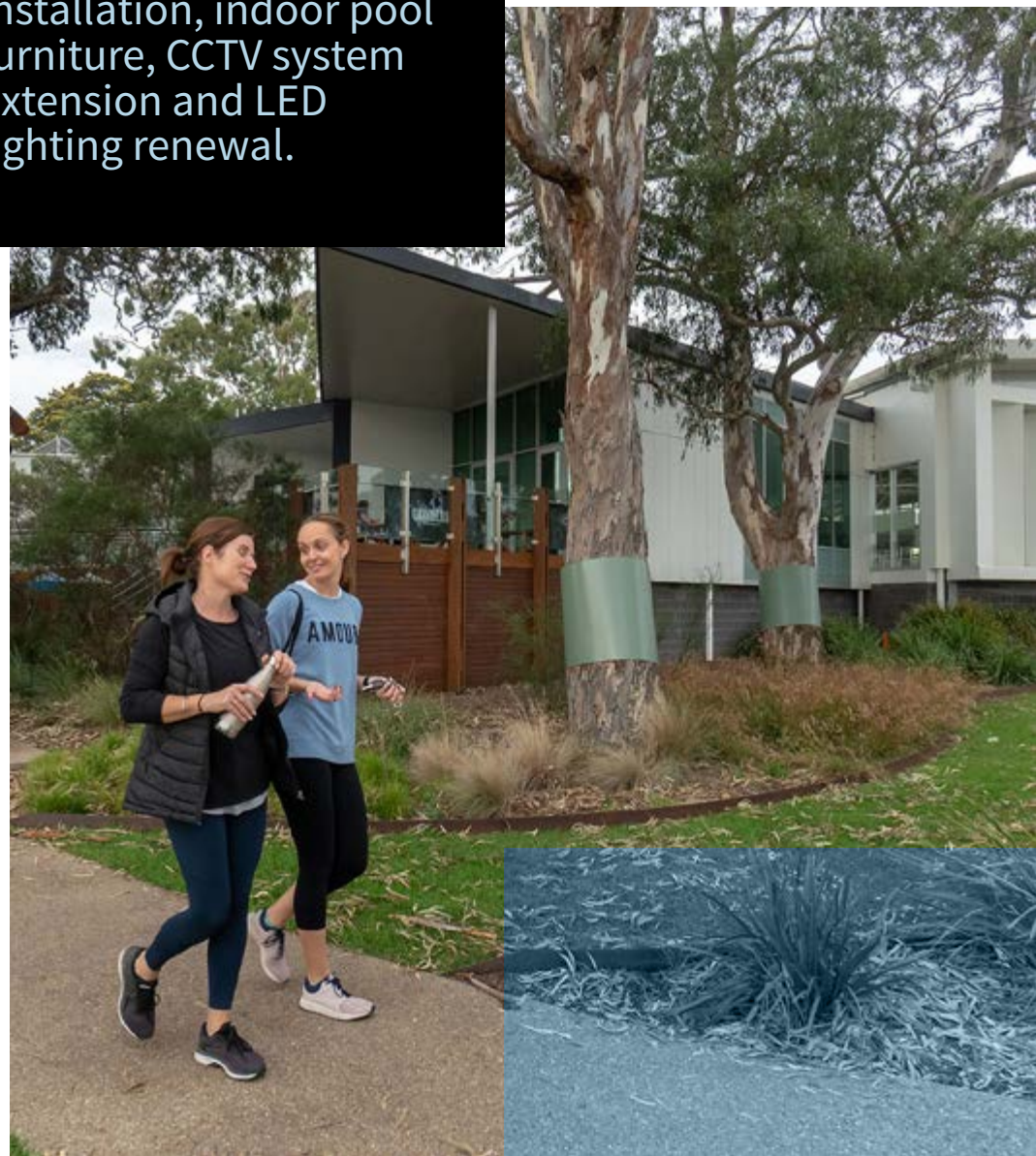
This $250,000 development was completed at the Port of Sale Skatepark providing the community with improved opportunity to be physically active throughout the year by increasing the skateable hours and safety of the facility. The project included the installation of 200lux LED lighting across the skateable areas and pedestrian lighting surrounding. Users are able to activate the lighting through to 10pm at night enabling them to extend the hours of use year-round and avoid the warmer weather in summer.

Council received $100,000 funding from the John Leslie Foundation.

Aqua Energy Upgrades

- CCTV System Extension: This project extended the coverage of CCTV to include areas of the outdoor pools and surrounds. This will assist with maintaining a secure facility after hours and provide for additional observation during daylight hours. 100% funded by Council rates $5,500.
- Disability Beds replacement: Complete replacement of the two unserviceable 'change beds' - for people with a disability -was made possible by this project. The new electrically operated beds were installed in existing change facilities at Aqua Energy. 100% funded by Council rates $21,000.
- Indoor Pool Furniture Upgrade: Poolside spectator use tables and chairs were replaced to improve visitor experience and improve ergonomic comfort for visitors to Aqua Energy's indoor swimming pools. 100% funded by Council rates $7,000.
- Indoor & Sale Outdoor Pool - Pool Blankets installation: All swimming pools at Aqua Energy can now be covered by made-to-fit pool blankets. Pool blankets assist to reduce heat loss, water evaporation and pool chemical usage. Energy saving is also anticipated, particularly through the year round use of the blankets on the indoor pools. 100% funded by Council rates $145,000.
- 25 Metre Pool Window Treatment: ARMOR Coat Window safety film was installed to the lower level windows of the indoor 25 metre pool hall. Additional film was replaced on the upper pool hall windows to reduce glare. 100% funded by Council rates $16,000.
- Outdoor Pool Electricity Upgrade/LEAF: This was an element required for the Sale outdoor pool plant replacement project. This will also improve the provision of electrical power to the LEAF public performance venue. 100% Council rate funded $33,000.

Aqua Energy received a range of upgrades including pool blanket installation, indoor pool furniture, CCTV system extension and LED lighting renewal.



- LED Lighting Renewal: This Capital Works project was altered to a Facility Maintenance project. Upgrades to the outdoor pool lights were achieved by repurposing fittings. Installation of LED lighting was completed in offices, change rooms, corridors and indoor public areas. 100% funded by Council rates $5,500.
- Aqua Energy 25 Metre Pool Structural Maintenance: These works were performed as an adjunct to asbestos removal and rectification at the site. Works were necessary to ensure the structural integrity of the 25 metre pool hall is maintained.

  It followed structural assessment recommendations, as required ahead of the planned renewal of this building as part of the Aqua Energy Redevelopment. 100% funded by Council rates $17,200.
- Aqua Energy Workforce Management System: A paperless rostering, time-in-attendance and timesheet system was rolled out which will operate across all seven of the Leisure Service managed facilities. This will provide improved efficiencies and time savings. 100% funded by Council rates $36,000.





Gippsland Art Gallery and The Wedge Lighting Upgrade

- Theatrical and exhibition lighting has been upgraded to energy efficient LED fixtures in the gallery spaces and theatre stage. This supports the program to reduce energy usage by 5% per year over 5 years. The project was fully funded by Council rates at $47,000.

The Wedge Outdoor Green Room Fenced Space

- This $20,000 project was completed at the southern west end of The Wedge. Adjoining the existing back of house facilities this area will provide performers with a private outdoor space that is screened off to the Port of Sale's growing visitor numbers. Council received a contribution of $10,000 funding from the John Leslie Foundation and $10,000 was funded though Council rates.

Gippsland Regional Sports Complex

- Stadium LED Light Upgrade : High bay stadium lamps were replaced with high efficiency LED lighting throughout the four-court indoor sports stadium. These will reduce energy usage costs and also reduce maintenance costs due to lower frequency of lamp changes, decreased need for equipment hire, etc. $100% Council funded $23,000.
- Digital Signage Upgrade: Internal 'public information' signage was upgraded to digital display, enabling signage content to be readily and easily updated or modified in accordance with changes of programs, seasons or promotional needs. The signage content is also able to display information that is published on the GRSC website. 100% Council rate funded $8,700.



High bay stadium lamps were replaced with high efficiency LED lighting throughout the GRSC four-court indoor sports stadium.

Maffra & Stratford Outdoor Pools - BBQ/ Shade Structures

- The second stage of a multi-year program, solid shade structures and free-to-use electric BBQ's were installed at Maffra and Stratford Outdoor Pools. Assisting to enhance user experience, these were installed following community feedback recommendations of the Wellington Aquatic Strategy. 100% funded by Council rates $145,000.

Yarram Outdoor Pool – Pool Blanket installation

- Yarram pool blankets were purchased through funds obtained via the Victorian state government's 'Pick My Project' funding initiative, following strong indication of local support. The blankets will assist to reduce heat loss, water evaporation and pool chemical usage. This is a critical element to support Yarram community's vision for 'A Warmer Pool for Yarram'. 100% funded by 'Pick My Project $28,000.

Heyfield/Maffra Pool Upgrades

- Rainwater Capture: Rainwater tanks and supporting infrastructure was installed at Maffra and Heyfield Outdoor Pools to enable capture of rainwater. This is redirected to pool water top-up and grounds irrigation. 100% funded by Council rates $35,000.
- LED Light Upgrades: Part of the extended program to reduce energy usage, this stage of the program saw the installation of high efficiency LED lighting completed in offices, change rooms, and public areas, including the outdoor pool lighting at Maffra Pool. This supports the program to reduce energy usage by 5% per year over 5 years. 100% funded by Council rates $5,400.



John Leslie Theatre Soundproofing

- Sound proofing has been upgraded between the auditorium and foyer at the John Leslie Theatre to further enable activation and use of both spaces simultaneously. The project was fully funded by Council rates at $18,500.

Additional Roads to Recovery funding through the Federal Government's Drought Stimulus Package resulting in a significant increase in capital expenditure on roads.

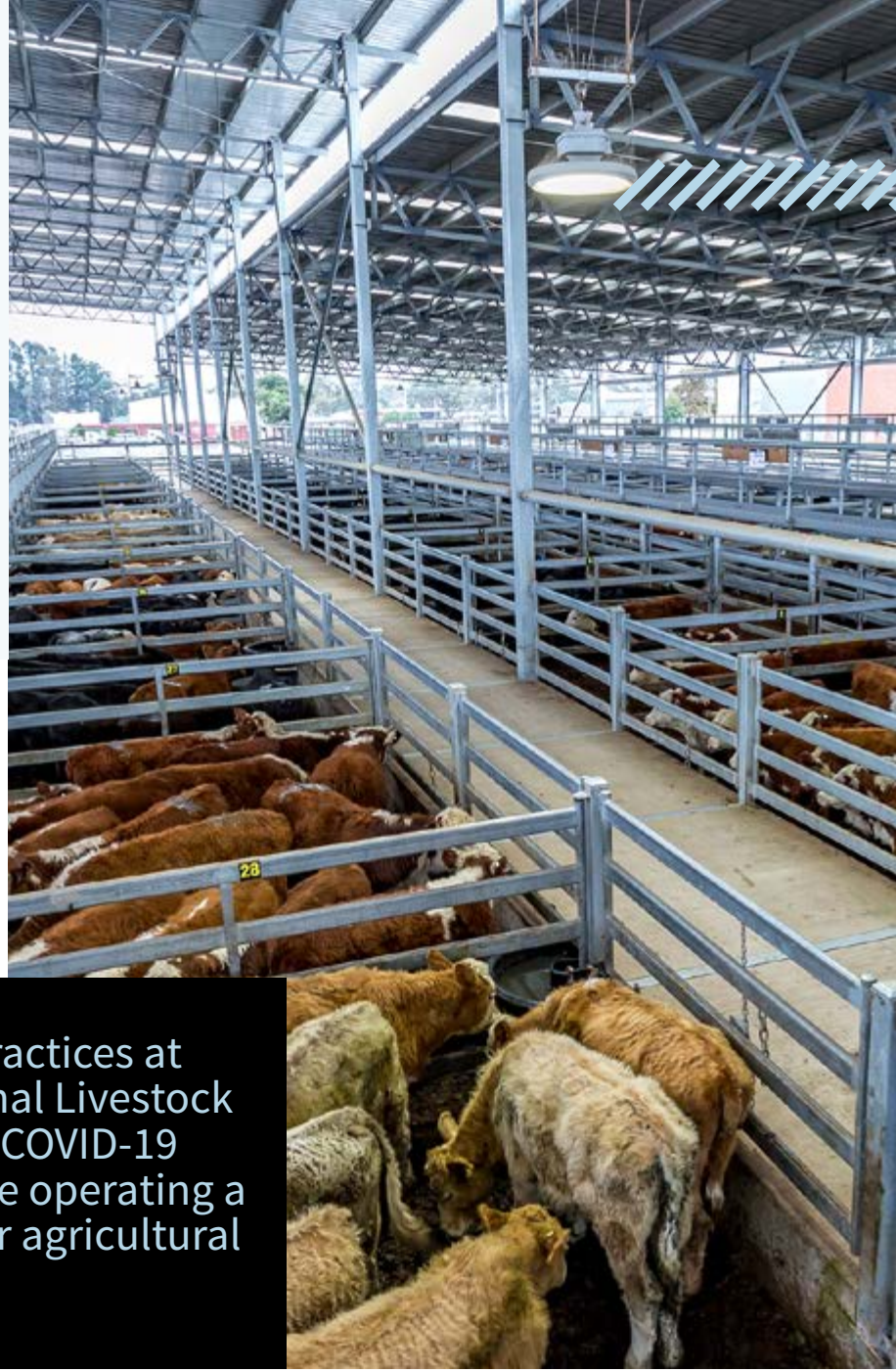


2.3.2 MAJOR CHANGES

- Changes to day-to-day business activities and a shift to a primarily online workforce during the COVID-19 restrictions. All normal business operations have successfully continued during this challenging time.
- COVID-19 stay at home restrictions have also fundamentally changed how the organisation engages with community, with stakeholders and internally with working from home, online meetings and engagement and physically distant ways of working embedded.
- Council's alternative structure implemented during times of emergencies as a result of debriefing after deployment of Council's emergency management systems, processes and structure during the Summer 2019 bushfires at Rosedale, Walhalla and Licola/Dargo.
- Commencement of new special charge scheme fixed fee model under Council's Residential Road and Street Construction Plan.
- Changes to how community engagement and online meetings occur due to COVID-19 restrictions and the delivery of the *Local Government Act 2020*.
- Support for Black Summer bushfires evacuation and for East Gippsland Shire's bushfires response, overlapping with ongoing recovery from Wellington's previous summer's bushfires, and coordination of multi-agency

COVID-19 response, relief and recovery planning all in the one year, has resulted in significant pressure across the organisation, additional resourcing in the form of a full time Manager Emergencies and Pandemic position until December 2020 and delays or postponement of emergency management preparedness activities and planning for future emergencies.

- Adapting the work practices at the Gippsland Regional Livestock Exchange during the COVID- 19 pandemic to continue operating a critical service for our agricultural industry.
- Disruptions to business continuity in many of Council's public facilities and face-to-face operations resulted in underemployment for casual staff and systematic reassignment of permanent staff from affected business areas to assist with delivering Council's emergency management responsibilities and in other, continuing service areas.
- Planning for changes to community engagement and service planning requirements for the Local Government Act 2020 is underway affecting how we will engage community in decision-making and informing services, infrastructure and amenity design into the future.
- National Disability Insurance Scheme (NDIS) implementation officially concluded in Wellington Shire in July 2019 as part of the final phase of the federal government's three phase roll out. Similarly, roll out of the federal government's My Aged Care program continued during the year. Under both NDIS and My Aged Care programs, funds, and the choice of how to use them, are given directly to service users rather than to service providers. For the time being as users transition to new arrangements, Council remains a direct funding provider, in partnership with the state, of home and community care services, however this will be reviewed in the next year. Council does not have direct service responsibilities in either



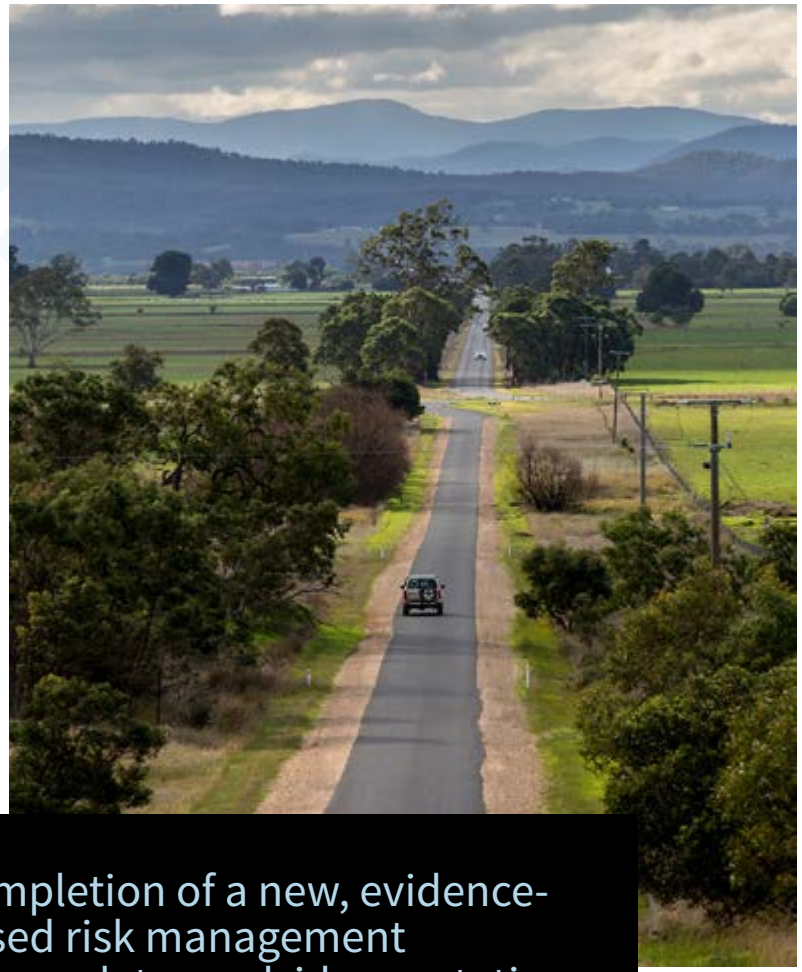
Adapting the work practices at the Gippsland Regional Livestock Exchange during the COVID-19 pandemic to continue operating a critical service for our agricultural industry.

disability or aged care services delivery which, combined with changes to funding model, make it more challenging for Council to understand and engage with the disability services and aged care sector.

- The Wedge, Gippsland Art Gallery and Wellington Libraries moved to an online and / or physically distant service delivery environment for three months from March offering in-house locally produced virtual art exhibitions, adult and children's art and literature programming, library home delivery service, community trivia nights, back stage tours and musical performances as well as providing a portal to online cultural content from all over the world.
- Aqua Energy was twice forced to close its doors and suspend memberships, firstly in December and January due to the discovery of asbestos in the 25-metre indoor pool hall and secondly, along with Gippsland Regional Sports Complex, due to COVID-19 restrictions. Resulting revenue losses are being reviewed for financial sustainability impacts on ongoing services provision.
- Leisure Services in conjunction with Information Services and Corporate Finance business units, introduced of a workforce management system to manage shift rostering, timesheets and payroll processes. This system change will result in improvements to accuracy and timeliness of payroll and will be reviewed for roll out across other shift-based staff business units across the organisation, starting with gallery, library and performing arts centre operations.
- Welcomed Brent McAlister into the General Manager Development position.

2.3.3 MAJOR ACHIEVEMENTS

- Activation of Gippsland Regional Sports Complex as an evacuation processing centre and emergency relief centre to support the air evacuation of Mallacoota during Black Summer bushfires, along with activation of Sale emergency relief centre to support the road evacuation, all during peak summer holiday period.
- Contributing Wellington Shire Council staff to neighbouring East Gippsland Shire Council emergency relief centres during the Black Summer bushfires and providing ongoing support via provision of personnel to East Gippsland Shire Council under inter-Council emergency management resource sharing protocols.
- Reduction in the numbers of fire prevention notices issued prior to 2019-20 summer, resulting from improved communication and marketing of requirements and flexible practices regarding enforcement.



Completion of a new, evidence-based risk management approach to roadside vegetation management, in conjunction with fire-fighting agencies, in areas of high bushfire risk.

- Completion of a new, evidence-based risk management approach to roadside vegetation management, in conjunction with fire-fighting agencies, in areas of high bushfire risk to support evacuation and timely return of communities during bushfire events and enable safe access for firefighting purposes.
- The Community Managed Facilities Strategy 2020-2025 was completed incorporating input from significant community consultation. The strategy is a five-year blueprint for better supporting and resourcing volunteer community committees of management of public sporting and community facilities. A fairer facility hierarchy and operating subsidy recalculations for all eligible community managed facilities were designed as part of development of the Community Managed Facilities Strategy. The Strategy will also be a powerful tool for Council and Committee of Management to deliver projects that lead to stronger outcomes for volunteers and for community members who use these facilities for social, physical and mental wellbeing.
- Secured $1.928 million from state and federal government for sporting and community facilities' capital redevelopment projects – Briagolong Recreation Reserve Traffic Management Upgrades; Briagolong Recreation Reserve Open Space Upgrades; Heyfield Youth Precinct; Heyfield Vintage Machinery Club Multipurpose Shelter; Maffra Lawn Tennis Club Fencing; Stratford Community Hub Accessibility Upgrades; Yarram Regent Theatre Façade, Signage and Accessibility Upgrades; Sale Oval Changeroom Redevelopment; National Court Rebate Program for the Pine Lodge Tennis Court Redevelopment.
- Full funding outcome achieved for Stephenson's Park Recreation Reserve changerooms redevelopment and adjacent social rooms building upgrade project and $950,000 private funding contribution secured for future redevelopment of Aqua Energy.

The Wedge exceeded its annual patron attendance target of 20,000 patrons in the first six months of the financial year and exceeded its largest ever tickets sold number in February prior to closure of The Wedge in March due to COVID-19.

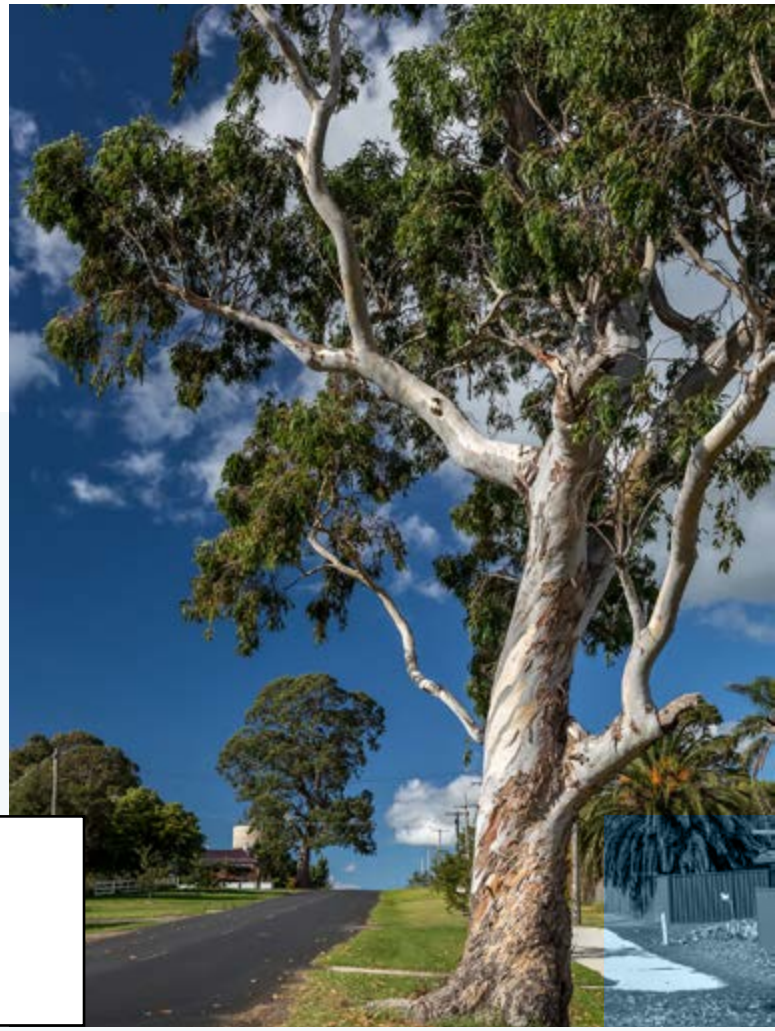
- Aqua Energy's Learn To Swim program and intensive Learn To Swim programs achieved highest ever enrolment numbers, reaching a total of 924 young swimmers in 2019/20. Adult swimming lessons were also commenced in 2019/20, recognising a need for increased water safety beyond children in the shire.
- Gippsland Art Gallery raised $161,000 in Gippsland bushfire relief through the 'Art Aid Gippsland', where artists from all over Australia donated works for sale at a public auction held in March. The funds raised were donated to Gippsland Emergency Relief Fund.
- Provision of 'Virtual' Exercise Challenge and 'On-line' Group Fitness Classes during COVID-19 shut down of leisure facilities.
- Maintained 99% member retention during 'Asbestos removal' closure of Aqua Energy – achieved through extensive member and community communication and provision of alternate services i.e. extended operation of outdoor pool facilities.
- Aqua Energy's annual 12-week Challenge which was conducted between September and December, attracted over 50 participants.
- The Wedge worked with Esso to produce 'An Esso Night Under the Stars' with Daryl Braithwaite attracting 4,823 patrons. Jointly funded by Esso and the Wellington Shire, success of the event has resulted in Esso committing to another concert



Gippsland Art Gallery raised $161,000 in Gippsland bushfire relief through the 'Art Aid Gippsland' public auction.

in 2021 and supporting the Wellington-led, region-wide 'Gippsland Live event, a music competition run during COVID-19 stay at home restrictions period.

- Gippsland Art Gallery created an online searchable database of the gallery's permanent collection, providing free and open access to all 2,240 artworks in the collection.
- Gippsland Art Gallery launched its 'Gallery at Home' webpage during the COVID-19 shutdown, to continue delivering exhibitions, artist talks, workshops and activities through the gallery's online platform.
- Wellington Libraries introduced its 'Click and Deliver' home delivery service with library staff preparing and delivering over 3000 items in the period of April to May to very welcoming patrons' doorsteps.
- Wellington Shire's Councillor-Community Conversation series covering wide ranging places and important topics is one of Council's key community engagement activities with 2019/20 program days held in July 2019 – Heyfield and Sale; August 2019 – Valencia Creek, Boisdale, Tinamba, MID; October 2019 – Gunaikurnai Cultural Awareness; November 2019 – Yarram, Port Albert; March 2020 – Dargo; May 2020 – Stratford.
- Community collaborations model – A project planning, events planning and grants application (PEG) training masterclass was held at the Port of Sale on 30 August 2019 for community planning groups, as part of a series for capacity building within communities to develop and deliver projects. 17 people attended with participant surveys indicating a high level of satisfaction with the course and the presentations.
- To support knowledge expansion for all community groups, a series of Community Resource Booklets were provided for ongoing use at each Wellington Shire Library. Further training and information sessions for volunteer community groups were held across the year including a repeat of the PEG Masterclass in December 2019; Placemaking for Community and Crowdfunding in February 2020; Building Community with Social Media for Community Groups in March/April 2020 (two part interactive webinar) and Help Wanted -Successful Volunteer Recruitment held in April/May 2020 (also a



Council worked closely with the State Government to redraft the Wellington Planning Scheme to make its future operation simpler and more effective.



West Sale Airport was recognised as Australia's Small Regional Aerodrome of the Year at the Australian Airports Association (AAA) National Airport Industry Awards.

two part interactive webinar). All sessions were highly subscribed with participant evaluation surveys indicating positive experiences and recognition of the high quality and appropriateness of training offered.

- In 2019, West Sale Airport was recognised as Australia's Small Regional Aerodrome of the Year at the Australian Airports Association (AAA) National Airport Industry Awards. The awards form part of the AAA National Conference, which is the largest airport event in Australia. This followed extensive improvements at West Sale Airport including a $6 million runway extension and lighting upgrade.
- Council received positive and improving customer satisfaction survey results from its annual land use planning survey.
- Amendment C103 was approved, which rezoned a strategically significant area of land adjacent to the West Sale Airport for future industrial growth.
- Secured funding from Gippsland Water for staff resource to continue with the implementation of Domestic Wastewater Management Plan.
- Successfully rolled out the new Swimming Pool and Spa registration Legislation.
- Completed the $400,000 Garden for Life project at the Sale Botanic Gardens.
- Successfully applied for funding from Sustainability Victoria and completed construction of Electronic-Waste (E-Waste) storage sheds at 5 waste facilities across the Shire.
- Successful funding Applications under federal government's Black Spot Program and Combating Pests and Weeds Grants Program.

Commenced Council's transition to an Electric Vehicle fleet with the purchase of 2 Hybrid vehicles.

- In partnership with over 40 other Local Government authorities entered into a Power Purchase Agreement to supply 25% of our electricity supply from renewable energy sources.
- Wellington Shire Council Sustainability Strategy 2020 – 2024 was adopted.
- Successfully implemented Residential Road and Street Construction plan, Recreational Boating Facilities Plan and Urban Paths Plan.
- Successful development and implementation of a new corporate intranet with improved organisation-wide communications, information and resource sharing to facilitate a more responsive and service-oriented organisation.
- Facilitate the business planning and system upgrade requirements for a new procure to pay process within the finance system to ensure improved business process and operational efficiencies.
- Development and implementation of an ICT Reporting Dashboard to facilitate improved data capture and reporting of core operational ICT activities across the organisation.
- Delivery of a new Bushfire Administration Centre for East Gippsland Shire Council in response to the Bushfire Emergency in East Gippsland.
- Successful delivery of the ICT Shared Services Memorandum of Understanding (MoU) with East Gippsland Shire Council to ensure; an efficient ICT service delivery model for both Councils, and an effective resource sharing and collaborative service model to achieve service value for both Wellington and East Gippsland communities.
- Enterprise Agreement approved by Fair Work Commission.
- Successfully managed the alternative duties for staff impacted by COVID-19, keeping our staff employed at any opportunity.
- 31 new roles were added to Council's organisation structure to hire applicants who have been affected by COVID-19 as part of Working for Victoria initiative.



Wellington Shire Council Sustainability Strategy 2020 – 2024 was adopted.

2.3.4 ECONOMIC FACTORS

- Ongoing severe drought conditions had a significant impact on local economy causing financial challenges to ratepayers of the council during the 2019/20 year.
- Council provided farmers with assistance from its budget and administered State Government support for rate relief to farmers. Council also assisted East Gippsland Shire during Bushfires December to March.
- The COVID-19 pandemic has caused many facilities to be closed and most staff, where possible, to work from home since March 2020. Council continues to engage staff in support of the Working for Victoria initiative.



3.1

municipality profile

Wellington Shire is the third largest municipality in Victoria, covering an area of 10,924 square kilometres to the east of the state.

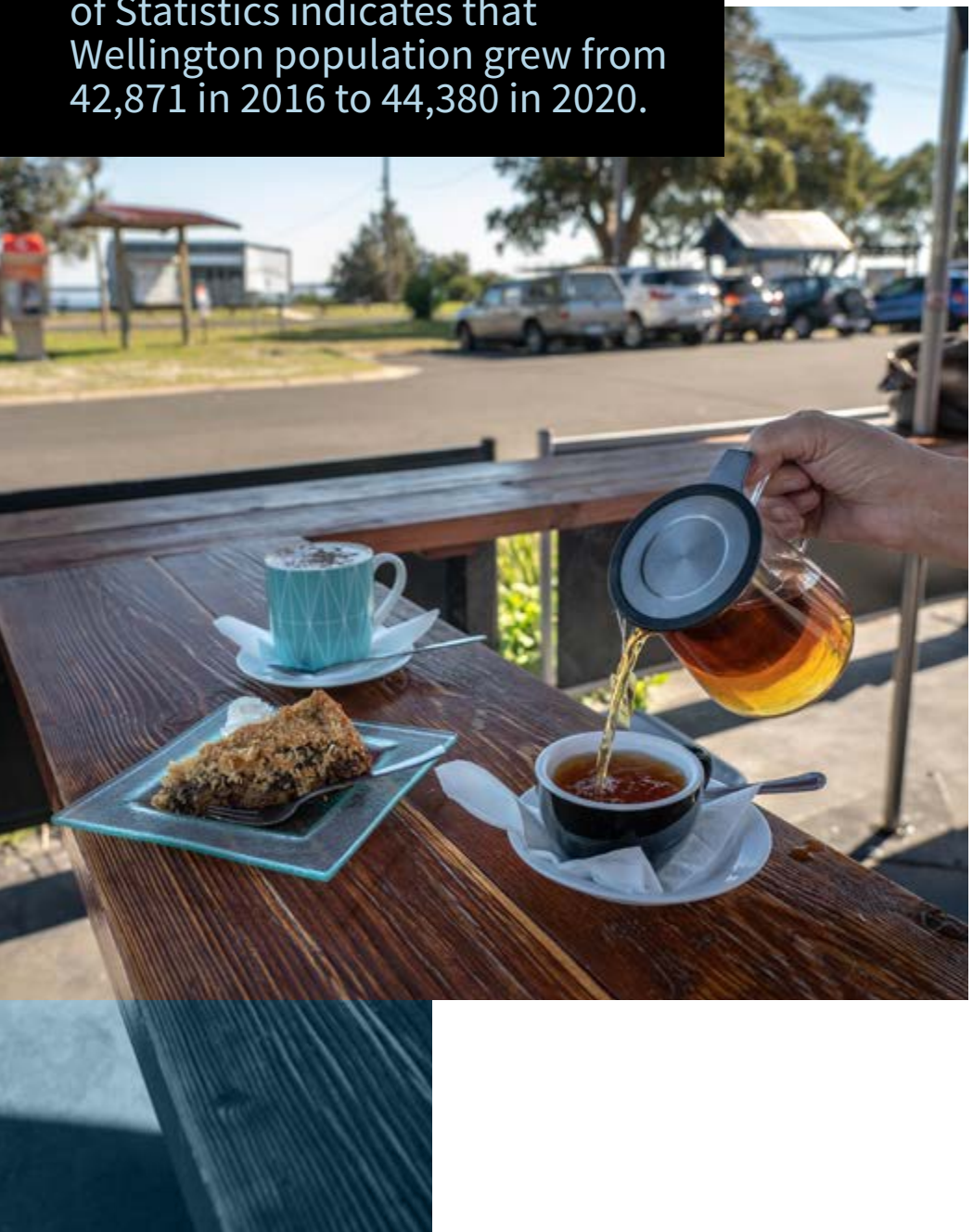
Wellington is easily accessible from Melbourne by either road or rail with a convenient travel time of approximately two hours.

Wellington Shire is ideally placed for enjoying all that Gippsland has to offer, whether as a resident, visitor or tourist. Located at the heart of Gippsland, Wellington Shire extends from the Great Dividing Range and Victoria's High Country, through rich irrigated flats and some of the most productive grazing land in Australia to the internationally significant Gippsland Lakes and Wetlands and the Ninety Mile Beach and Bass Strait.

Wellington Shire provides the finest and best aspects of regional Victorian living from its kilometre upon kilometre of pristine coastline, dramatic vistas of the Victorian High Country, rich irrigated grazing and cropping land and internationally significant rainforest National Parks. The variety of communities and residential options are as diverse as the landscape.



The most recent population estimate from Australian Bureau of Statistics indicates that Wellington population grew from 42,871 in 2016 to 44,380 in 2020.



Wellington Shire residents can choose from a wide range of affordable housing options in any of our towns or in the heart of the country with views of the ocean, open plains or mountain ranges.

The most recent population estimate from Australian Bureau of Statistics indicates that Wellington population grew from 42,871 in 2016 to 44,380 in 2020.

Council is very active in planning to ensure there is a plentiful supply of new residential and industrial land to encourage this growth.

Attractive features of the Wellington region include the excellent public facilities for sports, health and regional shopping centres. The Port of Sale precinct in Sale combines arts and culture with the Gippsland Art Gallery, Sale Library, community spaces and The Wedge performing arts centre. Outstanding sporting and health facilities including Aqua Energy and the Gippsland Regional Sports Complex are important, along with plentiful education options including outstanding public and private schools, TAFE campuses with a wide range of programs.

Thirteen percent of the Wellington population work within the agricultural sector, with a wide variety of other local opportunities ranging from manufacturing and construction to retail, mining, public sector and education, arts and recreation.

There is a wide variety of industry and business contributing to the local economy including; mining, offshore oil and gas extraction, primary production and agriculture, tourism and service industries, retail, healthcare, education and community services. RAAF Base East Sale is a major air and ground training base and home to the famous Roulettes, Central Flying School, the Officers' Training School and the schools of Air Warfare and Air Traffic Control. The relocation of the Basic Flying Training component of Defence Project AIR 5428 to RAAF Base East Sale, announced by the Federal Government in 2015, is expected to boost the local economic output by up to $168 million per year, over a 25 year period.

The Council-owned West Sale Airport

provides a base for helicopters servicing the Bass Strait oil rigs and for the servicing of aircraft and training of civilian pilots and aircraft maintenance engineers. It is also soon to become a leading facility for aviation education with a recent runway extension and lighting upgrade providing the required standard for use by RAAF Air Academy for its new Pilot Training System, along with the Federation Training for its avionics training.

With Yarram Aerodrome and aerodromes at Bairnsdale and other locations in East Gippsland, there are extensive facilities for defence, general and recreational aviation and considerable capacity for expansion. Esso Australia's Longford plant, south of Sale, supplies gas to Victoria, New South Wales and Tasmania. A number of local companies provide services to the Bass Strait oil and gas industry, operated by Exxon Mobil (Esso).

The Macalister Irrigation District, with its centre at Maffra, supports Wellington's strong dairy, beef and vegetable growing industries comprising award winning businesses providing goods Australia wide.

Timber is another natural resource which contributes to the local economy through direct employment, contract and transportation services. Australian Sustainable Hardwoods (ASH), at Heyfield, mills timber products from sustainably grown forests and manufactures products such as windows, doors, staircases, flooring and architraves.

Ours is a diverse, vibrant and connected community where delivering liveability, economic prosperity and sustainability outcomes underpin all that we do.



3.2

council offices

SALE SERVICE CENTRE - COUNCIL HEADQUARTERS

18 Desailly Street (PO BOX 506), Sale VIC 3850
Telephone: 1300 366 244
Email: enquiries@wellington.vic.gov.au

YARRAM SERVICE CENTRE

156 Grant Street, Yarram VIC 3971
Telephone: (03) 5182 5100

WELLINGTON
SHIRE COUNCIL
The Heart of Gippsland

3.3

councillors

COASTAL WARD



MAYOR
Cr Alan Hall

Terms Elected: 2016

alanh@wellington.vic.gov.au
0476 000 159



DEPUTY MAYOR
Cr Gayle Maher

Terms Elected: 2016

gaylem@wellington.vic.gov.au
0476 000 162



Cr Garry Stephens

Terms Elected: 2016

garrys@wellington.vic.gov.au
0476 000 157

NORTHERN WARD



Cr Malcolm Hole

Terms Elected: 2000, 2003, 2005, 2008, 2012, 2016

malcolmh@wellington.vic.gov.au
0408 541 746



Cr Carolyn Crossley

Terms Elected: 2012, 2016

carolync@wellington.vic.gov.au
0409 495 833



Cr Carmel Ripper

Terms Elected: 2016

carmelr@wellington.vic.gov.au
0418 875 523

CENTRAL WARD



Cr Ian Bye

Terms Elected: 2016

ianb@wellington.vic.gov.au
0476 000 146



Cr Darren McCubbin

Terms Elected: 2003, 2005, 2008, 2012, 2016

darrenm@wellington.vic.gov.au
0458 006 486



Cr Scott Rossetti

Terms Elected: 2008, 2012, 2016

scottr@wellington.vic.gov.au
0419 366 686

4.1

organisation structure



CHIEF EXECUTIVE OFFICER
David Morcom

CORPORATE SERVICES



General Manager
Arthur Skipitaris



Manager
Corporate Finance
Ian Carroll



Manager
Information Services
Phill Phillipou



Manager
People & Capability
Sara Crees

BUILT & NATURAL ENVIRONMENT



General Manager
Chris Hastie



Manager
Built Environment
John Tatterson



Manager
Natural Assets & Projects
Dean Morahan



Manager
Natural Environment & Parks
Tim Rowe

DEVELOPMENT



General Manager
Brent McAlister



Manager
Business Development
Paul Johnson



Manager
Land Use Planning
Josh Clydesdale



Manager
Municipal Services
Vanessa Ebsworth

COMMUNITY & CULTURE



General Manager
Sharon Houlihan



Acting Manager
Arts & Culture
Andrew Thomson



Manager
Leisure Services
Nic Hall



Manager
Community Wellbeing
Bodye Darvill



Manager
Emergency & Pandemic
Karen McLennan

As of 30 June 2020, Council organisation structure was as above.

Council is the governing body that appoints a Chief Executive Officer.

The Chief Executive Officer has responsibility for the day to day management of operations in accordance with the strategic directions of the Council Plan.

Four General Managers and the Chief Executive Officer form the Corporate Management Team (CMT) and lead the organisation.

4.2 senior officers

As at 30 June 2020, the senior officers as designated by the Local Government Act, 1989 are shown below.



David Morcom



Arthur Skipitaris



Chris Hastie



Sharon Houlihan



Brent McAlister



Phillip Phillipou



Ian Carroll

4.3 council staff

A summary of the number of full time equivalent (FTE) Council staff by organisational structure, employment type and gender.

DIVISION	STATUS	FEMALE	MALE	TOTAL
CEO	Full Time	4	1	**5**
Built & Natural Environment	Full Time	19.67	91	**110.67**
	Part Time	1.01	0.45	**1.45**
Community & Culture	Full Time	30.76	13.00	**43.76**
	Part Time	10.53	2.15	**12.68**
	Casual	16.36	8.48	**24.84**
Corporate Services	Full Time	20	16	**36**
	Part Time	3.76	-	**3.76**
Development	Full Time	15	25	**40**
	Part Time	11.78	3.27	**15.05**
	Casual	2.41	1.29	**3.70**
	TOTAL	**135.27**	**161.64**	**296.91**

A summary of the number of full time equivalent (FTE) staff categorised by employment classification and gender.

EMPLOYEE CLASSIFICATION	FEMALE FTE	MALE FTE	TOTAL FTE
Band 1	4.67	1.42	**6.09**
Band 2	2.76	22	**24.76**
Band 3	22.8	38.5	**61.3**
Band 4	30.86	14.1	**44.96**
Band 5	29.05	21.73	**50.78**
Band 6	22.86	21.05	**43.91**
Band 7	8.6	16.84	**25.44**
Band 8	4	10	**14**
Band not applicable	9.67	16	**25.67**
TOTAL	**135.27**	**161.64**	**296.91**

A summary of age spread of staff by headcount.

DIVISION	< 25	25-35	35-45	45-55	55 >
Built & Natural Environment	3	21	20	29	41
CEO	-	2	2	-	1
Community & Culture	89	46	32	40	44
Corporate Services	1	8	13	9	11
Development	6	15	23	19	51
TOTAL	**99**	**92**	**90**	**97**	**148**

Years of service summary by headcount.

STATUS	< 5	5-10	10-15	15-20	20-25	25-30	30+
Full Time	98	58	32	20	7	6	15
Part Time	26	15	15	11	4	-	3
Casual	150	34	17	12	1	-	2
TOTAL	**274**	**107**	**64**	**43**	**12**	**6**	**20**

Our workforce by generation.

DIVISION	GEN Z (BORN 1995 ONWARDS)	GEN Y (BORN 1977 - 1994)	GEN X (BORN 1966 - 1976)	BABY BOOMERS (BORN 1946 - 1965)	VETERANS (BORN BEFORE 1946)
Built & Natural Environment	4	35	33	42	-
CEO	-	4	-	1	-
Community & Culture	93	70	42	46	-
Corporate Services	1	20	10	11	-
Development	9	32	20	51	2
TOTAL	**107**	**161**	**105**	**151**	**2**



4.4

equal employment opportunity

Wellington Shire Council is committed to supporting a workplace culture that treats all people with dignity and respect. Employees, contractors and volunteers of Council have the right to conduct their work in a safe environment unimpeded by bullying, harassment and/or discrimination.

Council has an Equal Employment Opportunity program which is designed to eliminate discrimination, promote equal opportunity and provide a means for consultation in regard to employment matters which have the ability to adversely affect staff or the organisation.

The objective of Wellington Shire Council's Equal Employment Opportunity program is to ensure there is no discrimination relating to the characteristics listed under the Equal Opportunity Act 2010 such as race, colour, sex, marital status, parenthood, physical or mental impairment, age, religious or political affiliation, gender identity and sexual orientation. Further objectives include ensuring the workplace is free from bullying and harassment. The provision of Equal Opportunity Awareness sessions for all new employees and managers ensures they are aware of their obligations and responsibilities in maintaining a workplace that is free of bullying and harassment and/or discrimination.

Wellington Shire Council has appointed a new Equal Employment Opportunity Committee who will serve for the next three years. The purpose of the committee is to provide a forum for the promotion and discussion of equal employment opportunities, access and inclusion, anti-bullying/harassment, discrimination and human rights matters affecting current and potential employees of Wellington Shire Council. The elected representatives represent a diverse group of individuals from across the organisation and act as contacts for staff wanting to find information about reporting a grievance, or for advice on a workplace issue that breaches Equal Employment Opportunity.

4.5

our volunteers

Volunteers are vital to our organisation as they deliver great services to our community.

We recognise the specialist nature of some of the roles, qualifications and vast industry experience these volunteers bring to their voluntary roles.

The following table summarises the enormous number of hours our volunteers contribute through council services. This is excluding the volunteering work offered by numerous service and volunteer organisations during various events, which was uncounted.

Volunteering in Wellington website (www.volunteeringinwellington.com.au) provides information for people looking for volunteer opportunities in Wellington and for community groups and service providers who are looking for volunteers.

We recognise the specialist nature of some of the roles, qualifications and vast industry experience these volunteers bring to their voluntary roles.

VOLUNTEER SERVICE	MAIN DUTIES	VOLUNTEER NUMBER	VOLUNTEER HOURS
Visitor Information Centre (Sale, Maffra)	Provide customer service, tourism advice, directions, local business information and administration support.	$13	>112 hours per week
Art Gallery Guides	Deliver education programs and workshops for kindergarten, primary and secondary schools and community groups.	$10.00	19 hours per week
Art Gallery Attendants	Greet visitors, provide security and provide basic customer service within the gallery space.	8	10 hours per week
Friends of Sale Botanic Gardens	Attend monthly gardening day in Sale Botanic Gardens.	10	>10 hours per month
Wellington Shire Council Community Committees	Manage, maintain and operate facilities to meet the needs of current and future populations resulting in positive health and wellbeing outcomes for the community. This includes facilities such as halls, recreation reserves, sports clubs, early learning centre, neighbourhood houses, senior citizens centres and service clubs.	1,000+	>10,200 hours per month
Wellington Bike Education Project	Provide training and assistance to schools to run the Bike Education project which is funded by TAC and VicRoads.	3	105 hours per year
Community Training Support	Provision of tailored community training programs across the shire to build capacity for community owned and community led projects.	213	>1,013 hours per year

VOLUNTEER SERVICE	MAIN DUTIES	VOLUNTEER NUMBER	VOLUNTEER HOURS
Access and Inclusion Advisory Group	Assist communication on access and inclusion matters, to and from their local communities, through their contacts and networks. Identify and address access issues via the Access and Inclusion Policy and Action Planning process. Provide access and inclusion expertise and experience during the planning stages of Council projects and policy development. Promote Access and Inclusion throughout Wellington Shire. Act as a reference group for the Rural Access position located at Wellington Shire Council.	$15	>360 hours per year
Youth Council	Provide opportunities for young people to have their voices heard, to act on issues and advocate for different youth needs. To be a youth voice for the Council. To put on events and activities that are inclusive of all young people and to engage them in community life.	12	>1,872 hours per year
Propellor FReeZA group	Provide opportunities for young people to perform and experience music events.	6 (+up to 10 casual volunteers for events)	>730 hours per year
L2P Program (Council run program in partnership with Mission Australia)	Support and mentor young people in Wellington Shire to get their probationary license.	30	936 hours per year

4.6

other staff matters

4.6.1 PROFESSIONAL DEVELOPMENT

Wellington Shire Council recognises the benefit of supporting staff to increase their professional development. Council acknowledges the value gained from staff advancing their qualifications and acquiring enhanced skills and knowledge that can be applied within the workplace.

We take an integrated approach to learning, focusing on a mix of on-the-job experience, online, and instructor lead training and formal education.

The table below highlights a sample of the instructor led training undertaken as of 30 June 2020.

COURSE	TARGET AUDIENCE
Emergency Warden Training	**Emergency response staff**
Contact Officer Training	**Equal Employment Opportunity Committee**
Chemical Users Training	**Relevant outdoor and maintenance staff**
Cultural Awareness Training	**All staff**
Leading a child safe organisation	**Management**
Introduction to child safe practices	**All staff**
Chainsaw Training	**Relevant outdoor staff**
Stop/Slow bat Training	**Relevant outdoor staff**
Situational awareness training	**All public facing staff**
Toastmasters public speaking	**Manager nominated staff**
First Aid / Cardiopulmonary resuscitation (CPR)	**First Aid officers**

The table right shows the total number of employees who undertook online training during the 2019/20 year.



COURSE	TARGET AUDIENCE	NO. OF STAFF
Child Safe Standards	All staff	**344**
Communicating With People Who Have Communication Difficulties	Self-enrolment	**64**
Community Engagement Awareness	All staff	**276**
Contractor Safety	As needed	**107**
Fraud and Corruption Awareness	All staff	**354**
Human Resources	New starters	**45**
Human Rights	All staff	**331**
Interview Panellist Training	As needed	**143**
Infection Control	Select staff	**27**
Information and Communication Technology	New starters	**38**
Introduction to Customer Service	New starters	**68**
Occupational Health and Safety Awareness	All staff	**130**
Prevention of Alcohol and Drug Use in the Workplace	All staff	**410**
Prevention of Workplace Bullying and Harassment	All staff	**303**
Prevention of Workplace Bullying and Harassment - for Managers and Supervisors	Supervisors only	**86**
Procurement Awareness	All staff	**377**
Procurement Delegations	Only staff with financial delegations	**163**
Record Keeping and Privacy	All staff	**374**
Welcome to Wellington	New starters	**47**

4.6.2 STAFF RECOGNITION

Wellington Staff Achievement Awards Program seeks to recognise individuals who go 'above and beyond' in their roles, or in their service to the community.

The Wellington Staff Achievement Awards include recognition at:

- The business unit level
- An annual awards presentation

The nomination categories of:

- Leadership
- Customer Focus
- Relationships
- Innovation

have been developed in line with Council values and staff are encouraged to nominate their peers for going 'above and beyond' in these categories.

Council also recognises employees for their ongoing contribution, commitment and service to the organisation by acknowledging their key service milestones. The following 50 staff members celebrated and received Service Awards for the 2019/20 year.

YEARS OF SERVICE AWARDS

40 YEARS	Phillip Dell
35 YEARS	Stephen Dempsey, Mark Dean
30 YEARS	Mark Andrews, Joy Peverill, Tracey Parker
20 YEARS	Geoff Ogilvie, Lee Medhurst
15 YEARS	Warren Bristow, Michelle Eustace, John Traa, Mathew Dyce, Leah Hepworth, Kate Rowley, Steven Boucher, Samantha King, Barry Curtain, Celeste Booth, Jeannie Anderson
10 YEARS	Timothy Course, Thomas McMillan, Kaylene Glover, Florence Healey, Katrina Lay, Kylie Campbell, Terence Humphryis, Cristal Vickery, Brian Overy
5 YEARS	Thomas Armistead, Dwayne Bailey, Brianna Fisher, Holly Jonston, Kim Wilson Curnow, Geoffrey Hay, Barry Nicholl, John Traill, Arthur Skipitaris, Geraldine Bugg, Peter Meester, Glenn Read, Michael McStephen, Rachel Joy, Leanne Collins, Jennifer Walka, Andrew Fairhall, Michael Matarczyk, Anja Bartle, Tori Wilson, Joanna Mactier, Pauline Smith

4.6.3 PREVENTION OF VIOLENCE AGAINST WOMEN

The Prevention of Violence against Women (PVAW) is supported by Wellington Shire Council through the promotion of gender equity and other educational activities as a part of the PVAW strategy and the Paving the Way Project, both Victorian Government initiatives.

These two programs are delivered via a partnership agreement with the Gippsland Women's Health in order to create organisational and community awareness around the prevention of men's violence against women.

Family violence includes physical, sexual, financial, verbal or emotional abuse by a family member or partner and Wellington Shire Council has in place a Family Violence Leave Policy to support staff who are experiencing family violence through the provision of unlimited Family Violence Leave to attend medical appointments, legal proceedings and/or other preventative activities.



Wellington Shire Council is committed to primary prevention initiatives through its gender equity awareness and Mentors in Violence Prevention (MVP) accredited training.



4.6.4 HEALTH AND SAFETY

Wellington Shire Council is committed to providing and maintaining a safe work environment, and protecting the health, safety and welfare of staff, labour hire personnel, volunteers, contractors, customers, associated authorities, visitors and all other persons whose health or safety could be at risk through our work.

A high priority project for 2019/20 was establishing and completing Safety Leadership Training with all staff in supervisory roles. We identified a gap where after promotion some supervisors may not fully understand the extent of their OH&S supervisory responsibilities. We implemented 4 short courses covering these areas and how our OH&S Management System can provide guidance and information to successfully navigate all areas of safety while achieving Council objectives.

Listed below are projects and improvements undertaken during 2019/20 to improve Council's OH&S functions:

- Completed Safety Leadership Training with all Supervisory roles.
- OH&S Management System ISO 45001 Gap Analysis.
- Drafted a detailed five yearly internal safety audit plan.
- All Business Units are completing updated hazard assessments for staff operations.
- Increased OH&S Committee meeting schedule from quarterly to bi-monthly.
- Completed noise assessment reviews.
- Establish further online forms for outdoor staff to assist with paper free work environment.
- Completed 7 of 10 recommendations from ISO 45001 Gap Analysis.

Main priorities projects for 2020/21 are as follows:

- Complete upgrade of OH&S Management System to align with ISO 45001.
- Establish and complete face to face contractor safety training with all relevant staff.
- Implement Internal Safety Audit Plan
- Complete Management review process for upgraded OH&S Management System
- Establish machinery/ equipment introduction videos.

Below is a small snapshot of some data being closely monitored to proactively identify potential risks and hazards.

MEASURE	2015/16	2016/17	2017/18	2018/19	2019/20
WorkCover claims	9	5	10	7	9
Days lost to WorkCover injury	276	136	187	73	130
Incidents reported	53	72	60	139	67
Near misses reported	13	22	14	17	13
Incidents resulting in injury	30	40	39	33	38
Worksafe notifiable incidents	6	4	4	2	2



4.6.5 EMPLOYEE HEALTH AND WELLBEING

Our health and wellbeing programs, initiatives and support services are designed to:

- Improve work performance and productivity
- Reduce costs associated with absenteeism, presenteeism, disability and workers' compensation
- Improve the workplace culture of the organisation and retain existing employees
- Improve our branding and image.

Council continued to deliver the following initiatives during 2019/20 to support these objectives.

Promoting physical health and fitness:

- Employees at Council are provided a 10% discount on membership to our leisure facility Aqua Energy. Aqua Energy provides fitness classes, a fully equipped gymnasium and swimming pool.
- Ride to Work Day which encourages staff to ride their push-bike to work instead of driving.

Promoting mental health and wellbeing:

- Our Employee Assistance Program provides free access to Converge International (an external service) for our employees and their families for confidential counselling and support for work and personal related issues.
- R U OK Day: Council acknowledges R U OK Day annually by providing organisational awareness into suicide prevention by reducing the stigma surrounding mental health issues.
- World Mental Health Day: Council promotes World Mental Health day each year to shed a more positive light on mental health issues and initiate an open conversation within the organisation.
- Australia's Biggest Morning Tea (May 2020) raised $253.50 on behalf of the Cancer Council find donated to the Cancer Council.
- Walk to Work Day on behalf of diabetes Australia – October 2019, promoted staff to walk to work.
- Blood donation drive Wellington Shire Council is proud to support its staff to make these lifesaving donations and this year staff at Wellington Shire Council have made 32 blood donations, saving 96 lives.

Promoting employee social inclusion:

- Social Club: Provides social connection for staff by providing social events such as communal lunches, weekend outings, movie nights and health initiatives such as yoga, walking and soccer nights.





45

TOTAL NUMBER OF EXTERNAL RECRUITMENT CAMPAIGNS FOR THE YEAR

41

NUMBER OF INTERNAL RECRUITMENT CAMPAIGNS FOR THE YEAR

687

TOTAL NUMBER OF APPLICATIONS RECEIVED FOR EXTERNAL RECRUITMENT CAMPAIGNS

10.7%

EMPLOYEE TURNOVER RATE

4.6.6 CHILD SAFE STANDARDS

As an organisation providing child related services, Wellington Shire Council is committed to creating a culture of child safety and recognises that protecting children and preventing and responding to child abuse is an organisation wide responsibility.

Council is also committed to achieving compliance with the Child Safe Standards, the Reportable Conduct Scheme, recent criminal law reform and other practices to monitor and report child abuse related concerns.

In December 2018, the Child Safe Standards Policy was reviewed and approved by the CEO which applies to all employees, contractors and volunteers. This policy also meets Council's obligations under the Child Wellbeing and Safety Amendment (Child Safe Standards) Act 2015.

A total of 344 employees undertook online training on Child Safe Standards during 2019/20 year.

All employees, contractors, and volunteers who have direct contact with children are required to have a current Working with Children Check.

4.6.7 RECRUITMENT TRENDS

As an organisation, it is important to track recruitment statistics to identify market shortfalls and improvements.

Wellington Shire Council is a remote rural council, and as such, faces a variety of recruitment constraints including difficulty attracting talent to the area, keeping remuneration competitive and offering competitive employee conditions. Within the next year, Council will be focused on attracting talent through improved media presence and diversifying our applicants to include more culturally diverse applicants and applicants of different ability levels.

4.6.8 COVID-19 ALTERNATIVE DUTIES INITIATIVE

The ongoing COVID-19 pandemic has had a dramatic effect on many of the businesses in our region. During the early stages of the pandemic Council had temporarily closed several services including Aqua Energy, The Gippsland Art Gallery, The Wedge and all Libraries.

Due to this situation many staff were no longer able to carry out the normal duties of their roles, we had to consider reasonable alternative work options for staff that were suitable for them to carry out remotely.

Wellington Shire Council has worked to ensure that we have done everything possible to ensure that our employees are able to maintain their income and remain engaged in meaningful and productive work.

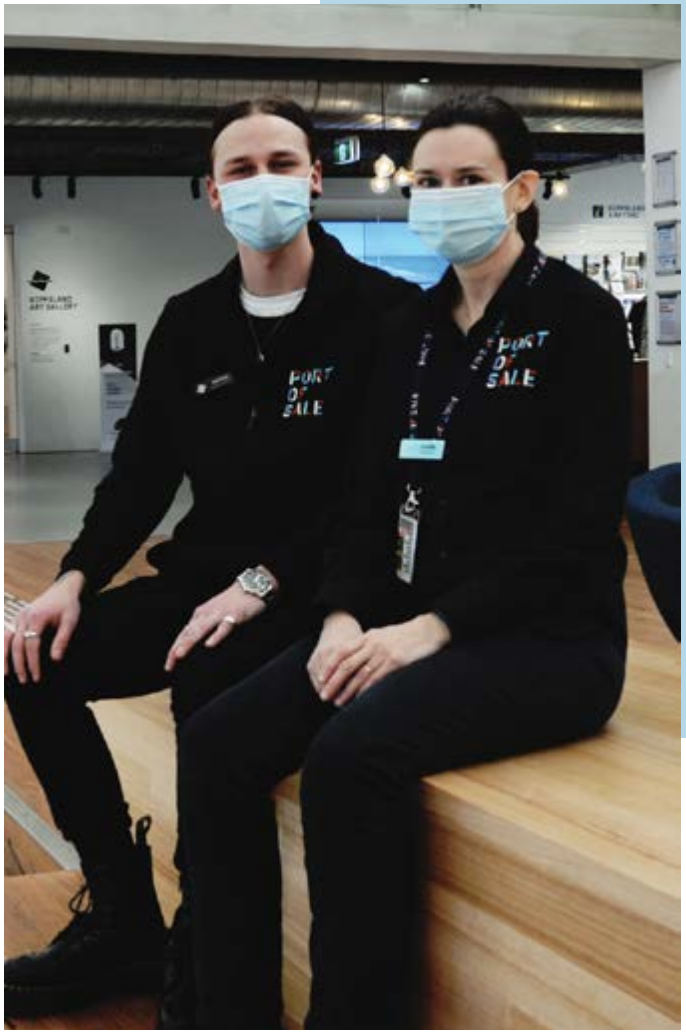
Therefore, we commenced the Alternative Duties Initiative where staff impacted by business shutdowns could be considered for redeployment to another area of Council on a temporary basis until such time that they could return to their substantive roles.

Human Resources worked with leaders across the business to match employees to tasks based on their existing skills, capability, and interests.

The program was a great success with positive feedback provided from both staff involved and managers who had taken them on to complete tasks.

Some examples of successful placements included:

- School crossing supervisors who spent time assisting the horticulture team planting trees.
- A Swim School Instructor assisting as an Animal Attendant at Animal Aid.
- Customer Service Officers from Aqua Energy assisting with emergency management pandemic response.
- Art Gallery Trainee assisting the Rates team.



4.6.9 WORKING FOR VICTORIA INITIATIVE

The Victorian Government has provided $500 million to the Working for Victoria initiative to help our community and contribute to Victoria's ability to respond to the coronavirus (COVID-19) pandemic.

As part of this initiative, Council has received $1.4 million in funding to go towards gaining and retaining employment opportunities within our municipality and to help stimulate the economy. This equates to 31 jobs that will provide much-needed employment opportunities for our local economy and community, by focusing on providing important services across the municipality in response to the COVID-19 crisis.

At the time of preparation of this report, applications are open to all Victorians who are unemployed or underemployed at the time of applying. We encourage any Wellington Shire residents who are currently unemployed or underemployed to register for opportunities.

The roles will span across a range of areas including infrastructure maintenance, environment, business/ community support, asset management, customer service, human resources, transformation and technology and recovery and support.

5.1 measuring our performance

5.1.1 LOCAL GOVERNMENT PERFORMANCE REPORTING FRAMEWORK

This annual report is prepared in accordance with the Local Government Amendment (Performance Reporting and Accountability) Act 2014 and Local Government (Planning and Reporting) Regulations 2014.

These form the Local Government Performance Reporting Framework, which provides the foundation for standardising and strengthening performance measuring and reporting across the local government sector. As a tool, the framework enables local communities to compare how their council has performed during the year against others.

Our Report of Operations and audited Performance Statement in section two of this report provide comparative performance data for 2019/20 and data trends for the last three years.

Ratepayers, residents and other stakeholders can compare our performance results against other large rural Victorian councils via the My Council website (www.knowyourcouncil.vic.gov.au).

5.1.2 COMMUNITY SATISFACTION SURVEY

The annual Local Government Community Satisfaction Survey provides additional means to compare with other similar councils as well as tracking our results over recent years.

Our 2020 survey results indicated that Wellington Shire Council is performing better than other large rural Councils. Council scored a rating of 62 out of 100 for overall council performance compared to 55 for other large rural councils and 58 state-wide.

The three areas that survey participants highlighted that Council performs particularly well in are, arts centres and libraries, the appearance of our public areas and our recreational facilities.

Council also scored significantly higher results compared to other large rural councils in the areas of sealed local roads, unsealed roads, building & planning permits.

The survey results also suggested that Council should make improvements to sealed road maintenance, waste management and community consultation. Council will undertake further investigation of those areas identified for improvement.

The Local Government Satisfaction Survey is independent of Council. The research is conducted annually by JWS Research on behalf of the Department of Environment, Land, Water and Planning.

A summary of core Community Satisfaction Survey Results is shown below with the detailed report available on Council's website.

Summary of Core Measures

PERFORMANCE MEASURE

	WELLINGTON 2019	WELLINGTON 2020	LARGE RURAL 2020	STATEWIDE 2020
Overall performance	62	63	55	58
Community Consultation (Community consultation and engagement)	57	57	54	55
Advocacy (Lobbying on behalf of the community)	57	57	53	53
Making Community Decisions (Decisions made in the interest of the community)	58	58	52	53
Sealed Local Roads (Condition of sealed local roads)	59	56	47	54
Customer Service	71	71	68	70

5.1.3 REPORTING AGAINST THE COUNCIL PLAN 2017-21 AND ANNUAL BUDGET 2019/20

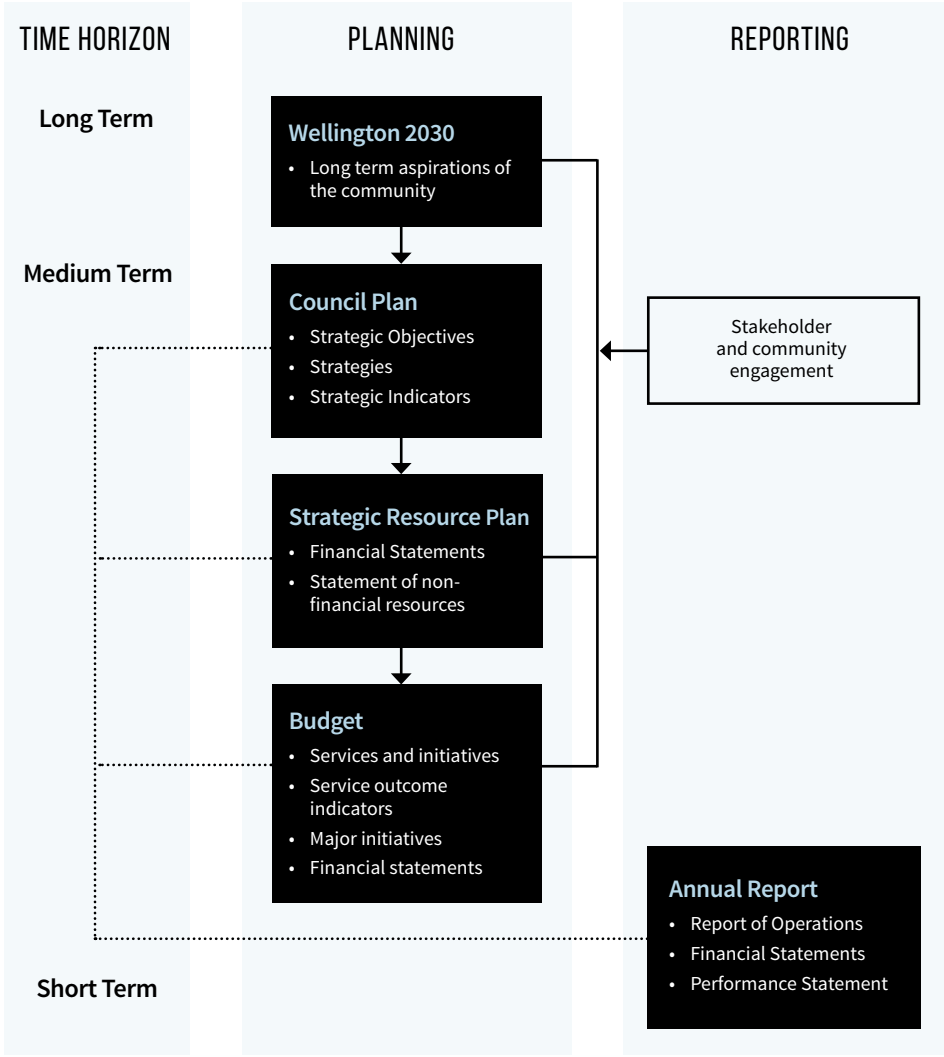
The following diagram shows the relationships between the Annual Report and the key planning documents in local government. It also shows community and stakeholder engagement as the foundation to our planning and reporting process.

Council undertook an extensive community consultation program to review the 'Wellington 2030-Community vision for the future' document during 2016. The revised Wellington 2030 was used to develop and guide the key themes and strategic objectives of the new 2017-21 four-year Strategic Plan, our Council Plan.

We continued to work throughout 2019/20 towards better integration of the Council Plan and other strategic documents with key operational documents such as annual business plans and individual work/performance plans. Our aim was to create a strong focus across the organisation on achieving the plan's strategic objectives while continuing to meet our operational and service delivery requirements.

We continuously kept the community informed about our progress and performance through our website, social media, quarterly community newsletter Wellington Matters, local newspapers and actively engaged members in our planning and decision-making processes via surveys, workshops, focus groups, forums, committees and meetings.

Section 5.3 details how we performed during the year towards realising the various strategies identified in 2017-21 Council Plan, major initiatives and initiatives as identified in the 2019/20 Annual Budget and achieving the performance measures and targets related to each.





5.2

council plan

The Wellington Shire Council Plan 2017-21 includes six themes, each comprised of strategic objectives and strategies for achieving these, strategic indicators for monitoring achievement as well as Council's four-year strategic resource plan as included in the 2019/20 budget.

The following includes the six themes and corresponding strategic objectives as detailed in the Wellington Shire Council Plan 2017-21.

1 COMMUNITIES

THEME

We know and support each other and have a strong sense of community belonging. Diversity is respected and there are many social and community activities providing opportunities for all people to interact. We strive for good health, feel safe in our communities and are prepared for natural disasters.

STRATEGIC OBJECTIVES

1.1 Maintain friendly, safe communities providing opportunities for residents to lead healthy and active lifestyles.

1.2 Celebrate, recognise and acknowledge our diverse community and improve social connections among youth, aboriginal and aged communities.

1.3 Strengthen community identity by promoting our heritage and history and appreciation for small town rural living.

1.4 Enhance resilience in our towns and our communities.

2 SERVICES & INFRASTRUCTURE

THEME

Wellington has a built environment that is sustainable, appropriate, accessible and responsive to the community. Transport connects people to communities and places. Events and services support our strong communities.

STRATEGIC OBJECTIVES

2.1 Council services and infrastructure are responsive to identified current and future community needs within budgeted parameters.

2.2 Council assets are responsibly, socially, economically and sustainably managed.

2.3 Wellington Shire is well planned, considering long term growth and sustainability.

2.4 Continued improvement to Wellington Shire's connectivity with further developed, accessible transport networks.

3 NATURAL ENVIRONMENT

THEME

Wellington's natural environment and landscape is clean, diverse, beautiful, accessible and protected.

STRATEGIC OBJECTIVES

3.1 Conserve and protect our natural environment through responsible and sustainable management practices.

3.2 Demonstrate leadership in waste and water management, and energy efficiency.

3.3 Build resilience in our communities and landscapes to mitigate risks from a changing climate.

4 LIFELONG LEARNING

THEME

Wellington has a broad choice of local training, education and holistic learning and development options that lead to meaningful employment and personal fulfilment.

STRATEGIC OBJECTIVES

4.1 Improve people's access to opportunities to challenge and extend their thinking, promote independence, stimulate ideas, further develop leadership skills and lead meaningful lives.

4.2 Encourage innovation for and in the region.

5 ECONOMY

THEME

Wellington has a wealth of diverse industries providing employment opportunities for all. There is growth in the Wellington population and economy which is balanced with the preservation of our natural environment and connected communities.

STRATEGIC OBJECTIVES

5.1 Support and develop our existing businesses.

5.2 Use a targeted approach to attract new business investment to Wellington Shire, to support population growth.

5.3 Grow Wellington Shire's visitor economy.

6 ORGANISATIONAL

THEME

Wellington is well led, managed and supported by best organisational practices to deliver services and infrastructure to the community. We do this by listening, advocating and responding to their needs.

STRATEGIC OBJECTIVES

6.1 Wellington Shire Council is a leader in best practice, innovation, and continuous improvement.

6.2 Community engagement and customer service excellence is central to Council's decision-making process.

6.3 Maintain a well governed, transparent, high performing, ethical and accountable organisation.

6.4 Act and lobby on behalf of the priorities of the community.

5.3 performance

Council's performance for the 2019/20 year is reported against each theme and strategic objective to demonstrate how Council is performing in achieving the 2017-21 Council Plan.

PERFORMANCE IS MEASURED AS FOLLOWS:



STRATEGIC INDICATORS

Results achieved in relation to the strategic indicators in the Council Plan



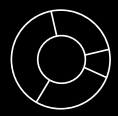
MAJOR INITIATIVES

Progress in relation to the major initiatives identified in the budget



DESCRIPTION OF SERVICES PROVIDED

Services funded in the budget and the persons or sections of the community who are provided those services



SERVICE INDICATORS AND MEASURES

Results against the prescribed service performance indicators and measures.

COUNCIL RESPONSIBILITY LEVELS

The icons below are used throughout the performance section, and signify Council's responsibility levels.



CONTROL

Council actions directly control the result.



INFLUENCE

Council can influence the result, but other external factors may also have an impact.



MONITOR

Council has no influence on this result but monitors it to assist future planning.

5.3.1 COMMUNITIES

STRATEGIC INDICATORS

The following statement reviews the performance of council against the Council Plan including results achieved in relation to the strategic indicators included in the Council Plan.

STRATEGIC INDICATOR IN 2017-21 COUNCIL PLAN	COUNCIL RESPONSIBILITY LEVEL	TARGET	2019/20 RESULT
Satisfaction with enforcement of Local Laws	Control	64%	66% Large rural average 64%
Community satisfaction with Emergency and Disaster Management	Influence	74%	71% Large rural average 69%
Percentage of annual Municipal Health and Wellbeing Action Plan items achieved	Control	>75%	New action plan developed during the period.
Percentage of annual Action Plan items achieved for the Wellington Youth Strategy.	Influence	>75%	80%
Monitor utilisation and diversity of usage of Council's community facilities	Monitor	Monitor numbers	576 activities undertaken with 81,569 participants across 89 facilities
Total value of Community Assistance Grants distributed annually	Control	Monitor annual total	Assistance Grants $219,107 Quick Response Grants $111,605 Community Newsletter Grants $8,900

MAJOR INITIATIVES

The following statement reviews the progress of Council in relation to major initiatives identified in the 2019/20 budget for the year.

MAJOR INITIATIVES	PROGRESS	STATUS
Research and prepare approach/ guidelines for all Council staff working with Aboriginal cultural knowledge and content in a respectful and appropriate manner, in consultation with the Gunaikurnai community.	An internal draft document titled 'Protocols for Working Respectfully with Gunaikurnai Culture' is complete. The draft document is modelled on 'Magolee' (http://www.maggolee.org.au/) which is a framework for helping Victorian councils engage with Aboriginal communities and promote reconciliation. The document contains largely operational guidelines for staff to ensure council services are delivered in a way that is respectful of Gunaikurnai culture and people. The next stage involves consultation with Gunaikurnai Land and Waters Aboriginal Corporation regarding appropriateness of operational protocols set out in the document.	**Progressing (90%)**

DESCRIPTION OF SERVICE PROVIDED

The following statement reviews the progress of Council in relation to major initiatives identified in the 2019/20 budget for the year.

BUSINESS AREA	DESCRIPTION OF SERVICES PROVIDED	ACTUAL ($000)	BUDGET ($000)	VARIANCE
Community Wellbeing (Except Community facilities Planning)	Community Wellbeing Unit provides opportunities for communities to work in partnerships with local government to achieve identified priorities. The unit works to ensure all members of the community have equal opportunity to participate in community activities. Special focus is given to those who have traditionally remained marginalised such as the young, elderly, disabled and transport disadvantaged. • Social Policy and Planning • Access and Inclusion • Youth Liaison • Community Engagement **Initiatives** • Review Partnership Agreements with Yarram & District Health Service & Central Gippsland Health for the delivery of services to our ageing population, beyond federal roll out of aged care reform, and for maternal and child health. (Completed) • Secure federal Information, Linkages and Capacity-building (ILC) external funding that addresses social, community and economic participation of people with disabilities, beyond transition to NDIS. (Completed) • Deliver the Community-managed Facilities Strategy and Action Plan. (Completed)	**1,789**	**1,780**	**(9)**

BUSINESS AREA	DESCRIPTION OF SERVICES PROVIDED	ACTUAL ($000)	BUDGET ($000)	VARIANCE
Leisure Services	The Leisure Services Unit provides services and functions directed at fostering a healthier and more active community through the facilitation and provision of a range of recreation, fitness and community activities and programs at Council's recreation facilities. This Unit ensures Council owned recreation facilities are managed sustainably, are fully utilised and accessible to people of all abilities. **Initiatives** • Implement a 'Healthy Food Choices' menu at Aqua Café, offering healthy eating options and community awareness for all members and guests. (Completed) • Implement a 'Healthy Food Choices' menu at GRSC Café, offering healthy eating options and community awareness for all members and guests. (Completed) • Create and facilitate a networking group with local allied health professionals, NDIS providers and the NDIA, to increase activity and ongoing rehabilitation programs for the community. (Deferred) • Develop and implement an aquatic awareness/safety program for adults at Aqua Energy. (Completed) • Work with Gippsland Water to further investigate and implement the 'Be Smart Choose Tap' initiative/campaign at Aqua Energy and seasonal outdoor pools. (Progressing-90%) • Continue to implement recommendations and actions to support the 5-year work plan to reduce energy consumption by 5% per year at Aqua Energy and Gippsland Regional Sports Complex (GRSC). (Completed) • Inform Aqua Energy's business decisions through data obtained from the reintroduction of an improved cost allocation model for Leisure Services. (Completed) • Undertake the implementation of a Workforce Management System across all Leisure Services managed facilities. (Progressing-95%) • Undertake the implementation of a membership sales process as a tool to improve customer experience and increase membership sales. (Completed) • Undertake an annual survey of leisure facilities users and broader community to gain feedback and ensure that the programs, services, and facilities meet the needs of the Wellington community. (Completed)	**1,058**	**657**	**(401)**

BUSINESS AREA	DESCRIPTION OF SERVICES PROVIDED	ACTUAL ($000)	BUDGET ($000)	VARIANCE
Municipal Services (Except Customer Services)	The Municipal Services Unit works with people to ensure the life, health and safety of the community is maintained through educating and enforcing the Environmental Health (including food safety support programs), Building and Local Laws regulations and animal management services.	**1,149**	**1,332**	**183**
Emergency Management	The Emergency Management team coordinates Council's emergency management responsibilities ensuring the organisation has the skills and capacity to respond appropriately to emergencies and facilitates a coordinated shire approach through the Municipal Emergency Management Planning Committee. **Initiatives** • Conduct detailed review and evaluation of internal emergency management implemented during the Summer 2019 bushfires and implement improvement recommendations across emergency management organisation structure, plans, policies, and processes. (Completed) • Review amendments to federal and state government financial assistance funding arrangements, identify implications for Council's financial sustainability with respect to resourcing emergency management responsibilities and produce report with recommendations for management consideration. (Progressing-70%)	**485**	**316**	**(169)**

PRESCRIBED SERVICE PERFORMANCE INDICATORS

The following statement provides the results of the prescribed service performance indicators and measures including explanation of material variations.

SERVICE INDICATOR/MEASURE	2016/17	2017/18	2018/19	2019/20	COMMENTS
AQUATIC FACILITIES					
Service Standard Health inspections of aquatic facilities [Number of authorised officer inspections of council aquatic facilities / Number of council aquatic facilities]	1.0	1.0	1.0	1.0	Wellington Shire Council operates one indoor aquatic, all year facility in Sale and five outdoor seasonal aquatic facilities (Heyfield, Maffra, Rosedale, Stratford and Yarram). All six facilities are inspected at least once per year.
Service Cost Cost of aquatic facilities [Direct cost of aquatic facilities less income received / Number of visits to aquatic facilities]	New in 2020	New in 2020	New in 2020	$8.52	During 2019/20, Wellington Shire Council's indoor and outdoor aquatic facilities operated at a cost to Council of $ 1,585,833 and recorded 186,195 visitors. This resulted in an average cost per visitation of $8.52. Operation of council's all-year aquatic facility in Sale (Aqua Energy) was impacted by the mandated COVID-19 closure of aquatic and leisure facilities. This affected attendances and income from late March until a partial reactivation of facilities in June. Lost revenue is estimated at approximately $478k and loss of attendances are estimated to be between 60-70,000. Even though expenditure on wages and utilities was reduced, maintenance expenditure was sustained throughout the year and increased to facilitate the safe removal of asbestos from Aqua Energy. Maintenance projects were also brought forward during COVID-19 closure that enabled completion of works without disruption to normal business activities.

SERVICE INDICATOR/MEASURE	2016/17	2017/18	2018/19	2019/20	COMMENTS
Utilisation Utilisation of aquatic facilities [Number of visits to aquatic facilities / Municipal population]	5.01	5.57	5.72	4.20	The combined number of visits recorded at Council's indoor and outdoor aquatic facilities during 2019/20 was 186,195. This equates to an average of 4.2 aquatic facility visits, per Wellington Shire resident, for the year. Operation of council's all-year aquatic facility in Sale (Aqua Energy) was impacted by the mandated COVID-19 closure of aquatic and leisure facilities. This affected attendances from late March until a partial reactivation of facilities in June. The loss of attendances is estimated to be between 60-70,000.
FOOD SAFETY					
Timeliness Time taken to action food complaints [Number of days between receipt and first response action for all food complaints / Number of food complaints]	1.00	1.00	4.50	2.58	Council received a total of 19 food complaints in 2019. This demonstrates that community members are aware they can report concerns about the safety or handling of food that is sold within Wellington Shire via Council's Customer Action Request system. The majority of the food complaints were actioned within the first 2 days of being reported to council. There was one complaint which took longer to action due to a number of public holidays which skewed the overall timeframe upwards.
Service standard Food safety assessments [Number of registered class 1 food premises and class 2 food premises that receive an annual food safety assessment in accordance with the Food Act, 1984 / Number of registered class 1 food premises and class 2 food premises that require an annual food safety assessment in accordance with the Food Act 1984] x100	90.80%	84.50%	70.10%	97.10%	Council's performance in this area has continued to improve which is demonstrated by the high percentage of inspections completed.

SERVICE INDICATOR/MEASURE	2016/17	2017/18	2018/19	2019/20	COMMENTS
Service cost Cost of food safety service [Direct cost of the food safety service / Number of food premises registered or notified in accordance with the Food Act,1984]	$367	$402	$352	$372	Direct cost of Council's food safety program per all registered and notifiable food premises is $372. The cost of delivering food safety service has remained steady with minimal fluctuation during last couple of years.
Health and safety Critical and major non-compliance outcome notifications [Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises followed up / Number of critical non-compliance outcome notifications and major non-compliance notifications about food premises] x100	100%	57%	94%	100%	All major and critical non-compliance notifications for food premises were followed up. For the 2019 calendar year, there were 33 critical and major non-compliance notifications.
ANIMAL MANAGEMENT					
Timeliness Time taken to action animal requests [Number of days between receipt and first response action for all animal management requests / Number of animal management requests]	1.3	1.4	1.3	1.2	Local Laws officers responded to 1253 domestic animal management requests during the reporting period, with an average initial response time of 1.2 days. Animal management requests range from lost, wandering or nuisance pets to barking dogs, animal welfare concerns, dog attacks, reports of dangerous or menacing dogs and reports of illegal pet breeding activities.

SERVICE INDICATOR/MEASURE	2016/17	2017/18	2018/19	2019/20	COMMENTS
Service standard Animals reclaimed [Number of animals reclaimed / Number of animals collected]	58%	56%	68%	69%	Out of 723 domestic animals collected by our Local Laws officers, 497 were reunited with their owners. Unclaimed animals are placed into the care of Victorian Animal Aid Trust and, if suitable rehomed through their pet adoption program. All animals reclaimed by their owners are required to be registered before release.
Animals rehomed [Number of animals rehomed / Number of animals collected] x100	New in 2020	New in 2020	New in 2020	25.20%	Through the dedicated work of Victorian Animal Aid Trust, 182 unclaimed animals (or 25% of animals collected) were successfully rehomed during the reporting period, in addition to 497 lost animals reunited with their owners.
Service cost Cost of animal management service per population [Direct cost of the animal management service / Population]	New in 2020	New in 2020	New in 2020	$14.65	Direct animal management costs for the reporting period have been calculated at $650,332 and cost per head of population remained on par with the last year. Direct costs do not include any incoming charges, such as animal registration or pound release fees.
Health and safety Animal management prosecutions [Number of successful animal management prosecutions / Number of animal management prosecutions] x 100	New in 2020	New in 2020	New in 2020	100%	Wellington Shire Council undertook 9 animal management prosecutions during 2019/20 for matters related to serious dog attacks, mainly dog vs dog or dog vs livestock and unregistered domestic animal businesses. All were successful. An additional five matters have been adjourned due to the current COVID-19 pandemic. It is expected that they will be heard early next year and will be included in the next reporting period statistics.

5.3.2 SERVICES & INFRASTRUCTURE

STRATEGIC INDICATORS

The following statement reviews the performance of council against the Council Plan including results achieved in relation to the strategic indicators included in the Council Plan.

STRATEGIC INDICATOR IN 2017-21 COUNCIL PLAN	COUNCIL RESPONSIBILITY LEVEL	TARGET	2019/20 RESULT
Community satisfaction with condition of local streets and footpaths.	Control	55%	60% Large rural average 54%
Community satisfaction with planning permits	Control	58%	60% Large rural average 49%
Total annual value of municipal development	Influence	Monitor annual total	Wellington $80,921,745 Victorian rural average $10,049,063
Percentage of sealed local roads that are below the renewal intervention level set by Council and not requiring renewal	Control	Monitor percentage	2017 Inspection - 99.68% 2019 Inspection - 99.97%

MAJOR INITIATIVES

The following statement reviews the progress of Council in relation to major initiatives identified in the 2019/20 budget for the year.

MAJOR INITIATIVES	PROGRESS	STATUS
Finalise conceptual project brief for refurbishment of aquatic facilities at Aqua Energy and progress planning of business case including identification of funding options.	Business case completed and options for redevelopment considered by council in September 2019. Concept design completed including community and user consultation and costing underway for council review in July. A commitment for funding support has been made by the John Leslie Foundation.	**Completed**
Progress business case and funding advocacy for Yarram Outdoor Pool project.	'A Warmer Pool for Yarram' project developed including community consultation, Council and community contributions approved and Sport and Recreation Victoria. Strong community advocacy for funding enabled a strong submission for grant funding to Sport and Recreation Victoria. Funding application submitted with outcome expected in July 2020.	**Completed**
Complete the Sale Tennis Club Facility Upgrade	Works on pavilion are complete. Works on stage 1 court civil works and court surface works are primarily complete. Works on stage 2 court civil works and surface construction works are on hold at request of club pending a review of court surface performance. .	**Progressing (80%)**

MAJOR INITIATIVES	PROGRESS	STATUS
Complete Year 2 civil works for the Maffra Streetscape Upgrade	All streetscape works for the southern service road are complete. Works on the northern service road are approximately 50% complete and it is expected that works will be completed prior to December 2020.	**Completed**
Oversee upgrade of the Cameron Stadium Redevelopment Project (multi-year project with completion forecast for March 2021)	2019/20 has seen strong and consistent activity at Cameron Sporting Complex with the stadium development well underway. In August 2019, local contractor Brookers was awarded the construction tender and works commenced in September 2019. Stage 1 works are nearing completion and planning underway for the delivery of Stage 2. The project is running well within timelines and budgets and strong community benefits are expected to eventuate from its completion.	**Progressing (45%)**
Prepare a structure plan for Maffra to support the future urban growth of the township.	Background work is advancing to inform the preparation of a Discussion Paper for the Maffra Structure Plan Project, with community consultation to progress post the lifting of COVID-19 restrictions.	**Progressing (15%)**

DESCRIPTION OF SERVICE PROVIDED

The following statement reviews the progress of Council in relation to major initiatives identified in the 2019/20 budget for the year.

BUSINESS AREA	DESCRIPTION OF SERVICES PROVIDED	ACTUAL ($000)	BUDGET ($000)	VARIANCE
	The Assets and Projects Business Unit manages a diverse range of services for Council including the implementation and management of capital projects across the organisation in the order of $28 million to $46 million per annum: planning for new infrastructure development opportunities and providing asset management and information systems and support.			
Assets and Projects	**Initiatives** • Subject to external funding being granted, commence works on the Beverleys Road Safety Upgrades Blackspot project. (Progressing-90%). • Subject to external funding being granted, commence works for the reconstruction and widening of Balloong Road project. (Completed). • Develop a professional development plan for engineering and technical staff across the Assets and Projects team. (Completed).	**1,857**	**2,591**	**734**

BUSINESS AREA	DESCRIPTION OF SERVICES PROVIDED	ACTUAL ($000)	BUDGET ($000)	VARIANCE
Built Environment	The Built Environment Unit manages the maintenance, renewal and improvement of Council's road and boating infrastructure, in addition to various civic facilities and buildings, including roadways, paths, drainage, boat ramps and jetties etc. This includes managing Council's road maintenance teams and ensures that maintenance of Council's road and other infrastructure is performed in a coordinated way to maximise benefits to the community and other users. **Initiatives** • Develop an implementation plan for the town entry improvement program and commence the development of initial priorities for Loch Sport, including opportunities for community engagement where appropriate. (Progressing-85%) • Review existing Maintenance Management System and implement recommendations of the 2019 Maintenance Management External Audit, where appropriate. (Completed) • Commence holistic review of town centre and tourism feature signage for major townships and develop an action plan. (Progressing-80%) • Commence review of existing Built Environment processes including gap analysis. Update and create processes as required to ensure consistent service delivery of Built Environment functions. (Completed) • Develop a professional development plan for engineering and technical staff across the Built Environment team. (Completed)	**6,861**	**7,428**	**567**
The Wedge	The Wedge, as part of the Arts and Culture Unit seeks to assist in the development of a vibrant, culturally active community that: promotes expression and participation through visual, literary and performing arts; informs and educates the community on various aspects of the arts; enhances the lifestyle of Wellington residents; and encourages visitors to explore the heritage and culture of the region. **Initiatives** • Delivery of projects for The Wedge outdoor enclosure, poster display and auditorium soundproofing through collaboration with other Council staff. (Completed)	**780**	**756**	**(24)**

BUSINESS AREA	DESCRIPTION OF SERVICES PROVIDED	ACTUAL ($000)	BUDGET ($000)	VARIANCE
Land Use Planning	The Land Use Planning Unit through our statutory planning and strategic land use planning services, aims to develop and improve forward looking land use planning policies and plans that guide and support sustainable growth and appropriate land use and development. Many of these services are provided through and driven by legislation. We aim to provide services that satisfy community needs by encouraging and supporting development that meets required standards and is of good design. **Initiatives** • Update flood overlay controls and policy in the Planning Scheme to minimise future risk to the community. (Deferred) • Advance the industrial rezoning of land in Wurruk/West Sale to support economic growth. (Completed) • Implement the findings of the State Government's Planning in the Economic Growth Zone project to ensure that the Planning Scheme is up to date/ relevant. (Ongoing) • Engage with the Department of Defence to determine appropriate planning controls surrounding RAAF Base East Sale to support the ongoing operation of this airfield. (Ongoing) • Planning controls in the Education precinct (adjacent to Port of Sale) are implemented to support and encourage appropriate future redevelopment. (Ongoing) • Implement the North Sale Development Plan into the Planning Scheme to support well planned housing growth. (Ongoing) • Facilitate preparation of a development plan for the Wurruk Growth area (subject to a private request) to support well planned housing growth. (Ongoing)	**975**	**1,234**	**259**

BUSINESS AREA	DESCRIPTION OF SERVICES PROVIDED	ACTUAL ($000)	BUDGET ($000)	VARIANCE
Community Facility Planning	The Community Facility Planning team provides services and functions directed at fostering a healthy, well serviced community with a primary focus on community infrastructure planning, priorities and projects; project funding attraction; management and governance of community facilities and administration of Council's community assistance grants scheme. The team plans for and supports recreation facilities that encourage the community to participate in physical and general wellbeing activities and the development of community infrastructure that addresses community service needs. **Initiatives** • Lead the process to progress capital projects planning and develop business cases including identification of funding options for: Yarram Outdoor Pool heating, GRSC seating, GRSC air movement, Aqua Energy redevelopment and GRSC Stage 2B. (Multi-Year) (Progressing-60%) • Develop a holistic approach and set of guidelines for master planning for community and sporting facilities and undertake comprehensive master plans across highest priority facilities, determined with respect to need and potential external funding availability. (Progressing-75%)	**2,068**	**3,393**	**1,325**

PRESCRIBED SERVICE PERFORMANCE INDICATORS

The following statement provides the results of the prescribed service performance indicators and measures including explanation of material variations.

SERVICE INDICATOR/MEASURE	2016/17	2017/18	2018/19	2019/20	COMMENTS
ROADS					
Satisfaction of use Sealed local road requests [Number of sealed local road requests / Kilometres of sealed local roads] x100	15.70%	11.20%	9.60%	11.10%	In 2019/20, Wellington Shire Council received a total of 170 customer action requests for local sealed roads, which is a significant increase compared to last year. A range of factors influences the community contacting Council in relation to sealed roads, which may include impact of weather events and the impact of the coronavirus pandemic. Wellington Shire has received an increased rainfall in 2019/20 which could have attributed to an increase in customer requests.
Condition Sealed local roads below the intervention level [Number of kilometres of sealed local roads below the renewal intervention level set by Council / Kilometres of sealed local roads] x100	97.00%	99.70%	99.90%	99.97%	Wellington Shire Council conducts condition inspections on its local road network every three years, pursuant to the inspection frequencies within its Road Management Plan. The percentage of roads below the set intervention level for the 2018/19 financial year is 99.97%, which is a slight improvement on last year. Council continues to focus on reconstruction of failed pavements, both rural and urban, through both capital expenditure and general maintenance. This has greatly improved the overall condition of Council's local sealed road network, with only very minor sections of road being identified as below intervention level.

SERVICE INDICATOR/MEASURE	2016/17	2017/18	2018/19	2019/20	COMMENTS
Service cost Cost of sealed local road reconstruction [Direct cost of sealed local road reconstruction / Square metres of sealed local roads reconstructed]	$45.02	$28.93	$55.97	$59.74	The cost of sealed local road reconstruction has increased slightly compared to last financial year. Council undertook a number of urban streets reconstruction projects in 2019/20 as part of its capital works program. The cost of urban street reconstruction is increased compared to standard rural road reconstruction due to the use of asphalt, increased contract specifications for pavement and other drainage infrastructure, and additional traffic management requirements. Contractor availability also plays a significant role in project costs, particularly for regional areas and towns with no locally available road construction contractors. Urban road pavements reconstructed in the 2019/20 financial year include Marley Street in Sale and Bruce Street in Yarram.
Service cost Cost of sealed local road resealing [Direct cost of sealed local road resealing / Square metres of sealed local roads resealed]	$3.09	$3.42	$3.89	$4.22	Wellington Shire Council continues to procure road sealing services in a cost-effective manner in 2019/20, despite the cost per square metre being slightly higher than the previous years. The increased cost has resulted from a smaller resealing program compared to the 2018/19 financial year, as well as the type of treatments completed within the 2019/20 program.

SERVICE INDICATOR/MEASURE	2016/17	2017/18	2018/19	2019/20	COMMENTS
Satisfaction Satisfaction with sealed local roads [Community satisfaction rating out of 100 with how Council has performed on the condition of sealed local roads]	56	56	56	59	Results from the 2020 Community Satisfaction Survey shows a noticeable increase in residents' satisfaction rating for Wellington Shire's sealed local roads. The result is 12 points higher than the average for similar large rural councils. The increased satisfaction could be attributed towards an increased focus on condition of local urban streets. Wellington Shire Council is responsible for a road network of 3,114km, where 1,529km are sealed and 1,585km are unsealed.
STATUTORY PLANNING					
Timeliness Time taken to decide planning applications [The median number of days between receipt of a planning application and a decision on the application]	58	42	39	37	Council achieved a result of 37 for the median number of days between receipt of a planning application and a decision being made, which is significantly better than the rural average of 56 days.
Service standard Planning applications decided within 60 days [Number of planning application decisions made within 60 days / number of planning application decisions made] x100	93.50%	97.80%	97.60%	96.70%	The statutory timeframe for issuing planning permits is 60 days for regular applications and 10 days for vic smart applications. Council has achieved strong results with 94% of regular applications and 100% of vic smart applications being decided within specified time frames, compared to the rural average of 77% and 83% respectively. (Source: wellington-june 2020 planning permit activity monthly report produced by department of environment, land, water and planning.)

SERVICE INDICATOR/MEASURE	2016/17	2017/18	2018/19	2019/20	COMMENTS
Service cost Cost of statutory planning service [Direct cost of statutory planning service / Number of planning applications received]	$2,265.12	$1,752.56	$1,857.42	$1,524.14	Costs to deliver the statutory planning service in 2019/20 were similar to the year prior, but due to a higher number of planning applications being received in 2019/20, the cost to deliver the service has been reduced.
Decision making Council planning decisions upheld at VCAT [Number of VCAT decisions that did not set aside Council's decision in relation to a planning application / Number of VCAT decisions in relation to planning applications] x100	100.00%	50.00%	100%	100%	Only one planning decision was appealed at VCAT during 2019/20, with Council's decision being upheld by VCAT.

5.3.3 NATURAL ENVIRONMENT

STRATEGIC INDICATORS

The following statement reviews the performance of council against the Council Plan including results achieved in relation to the strategic indicators included in the Council Plan.

STRATEGIC INDICATOR IN 2017-21 COUNCIL PLAN	COUNCIL RESPONSIBILITY LEVEL	TARGET	2019/20 RESULT
Community satisfaction with the appearance of public areas	Control	74%	77% Large rural average 71%
Community satisfaction with waste management	Control	67.00%	64% Large rural average 62%
Community satisfaction with Council's slashing and weed control activity	Control	53%	51% Large rural average 48%
Monitor participation rates of Council's Sustainable Living Education Program	Control	Monitor participation rates	172 sessions 6196 participants

MAJOR INITIATIVES

The following statement reviews the progress of Council in relation to major initiatives identified in the 2019/20 budget for the year.

MAJOR INITIATIVES	PROGRESS	STATUS
Develop a plan for the recovery of organic waste from landfill that takes into account the proposed Gippswide Kerbside Collaborative Procurement shared service opportunity, and, if appropriate, commence a community awareness/education program in anticipation of its rollout.	Tender documentation for processing and kerbside collection, including organic waste, is being undertaken in conjunction with Resource Recovery Group - Gippsland. Delays to tender process has been encountered due to the COVID-19 pandemic. Works will continue as planned with revised timeframes and in accordance with government requirements.	**Progressing (50%)**

DESCRIPTION OF SERVICE PROVIDED

The following statement reviews the progress of Council in relation to major initiatives identified in the 2019/20 budget for the year.

BUSINESS AREA	DESCRIPTION OF SERVICES PROVIDED	ACTUAL ($000)	BUDGET ($000)	VARIANCE
Natural Environment and Parks	The Natural Environment and Parks Unit covers a range of activities related to the operational management of public open space, which includes approximately 320 hectares of parkland and associated infrastructure, such as picnic shelters, BBQs, seating, boardwalks, fences and public toilets. The service also proactively manages 30,000 – 35,000 urban trees and is responsible for the management, design and development of parks and streetscapes in urban areas. The unit is also responsible for moving the Wellington community towards a more sustainable future. Key priority areas include biodiversity, water consumption and quality, waste management and energy use. **Initiatives** • Ensure through the planning process, open space and green infrastructure are adequately considered. (Completed) • Develop tree protection policy & guidelines. (Progressing-40%) • Commence review and update Environmental Sustainability Strategy (2020-2024). (Completed) • Develop carbon accounts and carbon reduction action plan. (Completed) • Broaden species selection to diversify the urban forest in response to climate change. (Completed)	**4,746**	**3,830**	**(916)**
Wellington Coast Subdivision Strategy	The Wellington Coast Subdivision Strategy Project Manager is responsible for implementing the Ninety Mile Beach Plan Voluntary Assistance Scheme. Expenditure for 2019/20 is funded through unspent State Government grant funding carried forward.	**348**	**380**	**32**

PRESCRIBED SERVICE PERFORMANCE INDICATORS

The following statement provides the results of the prescribed service performance indicators and measures including explanation of material variations.

SERVICE INDICATOR/MEASURE	2016/17	2017/18	2018/19	2019/20	COMMENTS
WASTE COLLECTION					
Satisfaction Kerbside bin collection requests [Number of kerbside garbage and recycling bin collection requests / Number of kerbside bin collection households] x1,000	29.6	36.8	38.8	47.5	Council receives requests for damaged or stolen bins to be replaced, uncollected bins to be collected, and additional bins to be provided. In 2019/20, we received a total of approximately 48 requests per 1,000 households. 120l garbage bins are reaching the end of their useful life and may be the cause of the continued elevated number of bin requests.
Service standard Kerbside collection bins missed [Number of kerbside garbage and recycling collection bins missed / Number of scheduled kerbside garbage and recycling collection bin lifts] x10,000	1.6	1.6	1.6	1.7	Over 1.56 million bin lifts were performed during 2019/20 as part of Wellington Shire's waste collection service which operates within a defined collection boundary within the 11,000km2 municipality. Only 272 bins were reported as missed during 2019/20.

SERVICE INDICATOR/MEASURE	2016/17	2017/18	2018/19	2019/20	COMMENTS
WASTE COLLECTION					
Service cost Cost of kerbside garbage collection service [Direct cost of the kerbside garbage bin collection service / Number of kerbside garbage collection bins] Cost of kerbside recyclables collection service	$65.49	$65.95	$67.40	$69.26	Wellington Shire's kerbside collection includes the weekly garbage waste collection service of 19,705 bins across the municipality. Additional services for residents in Wellington Shire, not incorporated in this cost, include an annual hard waste collection service, and two no charge green waste disposal weekends and a fortnightly recycling bin collection service.
Service cost [Direct cost of the kerbside recyclables bin collection service / Number of kerbside recyclables collection bins]	$46.12	$53.77	$68.49	$73.05	China's 2018 ban on some recyclable material has resulted in increased costs for Australian waste collectors including the Wellington Shire Council. This increased cost is a direct cost to Council and the main contributor to the increase in cost per bin for the kerbside recyclable collection service compared to previous years.
Waste Diversion Kerbside collection waste diverted from landfill [Weight of recyclables and green organics collected from kerbside bins / Weight of garbage, recyclables and green organics collected from kerbside bins] x100	32.9%	33.6%	35.7%	35.3%	More than 3,900 tonnes of recyclable material diverted from landfill in 2019/20. That's an average of 200kg of recyclables per collection household in Wellington Shire. Wellington Shire Council does not currently have a kerbside green waste collection service in place limiting the diversion rate percentage under this category.

5.3.4 LIFELONG LEARNING

STRATEGIC INDICATORS

The following statement reviews the performance of council against the Council Plan including results achieved in relation to the strategic indicators included in the Council Plan.

STRATEGIC INDICATOR IN 2017-21 COUNCIL PLAN	COUNCIL RESPONSIBILITY LEVEL	TARGET	2019/20 RESULT
Maintain or increase the proportion of residents with post school qualifications of some sort relative to the Gippsland average	Monitor	>51.6%	Wellington - 52.9% Gippsland - 52.8%
Increase participation at Council's libraries	Influence	Monitor participation rates	Library visits – 168,603 Active library members – 5,415
Increase participation at Council's Arts and Culture facilities	Control	Monitor participation rates	Art Gallery – 29,629 The Wedge – 22,508

DESCRIPTION OF SERVICE PROVIDED

The following statement reviews the progress of Council in relation to major initiatives identified in the 2019/20 budget for the year.

BUSINESS AREA	DESCRIPTION OF SERVICES PROVIDED	ACTUAL ($000)	BUDGET ($000)	VARIANCE
Art Gallery & Libraries	The Art Gallery and Libraries as part of the Arts and Culture Unit, seek to assist in the development of a vibrant culturally active community that: promotes expression and participation through visual, literary and performing arts; informs and educates the community on various aspects of the arts; enhances the lifestyle of Wellington residents; and encourages visitors to explore the heritage and culture of the region. **Initiatives** • Create an online searchable database of the Gallery's permanent collection, accessible through the Gippsland Art Gallery website, including images and relevant catalogue information. (Completed) • Improve library technical services provision by investigating implementation of Swift online borrower registration, updated catalogue search display, and library patron communications and alerts software. (Completed) • Establish a philanthropic donor fund to increase the amount of donated funds received by the Gippsland Art Gallery. (Completed)	**$1,551**	**$1,615**	**64**

PRESCRIBED SERVICE PERFORMANCE INDICATORS

The following statement provides the results of the prescribed service performance indicators and measures including explanation of material variations.

SERVICE INDICATOR/MEASURE	2016/17	2017/18	2018/19	2019/20	COMMENTS
LIBRARIES					
Utilisation Library collection usage [Number of library collection item loans / Number of library collection items]	1.99	2.26	2.70	2.17	Wellington Shire Library's collection is available through six branches and four outreach sites at local Community Houses in the 11,000km2 municipality. This indicator now only measures physical item loans which were adversely affected during this reporting period by library closures and social distancing measures due to COVID-19 in April and May.
Resource standard Standard of library collection [Number of library collection items purchased in the last 5 years / Number of library collection items] x 100]	47.76%	50.02%	54.46%	45.27%	Our book, audio-visual, and eResources are continually replenished with new material through the year. COVID-19 library closures affected our weeding program of older titles this year. Discontinuance of newer, unused material resulted in an unimproved performance compared with previous years.
Service cost Cost of library service per population [Direct cost of the library service / Population]	New in 2020	New in 2020	New in 2020	$20.31	Wellington Shire's library facilities continue to provide value for services across the Shire, with a cost reduction per head of population in 2019/20. This can be attributed to a significant reduction of expenditure on wages, utilities and resource spending due to library closures and activity under COVID-19 restrictions.

SERVICE INDICATOR/MEASURE	2016/17	2017/18	2018/19	2019/20	COMMENTS
Participation Active library borrowers in municipality [Number of active library borrowers in the last three years / The sum of the population for the last three years] x100	13.62%	13.82%	14.11%	13.35%	Libraries continue to be one of our top performing service areas according to the 2020 Community Satisfaction Survey. Wellington Shire Libraries offer a broad range of popular programs including author talks, baby rhyme times, toddler Storytime and school holiday programs. During COVID-19 restrictions, Council introduced a Click & Deliver personal loan service and virtual programming of children's Storytime and Rock, Rhythm & Rhyme services which were well attended and free to all residents within the Shire. The slight decrease in percentage of active membership may be a natural decrease after the initial increase following the new library opening at the Port of Sale in 2018.

5.3.5 ECONOMY

STRATEGIC INDICATORS

The following statement reviews the performance of council against the Council Plan including results achieved in relation to the strategic indicators included in the Council Plan.

STRATEGIC INDICATOR IN 2017-21 COUNCIL PLAN	COUNCIL RESPONSIBILITY LEVEL	TARGET	2019/20 RESULT
Maintain or increase the total number of jobs in Wellington Shire relative to the Gippsland workforce	Influence	> 14,192 jobs (15.88% of Gippsland workforce)	18,111 jobs (17.14% of Gippsland workforce)
Maintain or increase number of businesses	Influence	> 3,889 businesses	4,029 businesses
Maintain or increase estimated resident population relative to Gippsland population	Influence	> 41,965 residents	44,380 residents
Maintain or increase Gross Regional Product (GRP) relative to Gippsland GRP	Influence	$2.32b GRP	$3.39b GRP (3.8% up from 2019 result)
Maintain or increase visitor numbers by type/duration	Influence	Monitor Destination Gippsland data	Domestic daytrips 578,000 Domestic overnight visitors 443,000
Maintain lower unemployment rate than the Gippsland Average.	Influence	Monitor ABS data	Gippsland average – 3.3% Wellington – 3.7%

MAJOR INITIATIVES

The following statement reviews the progress of Council in relation to major initiatives identified in the 2019/20 budget for the year.

MAJOR INITIATIVES	PROGRESS	STATUS
Review Council's external marketing activities and provide Council with a report and recommendation about future delivery models.	Central Gippsland Tourism, previously known as Wellington Regional Tourism, continue to deliver external tourism marketing for Council. The current MOU with Central Gippsland Tourism, signed in October 2019, is in place until March 2021. CGT report quarterly to council on their progress against the key objectives identified in the MOU.	**Completed**

DESCRIPTION OF SERVICE PROVIDED

The following statement reviews the progress of Council in relation to major initiatives identified in the 2019/20 budget for the year.

BUSINESS AREA	DESCRIPTION OF SERVICES PROVIDED	ACTUAL ($000)	BUDGET ($000)	VARIANCE
Business Development	Council's Business Development service aims to support business growth and employment, lifestyle opportunities and a vibrant tourism sector. **Initiatives** • Direct funding secured via LVA to actively market and promote the municipality's competitive economic advantages of the Macalister Irrigation District and raise the profile of the region's agribusiness sector. (Progressing-50%) • Partner with Sports Marketing Australia and LVA to attract major events to increase visitation and spend. (Completed) • Implement year two actions emanating from the Recreation Vehicle (RV) Strategy. (Completed) • Seek funding for the extension of the Great Southern Rail Trail from Hedley to Alberton to increase visitation and business opportunities in adjacent areas. (Progressing-85%)	**1,770**	**2,085**	**315**

5.3.5 ECONOMY

ORGANISATIONAL

The following statement reviews the performance of council against the Council Plan including results achieved in relation to the strategic indicators included in the Council Plan.

STRATEGIC INDICATOR IN 2017-21 COUNCIL PLAN	COUNCIL RESPONSIBILITY LEVEL	TARGET	2019/20 RESULT
Maintain or increase community satisfaction with Council's overall performance.	Influence	63%	62% Large rural average 55%
Increase satisfaction with community consultation and engagement.	Influence	58%	57% Large rural average 54%
Maintain or increase satisfaction with advocacy on behalf of the community to other organisations and levels of government	Control	57%	57% Large rural average 53%
Maintain or increase community satisfaction out of 100 with how Council has performed in making decisions in the best interests of the community	Influence	56%	58% Large rural average 52%
Maintain or increase overall staff satisfaction and engagement ratings	Influence	5.48 satisfaction 69% engagement	5.48 satisfaction 72.7% engagement

MAJOR INITIATIVES

The following statement reviews the progress of Council in relation to major initiatives identified in the 2019/20 budget for the year.

MAJOR INITIATIVES	PROGRESS	STATUS
Implement initiatives associated with State and Federal Government drought funding and represent the interests of the local agribusiness sector to influence government's drought response.	Council successfully applied for, distributed, and acquitted $1,500,000 in State and Federal Government funding. The distribution of funds included community infrastructure upgrades and community events to support farming families. In January 2020, a further $1,000,000 was successfully applied for through the Commonwealth Drought Communities Fund to provide further upgrades to community facilities in farming areas during 2020-2021.	**Completed**

DESCRIPTION OF SERVICE PROVIDED

The following statement reviews the progress of Council in relation to major initiatives identified in the 2019/20 budget for the year.

BUSINESS AREA	DESCRIPTION OF SERVICES PROVIDED	ACTUAL ($000)	BUDGET ($000)	VARIANCE
Councillors, Chief Executive and Executive Team	This area of governance includes the Mayor, Councillors, Chief Executive Officer and Executive Management Team and associated support which covers service provision across the entire organisation. **Initiatives** • Identify and facilitate shared services opportunities with participating GLGN Councils. (Ongoing)	**2,897**	**3,976**	**1,079**
Communications & Media	This area provides internal and external communication services and support and branding initiatives for Council. The team also seeks to proactively inform our community and our staff ensuring transparency, consistency and clarity of our message. **Initiatives** • Research, plan and introduce a social media reporting mechanism to meet legislative requirements. (Progressing-30%) • Design and develop a Gippsland Regional Sports Complex website and social media presence. (Completed) • Design, develop and publish a Port of Sale website. (Completed)	**425**	**583**	**158**

BUSINESS AREA	DESCRIPTION OF SERVICES PROVIDED	ACTUAL ($000)	BUDGET ($000)	VARIANCE
Information Services	The Information Services Business Unit provides centralised and integrated information services and new and emerging technologies to assist Council to reach the 2030 Vision. **Initiatives** • Manage the implementation for new Intranet System to meet Council business requirements. (Completed) • Manage core software improvement upgrades for Wellington and East Gippsland Shire Council in preparation of the Gippsland Shared Services Initiative. (Completed) • Manage the review and implementation of ICT Policies to ensure compliance with Victorian Protective Data Security Standards. (Completed) • Develop new ICT Strategic Plan to ensure Wellington Shire Council is responsive to new business and legislative requirements. (Completed)	**2,661**	**3,545**	**884**
People and Capability	The People and Capability Unit provides responsive advice and services in the areas of Human Resources, Learning and Development, Occupational Health and Safety, Risk Management, Corporate Planning and Reporting and Business Improvement. **Initiatives** • Implement a Business Continuity Plan ensuring links with the Emergency Management Plan and the ICT Disaster Recovery Plan in order to maintain the continuity of critical business functions in the event of a business interruption. (Progressing-60%)	**2,054**	**2498**	**444**

BUSINESS AREA	DESCRIPTION OF SERVICES PROVIDED	ACTUAL ($000)	BUDGET ($000)	VARIANCE
Commercial Facilities	The Commercial Facilities team as part of the Business Development Unit, manages a range of commercial property portfolios including strategic projects in addition to completing the transactions for property acquisitions, disposal and transfers. **Initiatives** • Subject to Council adopting budget, coordinate delivery of the Port of Sale Mooring Access Project. (Completed) • Present Council with a business case for the development of the Eastern Recreation Aviation Precinct at West Sale Airport. (Completed) • Progress the sale of Council's Surplus Land in accordance with policy and standards of best practice. (Completed)	**8**	**62**	**54**
Customer Service	The Customer Service team as part of the Municipal Services Business Unit provides responsive, quality customer service to all stakeholders.	**491**	**521**	**30**
Finance	The Finance Unit provides financial, payroll, rating and property valuation services to the organisation, community and external stakeholders. These services underpin the drive to be a financially sustainable Council, comply with the necessary legislative requirements and meet community needs. The unit also aims to provide a safe, reliable and sustainable fleet of vehicles to support the organisation in achieving its goals. The significant procurement goal is that of gaining good value from our purchasing. **Initiatives** • Implement a system to provide online rates notice access to rate payers in Wellington Shire. (Deferred) • Establish a central Register for all contracts across the organisation to ensure consistency and good governance. (Deferred)	**1,956**	**3,038**	**1,082**

PRESCRIBED SERVICE PERFORMANCE INDICATORS

The following statement provides the results of the prescribed service performance indicators and measures including explanation of material variations.

SERVICE INDICATOR/MEASURE	2016/17	2017/18	2018/19	2019/20	COMMENTS
GOVERNANCE					
Transparency Council resolutions at meetings closed to the public [Number of Council resolutions made at ordinary or special meetings of Council, or at meetings of a special committee consisting only of Councillors, closed to the public / Number of Council resolutions made at ordinary or special meetings of Council or at meetings of a special committee consisting only of Councillors] x100	2.60%	4.30%	3.80%	1.90%	Wellington Shire Council made 310 resolutions during the 2019/20 financial year. Of those decisions, 304 or 98.06 % were made in meetings open to the public. Council demonstrates leadership and maintains transparent processes in order that the community is informed by and engaged with Council business. Additionally, all meetings open to the public are broadcasted live via Council's website and made available via an online video archive. Due to COVID-19 social distancing restrictions, two council meetings in April were conducted with a quorum of five Councillors with the remainder watching the livestream. Four council meetings in May and June were conducted as virtual council meetings after the legislation passed for virtual council meetings permitting the attendance of all Councillors.
Consultation and engagement Satisfaction with community consultation and engagement [Community satisfaction rating out of 100 with how Council has performed on community consultation and engagement]	59	58	57	57	As per Community Satisfaction Survey 2020 results, Wellington Shire Council is performing three points higher than the large rural council average for community engagement.

SERVICE INDICATOR/MEASURE	2016/17	2017/18	2018/19	2019/20	COMMENTS
GOVERNANCE					
Attendance Councillor attendance at Council meetings [The sum of the number of Councillors who attended each ordinary and special Council meeting / (Number of ordinary and special Council meetings) x (Number of Councillors elected at the last Council general election)] x100	92.60%	88.90%	92.30%	92.13%	Wellington Shire Councillor commitment to actively serve the community is reflected in its 92.13% attendance rate at the 22 ordinary Council meetings and two special Council meetings held in 2019/20. Due to COVID-19 social distancing restrictions, two council meetings in April were conducted with a quorum of only five Councillors with the remainder watching the livestream resulting in a lower attendance rate for April. However, four council meetings in May and June were conducted as virtual council meetings after the legislation passed for virtual council meetings permitting the attendance of all Councillors.
Service cost Cost of governance [Direct cost of the governance service / Number of Councillors elected at the last Council general election]	$42,074	$40,834	$43,898	$42,221	Although a Councillor's role is largely voluntary, they receive an allowance within the limits set by the Victorian Government. It is also appropriate that allowable expenses incurred are reimbursed whilst undertaking Council duties. This cost reflects both Councillor allowances and reimbursements for the period. Wellington Shire Councillor reimbursement is at the lower end of the scale for Victorian councillors.
Satisfaction Satisfaction with Council decisions [Community satisfaction rating out of 100 with how Council has performed in making decisions in the interest of the community]	59	58	58	58	Council's participation in the 2020 Community Satisfaction Survey showed no change in community satisfaction rating with the way Council has performed in making decisions in the interests of the community. Council has performed six points higher than large rural average and five points higher compared to state-wide average.



6.1 governance

Wellington Shire Council is constituted under the Local Government Act 1989 to provide leadership for the good governance of the municipal district and local community.

Council has a number of roles including:

- Taking into account the diverse needs of the local community in decision-making.
- Providing leadership by establishing strategic objectives and monitoring achievements.
- Ensuring that resources are managed in a responsible and accountable manner.
- Advocating the interests of the local community to other communities and levels of government.
- Fostering community cohesion and encouraging active participation in civic life.

Council is committed to effective and sustainable forms of democratic and corporate governance as the key to ensuring that Council and its administration meet the community's priorities. The community has many opportunities to provide input into Council's decision-making processes including community consultation activities, public forums such as community meetings and the ability to make submissions to Council and Special Committees of Council.

Council places a strong emphasis on good governance, ensuring that Council operates effectively, efficiently, impartially and with integrity. Council employs good governance principles by making decisions based on proper processes and systems, making sure Council officers carry out these decisions appropriately.

Council's formal decision-making processes

are conducted through Council meetings and Special Committees of Council. Council delegates the majority of its decision making to Council staff and these delegations are exercised in accordance with adopted Council policies and relevant legislation.

The *Local Government Act 2020* received Royal Assent on 24 March with Stage 1 of four stages being proclaimed on 6 April 2020. The introduction of the new Act will provide opportunity for Council to revise its good governance framework as the Local Government Act 2020 is a principles-based Act, removing unnecessary regulatory and legislative prescription. The following five principles have guided the development of the Act:

1. Community Engagement

This principle aims to ensure all Victorians have the opportunity to engage with their council on the future of their community. At a minimum, all councils must adopt and maintain a community engagement policy which must be used in the development of:

- Planning and financial management
- Community vision
- Council plan
- Financial plan

Council places a strong emphasis on good governance, ensuring that Council operates effectively, efficiently, impartially and with integrity.

2. Strategic Planning

The *Local Government Act 2020* requires councils to develop an integrated, longer-term and transparent approach to planning that supports councillors in leading strategically, rather than focusing on operational issues.

The strategic planning principle works together with the community engagement principle to ensure that communities are involved in strategic planning and decision making.

3. Financial Management

A significant percentage of a council's revenue comes from rates, and the community has expectations that these rates will be used to deliver an array of services and infrastructure. It is vital that councils undertake responsible spending and investment that ensures financial, social and environmental sustainability.

The new *Local Government Act 2020* is also intended to create a legislative environment that embraces innovation, modern business practices and microeconomic reform.

4. Public Transparency

Openness, accountability and honesty are essential to build high levels of accountability and trust amongst citizens and enable fully informed engagement in the democratic process.

Councils will be required to adopt and maintain a public transparency policy, which must be in line with underpinning principles in the Act.

5. Service Performance

This principle ensure that councils deliver services to the community that are equitable, accessible, good value and meet the needs of their diverse communities.

Stages 2 to 4 will continue to be rolled out over the following 18 months with the full transition from the *Local Government Act 1989* to the *Local Government Act 2020* finalised in June 2022 with the adoption of the Asset Management Plans.

6.1.1 COUNCIL MEETINGS

Council conducts open public meetings on the first and third Tuesday of each month.

Members of the community are welcome to attend these meetings and observe from the gallery. Council meetings also provide the opportunity for community members to submit a question to Council, make a submission or speak to an item.

Due to COVID-19 social gathering restrictions, Council closed physical access to the public gallery at Council meetings from May. Council provided a suitably safe alternative by opening up the chat room email used for comment during a Council meeting for all specific Agenda item comments and including the chat room and further gallery comments portion of the Council meeting. On an as required basis, Council have also facilitated on location addressing of Council via use of the Merrimans Creek meeting room via a Skype dial-in to the Council meeting which continues to be livestreamed.

Wellington Shire Council streams live video and audio of Council Meetings and Special Council Meetings. Recently recorded meetings or earlier meetings can be accessed via Council web page at http://www.wellington.vic.gov.au/Your-Council/Council-Meetings/Live-Council-Meetings.

Council held the following meetings during 2019/20:

- **22 Ordinary Council Meetings**
- **One Special Council Meeting**



6.1.2 COUNCILLOR MEETING ATTENDANCE 2019/20

The following table provides a summary of Councillor attendance at Council meetings and Special Council meetings for the 2019/20 financial year.

Due to the COVID-19 pandemic commencing in late March 2020, both of the April Council meetings were held with a minimum quorum of Councillors and essential Council staff to allow for adherence to social distancing regulations as set out by the Chief Health Officer.

From May, Council was able to establish fully virtual Council meetings so that all Councillors were again able to participate.

2 July 2019 - 6 November 2019

COUNCILLOR	ORDINARY MEETING	SPECIAL MEETING	TOTAL
 Cr Alan Hall (Mayor)	9	0	9
 Cr Malcolm Hole (Deputy Mayor)	9	0	9
 Cr Carolyn Crossley	9	0	9
 Cr Ian Bye	8	0	8
 Cr Gayle Maher	9	0	9
 Cr Darren McCubbin	8	0	8
 Cr Carmel Ripper	9	0	9
 Cr Scott Rossetti	9	0	9
 Cr Garry Stephens	8	0	8

7 November 2019 - 16 June 2020

COUNCILLOR	ORDINARY MEETING	SPECIAL MEETING	TOTAL
 Cr Alan Hall (Mayor)	11	1	12
 Cr Gayle Maher (Deputy Mayor)	10	1	11
 Cr Carolyn Crossley	10	1	11
 Cr Ian Bye	13	1	14
 Cr Malcolm Hole	12	1	13
 Cr Darren McCubbin	11	1	12
 Cr Carmel Ripper	13	1	14
 Cr Scott Rossetti	11	1	12
 Cr Garry Stephens	11	1	12

6.1.3 SPECIAL COMMITTEES

The *Local Government Act 1989* allows for the establishment of one or more Special Committees consisting of:

- Councillors
- Council staff
- Other persons
- Any combination of the above.

The following list provides all current Section 86 Committees of Wellington Shire Council with their purpose and Councillor Representation.

Briagolong Quarry Reserve Committee received certification as an incorporated entity on 27 September 2019 and is no longer a Section 86 Committee.

SPECIAL COMMITTEE	COUNCILLOR	OFFICERS	PURPOSE
Briagolong Recreation Reserve Committee	Cr Carmel Ripper	1	To protect, promote and develop the Briagolong Recreation Reserve.
Cameron Sporting Complex Committee	Cr Malcolm Hole	1	To protect, promote and develop the Cameron Sporting Complex, Maffra.
Gordon Street Reserve Committee	Cr Malcolm Hole	1	To protect, promote and develop the Gordon Street Reserve, Heyfield.
Maffra Recreation Reserve Committee	Cr Carmel Ripper	1	To protect, promote and develop the Maffra Recreation Reserve.
Newry Recreation Reserve Committee	Cr Malcolm Hole	1	To protect, promote and develop the Newry Recreation Reserve.
Sale Performance Space Fundraising Committee	Cr Darren McCubbin	3	To maintain a public fund into which the public may contribute towards the construction, maintenance, upgrade and expansion of Council-owned cultural spaces, facilities and equipment. To maintain a public fund into which the public may contribute towards cultural activities, programs and events conducted by Wellington Shire Council through Council-owned cultural spaces and facilities. To coordinate fundraising activities on behalf of Council-owned cultural spaces and facilities. To obtain all necessary permits and approvals required for eligible fundraising activities.

List of Advisory Committees

- Audit & Risk Committee
- CEO Performance Review Committee
- Gippsland Art Gallery Advisory Group
- Gippsland Regional Sports Complex User Group Committee
- Place Names Committee
- Remuneration Committee
- Stephenson Park Advisory Committee
- Strategic Land Use Planning Projects Review Group
- The Wedge and Masterplan Advisory Group
- Wellington Access & Inclusion Advisory Group
- Wellington Youth Service Network (WYSN)
- Wellington Shire Youth Council

Committees of Other Organisations (Delegates)

- Australian Coastal Councils Association
- Coastal Agencies Liaison Group
- Gippsland Climate Change Network Incorporated
- Gippsland Local Government Network (GLGN)
- Gippsland Local Government Waste Forum
- Municipal Association of Victoria (MAV)
- National Timber Council Association Inc
- South East Australian Transport Strategy (SEATS)
- Timber Towns Victoria
- Wellington Regional Tourism (WRT)

Other Groups, Taskforces, Project Control Groups (PCG's) & Statutory Committees

- Healthy Wellington Action Group
- Wellington Shire Council Emergency Management Planning Committee





6.1.4 CODE OF CONDUCT

Councillors are bound by a Code of Conduct. The Code describes the standards of ethical and moral behaviour expected of Councillors. The code covers relationships between Councillors and staff, the use of Council resources and dispute resolution procedures.

The Code was reviewed and revised on 20 December 2016 following the 2016 general election as provided for in the Local Government Act 1989, however due to a resignation and subsequent count back the Code was readopted on 21 November 2017.

Council's current Code of Conduct includes:

- Processes for resolving internal disputes between Councillors;
- Provisions prescribed for in The Local Government Amendment (Improved Governance) Act 2015;
- Provisions addressing any prescribed matters;
- Any other matters relating to the conduct of Councillors which the Council considers appropriate.

In addition, the Code also outlines:

- Other conduct definitions under the Local Government Act, 1989 such as those relating to misuse of position, improper direction, breach of confidentiality and conflict of interest.
- Representatives on behalf of Council.
- Roles and relationships.

6.1.5 CONFLICT OF INTEREST

Councillors are elected by Wellington Shire residents and non-residential ratepayers to act in the best interests of the community. When a Council delegates its powers to a Council officer or a Committee, they must act in the public interest.

A conflict of interest occurs when a personal or private interest might compromise the ability to act in the public interest and exists even if no improper act results from it. Council has a standard procedure for all Council and Committee meetings requiring the declaration of a conflict of interest and then stepping aside from the relevant decision-making process or from the exercise of public duty.

During 2019/20, eight conflicts of interest were declared at Council and Special Committee meetings.

Conflicts of Interest

DATE OF DECLARATION	COUNCILLOR	CONFLICT OF INTEREST - COUNCIL MEETINGS
16 July 2019	 Councillor Hole	Direct - Section 77B - Item C4.1 Power Purchase Agreement
16 July 2019	 Councillor McCubbin	Direct - Section 77B - Item C5.1 Quick Response Grants
19 November 2019	 Councillor Bye	Indirect - Section 78B - Item C5.1 Quick Response Grant Scheme
19 November 2019	 Councillor McCubbin	Indirect - Section 78B - Item G1.1 Australia Day Awards
17 December 2019	 Councillor Stephens	Indirect - Section 78B - Item C3.7 C102 - Technical Planning Scheme Amendment
3 March 2020	 Councillor McCubbin	Direct - Section 77B - Item C5.1 Quick Response Grant Scheme
19 May 2020	 Councillor Stephens	Indirect - Section 78B - Item C5.1 Community Assistance Grants - Events, Projects and Facilities: March 2020 round
2 June 2020	 Councillor Hole	Direct - Section 77B - Item A7(1) Notice of Motion - Information, Linkages and Capacity Building Grants

6.1.6 COUNCILLOR ALLOWANCES

In accordance with Section 74(1) of the *Local Government Act 1989*, Councillors are entitled to receive an allowance while performing their duty as a Councillor. The Mayor is also entitled to receive a higher allowance.

The Victorian Government sets the upper and lower limits for all allowances paid to Councillors and Mayors, divided into three categories based on the income and population of each Council and in this instance Wellington Shire Council is recognised as a category two council.

For the period 1 July 2019 to 30 November 2019, the Councillor annual allowance upper limit for a category two Council (as defined by the *Local Government Act 1989*) was fixed at $25,730 per annum and the allowance upper limit for the Mayor was $79,612 per annum. The Minister for Local Government approved an annual adjustment of 2.0 per cent to take effect as from 1 December 2019. The annual allowances upper limits were adjusted for the period 1 December 2019 to 30 June 2020 at $26,245 per annum for the councillor allowance and $81,204 per annum for the Mayoral allowance.

This table contains a summary of the allowances paid to each Councillor during the 2019/20 year.

Note: Allowances include an amount equivalent to a superannuation contribution of 9.5%.

2 July 2019 - 6 November 2019

COUNCILLOR	TRAVEL	CAR MILEAGE	CHILD CARE	INFO & COMM	CONF. & TRAINING	TOTAL
 **Cr Alan Hall** (Mayor from 7 November 2018) (01/07/19 - 30/06/20)	$0	$8,420	$0	$732	$3,072	**$12,224**
 **Cr Malcolm Hole** (01/07/19 - 30/06/20)	$4,226	$0	$0	$2,839	$1,026	**$8,091**
 **Cr Gayle Maher** (01/07/19 - 30/06/20)	$5,347	$0	$0	$443	$900	**$6,690**
 **Cr Garry Stephens** (01/07/19 - 30/06/20)	$4,263	$0	$0	$864	$1,137	**$6,264**
 **Cr Darren McCubbin** (01/07/19 - 30/06/20)	$3,662	$0	$0	$900	$260	**$4,822**
 **Cr Carmel Ripper** (01/07/19 - 30/06/20)	$2,355	$0	$0	$930	$288	**$3,573**
 **Cr Carolyn Crossley** (01/07/19 - 30/06/20)	$1,724	$0	$0	$946	$762	**$3,432**
 **Cr Scott Rossetti** (01/07/19 - 30/06/20)	$856	$0	$0	$1,291	$518	**$2,665**
 **Cr Ian Bye** (01/07/19 - 30/06/20)	$0	$0	$0	$379	$0	**$379**

6.2

management

Council has implemented a number of statutory and better practice items to strengthen its management framework. Having strong governance and management frameworks leads to better decision making by Council.

The Local Government Act 1989 requires Council to undertake an assessment against the prescribed governance and management checklist and include this in its Report of Operations.

Council's Governance and Management Checklist results are set out in section 6.3.

The following items have been highlighted as important components of the management framework.



6.2.1 AUDIT & RISK COMMITTEE

The Audit & Risk Committee's role is to oversee and monitor the effectiveness of Council in carrying out its responsibilities for accountable financial management, good corporate governance, maintaining an effective system of internal control and risk management and fostering an ethical environment.

The Audit & Risk Committee consists of three independent members, Mr Chris Badger (Chair), Mr Frank Evans and Ms Kiah Cashman and two Councillors. Independent members are appointed for a maximum term of three years. The chair is elected from amongst the independent members.

The Audit & Risk Committee meets at least four times per year. The Internal Auditor, Chief Executive Officer, General Manager Corporate Services and Manager Corporate Finance attend all Audit & Risk Committee meetings. Other management representatives attend as required to present reports. Each year the External Auditors provide an external audit plan and independent audit report.

Recommendations from each Audit & Risk Committee meeting are subsequently reported to and considered by Council.

The Committee met on four occasions during 2019/20, providing advice to Council on a wide range of issues including:

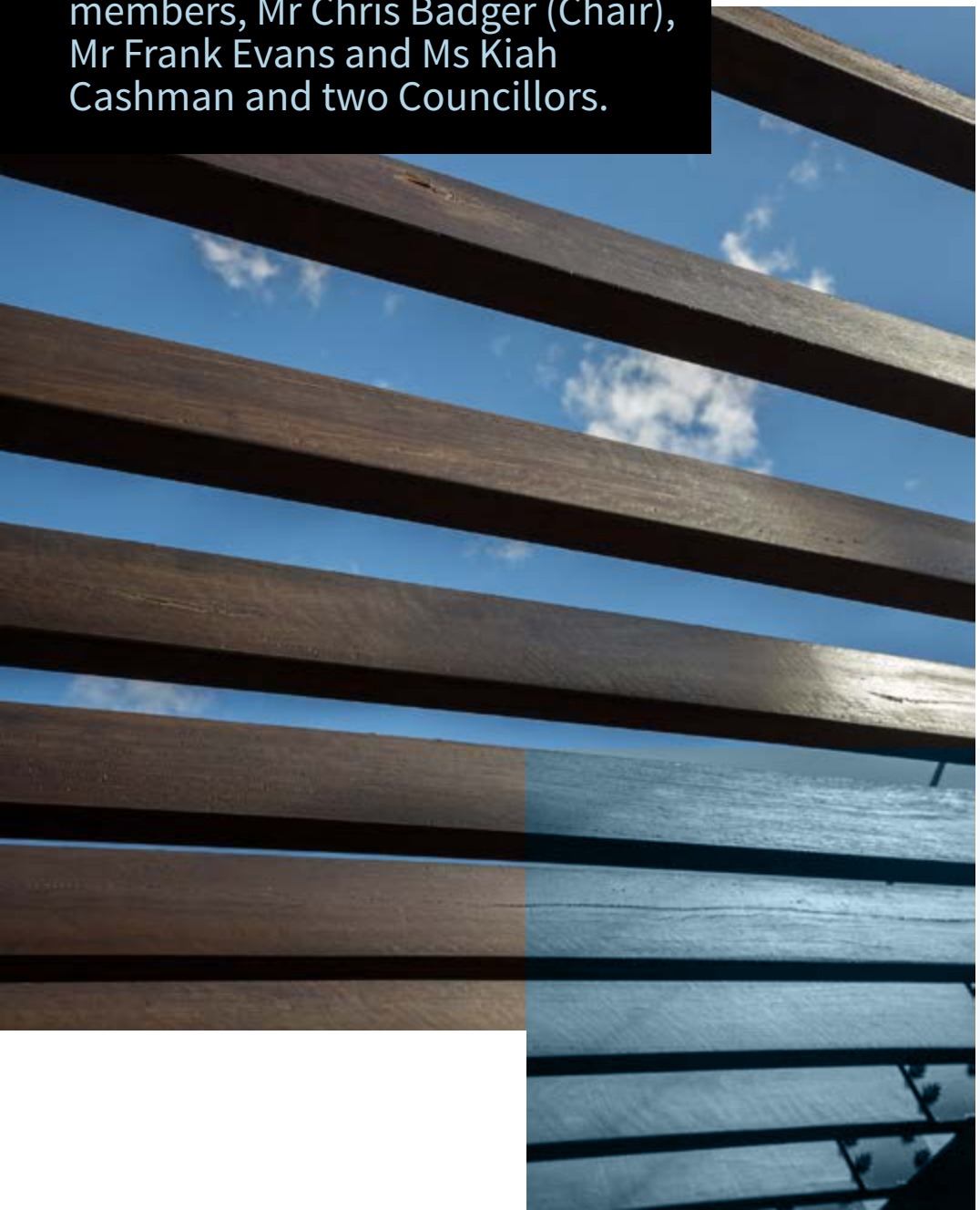
- Quarterly legal and insurance reports,
- Risk management updates
- Financial reports
- Updates on outstanding audit recommendations and
- Updates on Information Services and cyber security.

Other key outcomes for the 2019/20 year are summarised below.

In September 2019 the Committee:

- Adopted in-principle the 2018/19 financial and performance statements in accordance with legislative requirements;
- Received an update on the completion of actions identified to address the recommendations in the Victorian Auditor General's (VAGO) performance audit on Fraud and Corruption Control;
- Received and noted the Ombudsman's report on the Ninety Mile Beach Subdivision;
- Received and noted the internal audit report on review of Local Laws;
- Noted the Chairman's report for the period ending 30 June 2019;
- Received a report on the Chief Executive Officer's credit card expenditure;
- Received an update on Audit & Risk Committee membership;
- Reviewed the evaluation of Audit & Risk Committee performance by each member;
- Received a report on Related Party Transactions;
- Received and noted an annual update on the Road Management Act processes;
- Farewelled and thanked outgoing Chair Peter Craighead for his service.

The Audit & Risk Committee consists of three independent members, Mr Chris Badger (Chair), Mr Frank Evans and Ms Kiah Cashman and two Councillors.



In December 2019 the Committee:

- Appointed Chris Badger as Chair of the Committee.
- Received and noted the internal audit on the review of management of the Gippsland Regional Livestock Exchange.
- Received and noted the VAGO reports on Reporting on Local Government Performance and Local Government Assets: Asset Management and Compliance.
- Received and noted the Ombudsman's report on Revisiting Councils and Complaints.
- Received and noted the Independent Broad-based Anti-corruption Commission's (IBAC) special report on Corruption Risks associated with Procurement in Local Government.

In February 2020 the Committee:

- Received an update on asbestos contamination at Aqua Energy.
- Received and noted the VAGO reports on Results of 2018-19 Audits: Local Government and Council Libraries.
- Received and noted the IBAC research project on Managing Corruption Risks associated with Conflicts of Interest in the Victorian Public Sector.
- Reviewed and recommended changes be made to the Audit & Risk Committee Charter.
- Received a report on the Chief Executive Officer's credit card expenditure.
- Received a report on Related Party Transactions.
- Reviewed the Risk Management Framework.

In May 2020 the Committee:

- Received and reviewed the External Audit Strategy as provided by Crowe.
- Received and reviewed the draft Strategic Internal Audit Plan.
- Received and noted the internal audits on Review of Human Resource Management, Review of Landfill and Waste Management Planning and Review of Operations of the Wellington Entertainment Centre (incl. OH&S).
- Received an update on Council's response to the COVID-19 pandemic.
- Received and noted the VAGO report on Managing Development Contributions.
- Received a report on changes to Accounting policies/ Accounting Standards.
- Received a list of Council and Employee Policies.
- Reviewed the evaluation of Audit & Risk Committee performance by each member.
- Received a report on Occupational Health and Safety Indicators.
- Received a report on the 2020/21 Budget and an update on the Council Plan.
- Received an update on amendments to the Local Government Act.

Recommendations from each Audit & Risk Committee meeting are subsequently reported to and considered by Council.

6.2.2 INTERNAL AUDIT

Council's internal audit function provides independent and objective assurance that the appropriate processes and controls are in place across Council. The function is undertaken by an independent external provider. A risk-based three-year Strategic Internal Audit Plan (SIAP) is revised annually to ensure the audit resources remain focused on the appropriate areas. The review process considers Council's risk framework, the Council Plan, the impact of any change to operations, systems or the business environment, prior audit coverage and outcomes and management input. The SIAP is reviewed and approved by the Audit & Risk Committee annually.

The Internal Auditor attends each Audit & Risk Committee meeting to report on the status of the SIAP, to provide an update on the implementation of audit recommendations and to present findings of completed reviews. All audit issues identified are risk rated. Recommendations are assigned to the responsible Manager and tracked in Council's corporate planning system. Managers provide quarterly status updates that are reviewed by the Audit & Risk Committee.

The SIAP for 2019/20 was undertaken with the following reviews conducted:

- Local Laws – August 2019
- Management of the Gippsland Regional Livestock Exchange – August 2019
- Human Resource Management – May 2020
- Operations of the Wellington Entertainment Centre (incl. OHS) – May 2020
- Landfill and Waste Management Planning – May 2020



6.2.3 EXTERNAL AUDIT

Council is externally audited by the Victorian Auditor-General's representatives to provide an assurance that financial statements reflect the financial position at the end of the financial year.

These auditors conducted audits of Council's Financial Statements and Performance Statement for 2019/20 by testing a sample of Council's internal controls, observing processes being performed, making enquiries of key staff within Council and examining financial and accounting records and other relevant documents.

The external auditors also attended the September 2019 and May 2020 Audit & Risk Committee meetings to present the annual audit plan and Independent Audit Report.

The external audit management letter and responses were also provided to the Audit & Risk Committee.

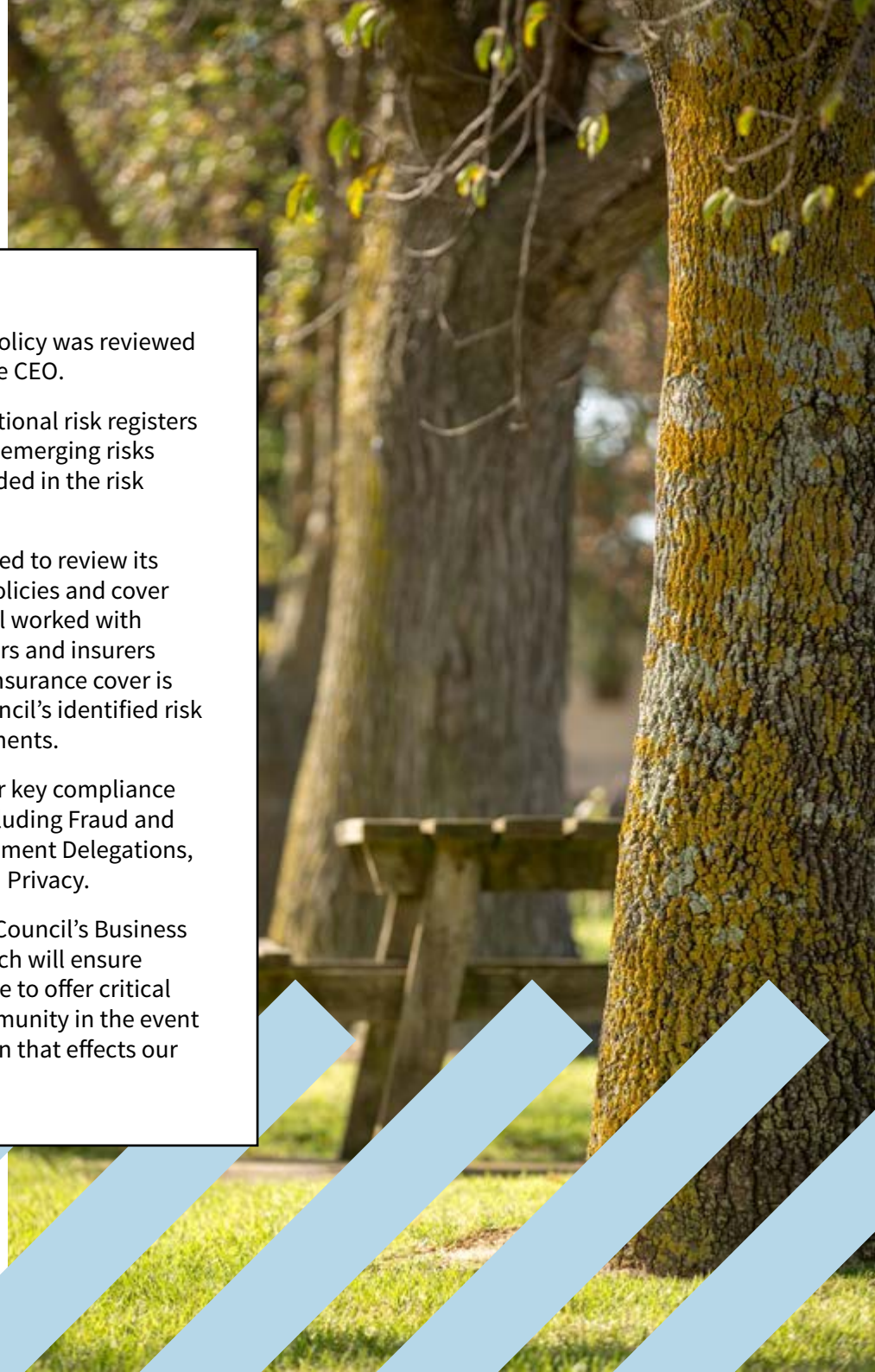
6.2.4 RISK MANAGEMENT

Council is committed to proactive risk management and has continued to maintain a Risk Management Framework which is in line with the Risk Management Principles & Guidelines, (AS/NZS ISO 31000: 2009). Council's risk management objectives are to:

- Integrate risk management practices into all of Council's work practices.
- Promote and support best practice risk management throughout Council.
- Equip staff and management with the knowledge and ability to identify, analyse and prioritise areas of risk to Council.
- Implement effective processes to reduce and/or eliminate high-level risk.
- Continuously improve risk assessment, monitoring and reporting standards.
- Allow for the effective allocation and use of resources.
- Provide a basis for higher standards of accountability through the creation of effective performance objectives and measurement of performance against these objectives.
- Manage appropriate cover and minimise costs associated with insurance and litigation.

In 2019/20:

- Risk Management Policy was reviewed and approved by the CEO.
- Strategic and operational risk registers were reviewed with emerging risks identified and included in the risk register.
- Council has continued to review its insurance profile, policies and cover for 2019/20. Council worked with our insurance brokers and insurers to ensure that our insurance cover is consistent with Council's identified risk profile and requirements.
- Continued to deliver key compliance training for staff including Fraud and Corruption, Procurement Delegations, Record Keeping and Privacy.
- Started a review of Council's Business Continuity Plan which will ensure Council can continue to offer critical services to our community in the event of a major disruption that effects our organisation.



6.3

governance and management checklist

The following are the results in the prescribed form of Council's assessment against the prescribed Governance and Management checklist.

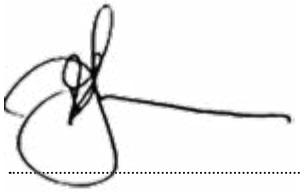
	GOVERNANCE AND MANAGEMENT ITEMS	ASSESSMENT
1	Community engagement policy (policy outlining Council's commitment to engaging with the community on matters of public interest).	Date of adoption: 17 December 2019.
2	Community engagement guidelines (guidelines to assist staff to determine when and how to engage with the community).	Community Engagement Strategy 2017-2020 includes a range of community engagement tools and guidelines to assist Council staff to provide quality engagement for council projects. Date of adoption: 6 September 2016.
3	Strategic Resource Plan (plan under section 126 of the *Local Government Act, 1989* outlining the financial and non-financial resources required for at least the next 4 financial years).	Adopted in accordance with Section 126 of the *Local Government Act, 1989*. Date of adoption: 18 June 2020.
4	Annual budget (plan under section 130 of the *Local Government Act, 1989* setting out the services to be provided and initiatives to be undertaken over the next 12 months and the funding and other resources required).	Adopted in accordance with Section 130 of the *Local Government Act 1989*. Date of adoption: 18 June 2020.

GOVERNANCE AND MANAGEMENT ITEMS		ASSESSMENT
5	Asset management plans (plans that set out the asset maintenance and renewal need for key infrastructure asset classes for at least the next 10 years).	Wellington Shire Council has documented Asset Management Plans for all major asset classes including Open Space, Properties and Roads, which includes Roads, Bridges and Paths. Date of operation of current plans: Roads-January 2020, Paths-January 2020, Bridges-January 2020, Drainage-January 2020, Property-January 2020, Open Space-January 2020.
6	Rating strategy (strategy setting out the rating structure of Council to levy rates and charges.	Strategy adopted. Date of operation of current strategy: 18 December 2018.
7	Risk policy (policy outlining Council's commitment and approach to minimising the risks to Council's operations).	Risk Management Policy included in Council Policy Manual. Date of operation of current policy: 17 December 2019.
8	Fraud policy (policy outlining Council's commitment and approach to minimising the risk of fraud).	Fraud Control Policy included in Council Policy Manual. Date of operation of current policy: 17 December 2019.
9	Municipal emergency management plan (plan under section 20 of the *Emergency Management Act 1986* for emergency prevention, response and recovery).	Prepared and maintained in accordance with Section 20 of the *Emergency Management Act, 1986*. Date of operation: 22 November 2018.
10	Procurement policy (policy under section 186A of the *Local Government Act 1989* outlining the matters, practices and procedures that will apply to all purchases of goods, services and works).	Prepared and approved in accordance with Section 186A of the *Local Government Act, 1989*. Procurement policy included in Council Policy Manual. Date of operation of current policy: 17 December 2019.
11	Business continuity plan (plan setting out the actions that will be undertaken to ensure that key services continue to operate in the event of a disaster).	Existing document is currently being reviewed. Date of operation: 4 December 2014.
12	Disaster recovery plan (plan setting out the actions that will be undertaken to recover and restore business capability in the event of a disaster).	ICT Disaster Response and Recovery Plan Date of operation: 20 February 2020.
13	Risk management framework (framework outlining Council's approach to managing risks to the Council's operations).	Date of operation of current strategy: 23 May 2018.

GOVERNANCE AND MANAGEMENT ITEMS		ASSESSMENT
14	Audit & Risk Committee (advisory committee of Council under section 139 of the *Local Government Act,1989* whose role is to oversee the integrity of a Council's financial reporting, processes to manage risks to the Council's operations and for compliance with applicable legal, ethical, and regulatory requirements).	Established in accordance with Section 139 of the *Local Government Act, 1989*. The Audit & Risk Committee has been in operation since February 1996 (based on available evidence) Date of establishment: February 1996.
15	Internal audit (independent accounting professionals engaged by the Council to provide analyses and recommendations aimed at improving Council's governance, risk and management controls).	Date of engagement of current provider: 29 June 2017.
16	Performance reporting framework (a set of indicators measuring financial and non-financial performance, including the performance indicators referred to in section 131 of *Local Government Act,1989.*	Date of operation of current framework: 1 July 2019.
17	Council Plan reporting (report reviewing the performance of the Council against the Council Plan, including the results in relation to the strategic indicators, for the first six months of the financial year).	20 August 2019.
18	Financial reporting (quarterly statements to council under section 138 *Local Government Act,1989* comparing budgeted revenue and expenditure with actual revenue and expenditure).	Statements presented to the Council in accordance with Section 138(1) of the *Local Government Act, 1989.* Date statements presented: 17 July 2019, 15 October 2019 4 February 2020, 21 April 2020.
19	Risk reporting (six-monthly reports of strategic risks to Council's operations, their likelihood and consequences of occurring and risk minimisation strategies).	Date of reports: 6 September 2019, 24 February 2020, Strategic Risks Register have been reviewed and presented to the Audit and Risk Committee.
20	Performance reporting (six-monthly reports of indicators measuring the results against financial and non-financial performance, including performance indicators referred to in section 131 of the *Local Government Act,1989*).	Quarterly Reports. Date of reports: 17 July 2019, 15 October 2019 4 February 2020, 21 April 2020.

GOVERNANCE AND MANAGEMENT ITEMS		ASSESSMENT
21	Annual report (annual report under sections 131, 132 and 133 of the *Local Government Act,1989* to the community containing a report of operations and audited financial and performance statements).	Considered at a meeting of Council in accordance with Section 134 of the *Local Government Act, 1989*. Date statements presented: 15 October 2019.
22	Councillor Code of Conduct (Code under section 76C of the *Local Government Act,1989* setting out the conduct principles and the dispute resolution processes to be followed by councillors).	Reviewed in accordance with Section 76C of the *Local Government Act, 1989* Date reviewed: 21 November 2017.
23	Delegations (a document setting out the powers, duties and functions of council and the Chief Executive Officer that have been delegated to members of staff).	Reviewed in accordance with Section 98(6) of the *Local Government Act, 1989* Date reviewed: 20 April 2020.
24	Meeting procedures (a local law governing the conduct of meetings of Council and special committees).	Local law No 1, Meeting procedures made in accordance with Section 91(1) of the *Local Government Act, 1989* Date local law made: 6 November 2014.

I certify that this information presents fairly the status of Council's governance and management arrangements.





David Morcom
Chief Executive Officer
22 October 2020





Cr Alan Hall
Mayor
22 October 2020



6.4 statutory information

The following information is provided in accordance with legislative and other requirements of Council.

6.4.1 DOCUMENTS AVAILABLE FOR PUBLIC INSPECTION

In accordance with regulation 12 of the Local Government (General) Regulations 2015 the following are prescribed documents that are available for inspection or which can be obtained for the purposes of Section 222 of the *Local Government Act 1989 (the Act)* at 18 Desailly Street, Sale.

The following documents are available for inspection:

- A document containing details of overseas or interstate travel (other than interstate travel by land for less than three days) undertaken in an official capacity by Councillor or any member of Council staff in the previous 12 months, including:
  - The name of the Councillor or member of Council staff;
  - Dates on which the travel began and ended;
  - Destination of the travel;
  - Purpose of the travel; and
  - Total cost to the Council of the travel, including accommodation costs.



- The agendas for, and minutes of Ordinary and Special Council meetings held in the previous 12 months which are kept under section 93 of the Act, other than those agendas and minutes relating to a part of a meeting which was closed to members of the public under section 89 of the Act and are confidential information within the meaning of section 77(2) of the Act.
- The minutes of meetings of Section 86 Special Committees established under section 86 of the Act and held in the previous 12 months, other than those minutes relating to a part of a meeting which was closed to members of the public under section 89 of the Act and are confidential information within the meaning of section 77(2) of the Act.
- A document containing details of all leases involving land which were entered into by the council as lessor, including the lessee and the terms and the value of the lease.
- A register maintained under section 224(1A) of the Act of Authorised Officers appointed under that section.
- A list of donations and grants made by the council in the previous 12 months, including the names of persons who, or bodies which, have received a donation or grant and the amount of each donation or grant.
- A register of delegations kept under sections 87(1) and 98(4) of the Act, including the date on which the last review took place under sections 86(6) and 98(6), respectively, of the Act.

In addition, there is other information that Council is obliged to have available for inspection. This includes:

- Local Laws No 1 to 5
- Procurement Policy
- Record of Assembly of Councillors
- Register of Interests

6.4.2 BEST VALUE PRINCIPLES AND CONTINUOUS IMPROVEMENT

The Best Value Principles contained in the Victorian *Local Government Act 1989* place a duty on councils to ensure that their services:

- Offer the best possible quality and value for money
- Are responsive to community needs
- Are accessible to the people they are intended for
- Show continuous improvement
- Are subjected to regular community consultation
- Are reported back regularly to its community on how they measure up against the best value principles.

We also recognise continuous improvement as fundamental to improving community outcomes. We are committed to pursuing continuous improvement as a core part of how we practice our business daily and in our strategic and operational planning.

The corporate planning cycle puts into practice the Best Values principles through:

- Identifying the community needs in terms of Council services and creating strategic objectives to identify the services to be offered and their intended outcomes, as voiced in our Strategic Vision Wellington 2030
- Identifying the service delivery with best possible quality and value for money through linking the community vision- Wellington 2030 with the Council Plan 2017-21 and business planning, and measuring service performance by the means of Corporate Performance Indicators (CPIs)
- Ensuring services are accessible to the people for which they are intended by service planning and explicitly seeking users' experience of the service through forums such as Community Reference Groups, surveys
- Monitoring and refining the services to ensure there is continuous improvement on quality and value, currently through the customer satisfaction survey, service reviews, process mapping in Promapp and business plan reporting in Pulse, Council's Corporate Planning and Reporting system
- Reviewing the service following regular community consultation as part of ongoing strategic planning
- Council reporting regularly to its community on the results of consultation and how the council's services have measured up against the best value principles.

6.4.3 COMMUNITY ENGAGEMENT

Wellington Shire Council adopted a Community Engagement Policy on 16 August 2017 to support Council's Community Engagement Strategy 2017-2020.

During 2019-20, the following has been undertaken within Wellington Shire Council to build on Council's current community engagement approach:

- An employee advisory group for Community Engagement known as WENDI (Wellington Engagement Network – Direction and Innovation) consistently operated to provide optional colleague support for planning of community engagement activities; and
- Seven Council projects have utilised Community Engagement plans to seek community feedback and participation.

During the year, Wellington Shire Council has strengthened its community engagement practice to align with all recommendations from the Victorian Auditor General's Report (VAGO) 'Public Participation and Community Engagement Local Government Sector' (released May 2017), and subsequent legislation changes.

RECOMMENDATION	STATUS	HOW
That all Councils:		
1. Assess their public participation policies and associated resources against the International Association for Public Participation (IAP2) model, update them as necessary, and promote their use throughout the Council.	**Completed**	Wellington Engagement Strategy and Action Plan
2. Build monitoring, reporting and evaluation activities into their public participation activities.	**Completed**	WENDI Group
3. Develop and document comprehensive public participation plans and their outcomes.	**Completed**	Completing Community Engagement Plans for each project (Part A, B C documents)

6.4.4 CARERS RECOGNITION

The *Carers Recognition Act 2012 (the Act)* formally recognises and values the role of carers and the importance of care relationships in the Victorian community. The Act defines a carer as someone who provides care to another person and includes carers under the age of 18. Carers can provide care for a person who:

- Has a disability
- Has a mental illness
- Has an ongoing medical condition
- Is an older person with care needs.

Care relationships also include those situations where a person is being cared for in a foster, kinship or permanent care arrangement.

Within the *Carers Recognition Act 2012* Wellington Shire Council is required to report annually on its care measurement obligations under Section 11 of the Act.

Wellington Shire Council has taken all practicable measures to comply with its responsibilities outlined in the Act.

Some of the ways Wellington Shire Council supports carers is through:

- Recognition of Carers through awareness raising activities such as Volunteers and Seniors Week.
- Participation on networks such as Sale and District Aged Care Network, Wellington Early Years Network and Wellington Access and Inclusion Advisory Group.
- Projects listed in Council's Access and Inclusion Plan and Municipal Public Health and Wellbeing Plan, more specifically within the Social Connection and Inclusion Priority area.
- Wellington Shire Council's funding agreement with Central Gippsland Health and Yarram & District Health Service, who are the providers of Home and Community Care (HACC) services, outlines compliance with all legislation.



6.4.5 CONTRACTS

During the year Council did not enter into any contracts valued at $150,000 or more for services or $200,000 or more for works of a kind specified in section 186(5)(a) and (c) of the *Local Government Act 1989*.

It also did not enter into any other contracts valued at $150,000 or more for goods or services or $200,000 or more for works without engaging in a competitive process.

6.4.6 DISABILITY ACTION PLAN

The *Victorian Disability Act 2006* aims to reaffirm and strengthen the rights and responsibilities of people with disability, which includes recognising the role that government and community support plays in achieving this. In accordance with section 38 of the *Disability Act 2006*, as council has prepared a Disability Action Plan it must report on the implementation of the Disability Action Plan in its annual report.

Wellington Shire Council has reviewed and developed the Wellington Access and Inclusion Plan 2017 – 2022 and accompanying action plan which incorporates a Disability Action Plan.

The focus of the strategy and action plans is:

- To increase accessible programs, services and events offered or funded by Council
- To increase accessible and inclusive information and communications produced by Council
- To increase inclusive employment opportunities at Council for people with disabilities
- For persons employed at Council to be informed about the access requirements of people with disabilities
- To increase advocacy for improved access and inclusion within the Wellington Shire community.



Wellington Shire Council has reviewed and developed the Wellington Access and Inclusion Plan 2017 – 2022 and accompanying action plan which incorporates a Disability Action Plan.

Over the last 12 months some achievements that have come from the Access and Inclusion Plan include:

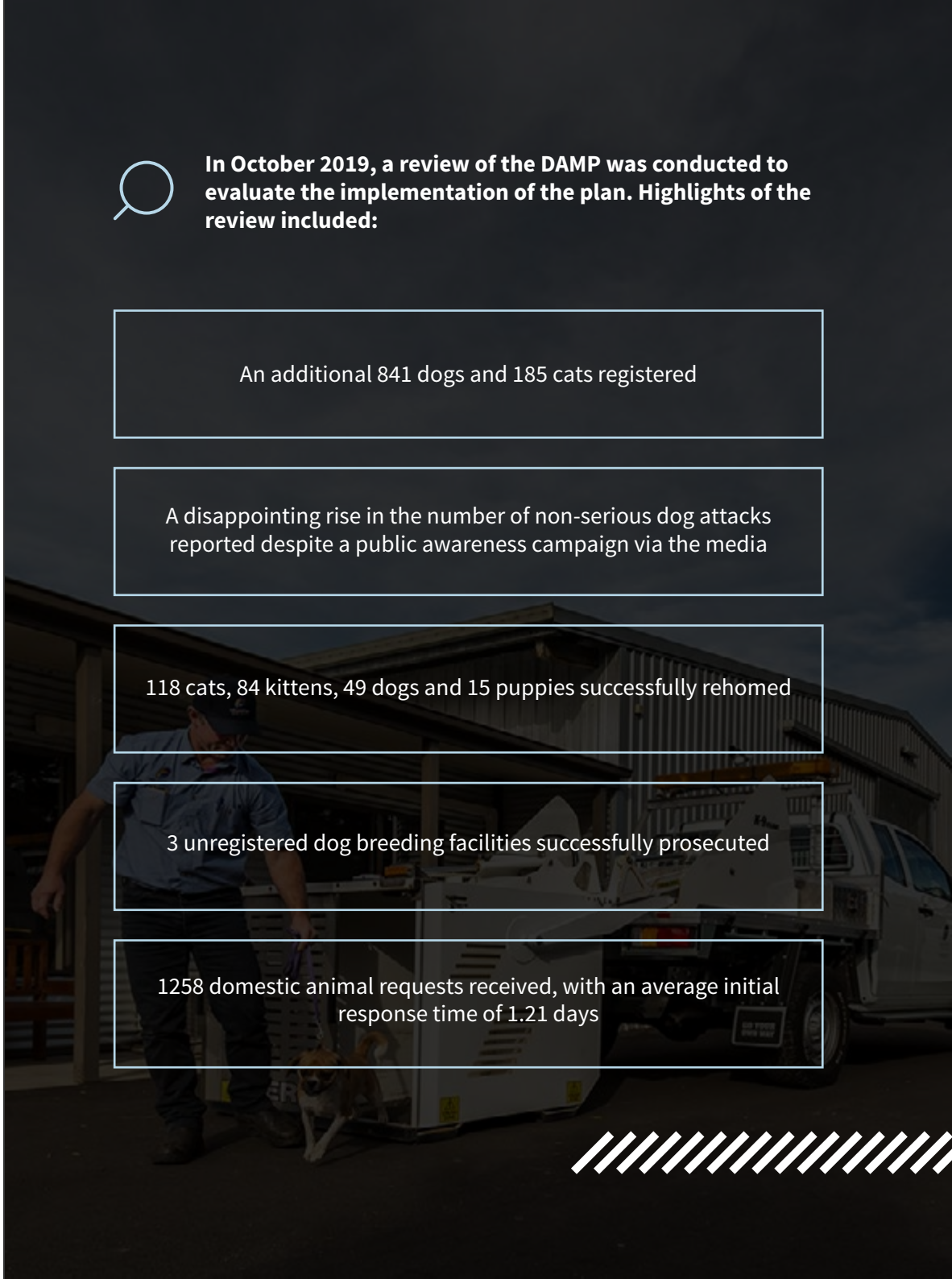
- A review and update of the Low Cost No Cost guide. This guide can be accessed via council services (i.e. Libraries, Council Buildings) and community health services (i.e. Hospitals, Community Centres, Neighbourhood Houses)
- Regular accessibility audits of Aqua Energy completed by person with a disability as part of Wellington Access and Inclusion Advisory Group (WAIAG).
- Successful audit of Aqua Energy to continue as a registered facility under NDIS.
- Accessibility audit of community facilities, including Dargo community facilities and the Maxima (disability service provider) with recommendations provided to increase access and inclusion for people with all abilities
- Accessibility audit for playgrounds used where applicable in update and refurbishment of playgrounds to include inclusive play
- Commencement and planning of accessibility upgrades on community facilities, accessibility noted as a priority where applicable. Process included seeking recommendations from WAIAG and residents with a disability.

6.4.7 DOMESTIC ANIMAL MANAGEMENT PLAN

All Councils in Victoria are required to prepare a Domestic Animal Management Plan (DAMP) every four years. The primary purpose of the DAMP is to provide a strategic guide to the community towards the goal of responsible pet ownership and to assist Council to achieve a professional, consistent and proactive approach to domestic animal management.

DAMP 2017-21 was developed based on the key considerations for:

- Maintaining qualified and experienced staff
- Encouraging increased pet registration and compliance, with an emphasis on cats
- Reducing the number of dog attack incidents by encouraging responsible pet ownership, increasing safety awareness around dogs and enforcing legislation
- Maintaining continued compliance relating to the keeping of declared menacing, dangerous and restricted breed dogs
- Reducing the feral cat population and euthanasia rates of unwanted pets
- Ensuring Domestic Animal Businesses are identified and regulated
- Responding to and investigating animal nuisance complaints in a timely and effective manner
- Responding to any emergency involving people and their pets.



In October 2019, a review of the DAMP was conducted to evaluate the implementation of the plan. Highlights of the review included:

An additional 841 dogs and 185 cats registered

A disappointing rise in the number of non-serious dog attacks reported despite a public awareness campaign via the media

118 cats, 84 kittens, 49 dogs and 15 puppies successfully rehomed

3 unregistered dog breeding facilities successfully prosecuted

1258 domestic animal requests received, with an average initial response time of 1.21 days

6.4.8 FOOD ACT MINISTERIAL DIRECTIONS

In accordance with Section 7E of the *Food Act, 1984*, Council did not receive any Ministerial Directions.

6.4.9 FREEDOM OF INFORMATION

The *Freedom of Information Act 1982 (the Act)* was created to promote openness, accountability and transparency in the Victorian public service by giving the public the right to access government information.

This general right of access to information is limited only by exceptions and exemptions which have been prescribed to protect essential public interests, and the private or business affairs of people about whom information is held by the Council.

Requests for access to documents under the *Freedom of Information Act 1982* must be in writing, clearly describe the documents to which access is requested and include the applicable application fee ($29.60 - 2019/2020).

Requests can be addressed to Freedom of Information Officer, Wellington Shire Council, PO Box 506, SALE VIC 3850, or emailed to foi@wellington.vic.gov.au.

Prior to lodging a request, Council suggests that applicants view publicly available documents, the Freedom of Information (FOI) Part II Statement on Wellington Shire Council's website or contact the Freedom of Information Officer by phoning (03) 5142 3112. Documents may be available outside of the *Freedom of Information Act*.

From 1 July 2019 to 30 June 2020, Wellington Shire Council received seven (7) Freedom of Information requests.

SUMMARY OF FOI REQUESTS	NUMBER
New requests	**7**
Access granted in full	**3**
Access granted in part	**3**
Requests not finalised at the end of the reporting period	**0**
Withdrawn	**0**
Requests processed outside of the Freedom of Information Act	**0**
Requests – no documents existed	**0**
Others: not processed, not proceeded with (request never clarified)	**1**
Application fees collected	**$207.20**
Access charges collected	**$630.90**
Access charges not paid (processed documents not collected)	**$419.25**

SUMMARY OF FOI APPEALS	NUMBER
Complaints lodged with the Office of the Victorian Information Commissioner (OVIC) and investigated	**0**
Applications for review of FOI decision to the Office of the Victorian Information Commissioner (OVIC)	**1**
Application to the Victorian Civil and Administrative Tribunal (VCAT)	**0**
Notices served on the agency under Section 12(1)	**0**
Disciplinary action taken out against any officer in respect of the administration of this Act.	**0**
Outcomes of requests outstanding from previous reporting period	**2 granted in part**

Wellington Shire Council's Freedom of Information Policy is published on Council's website and for more information regarding freedom of information, please refer to Council's website www.wellington.vic.gov.au or visit the Office of the Victorian Information Commissioner (OVIC) website www.ovic.vic.gov.au.

Mrs Marj McInnes, Coordinator Information Management is authorised under Section 26(1) of the *Freedom of Information Act 1982* ('FOI Act') to make decisions in respect of Freedom of Information requests made to Wellington Shire Council.

The Principal Officer of Council is Mr David Morcom, Chief Executive Officer.

6.4.10 PRIVACY AND DATA PROTECTION

Wellington Shire Council is committed to protecting the privacy of individuals and the responsible and fair handling of personal information, consistent with the requirements of the *Privacy and Data Protection Act 2014* and *Health Records Act 2001*.

The *Privacy & Data Protection Act 2014* has ten (10) Information Privacy Principles (IPPs) which govern the collection, use and management of personal information by Victorian public sector organisations, local councils' and contracted service providers.

Council will only collect personal information where it is necessary to perform Council functions, or when required by law and protects personal information from misuse, loss and inappropriate access and disclosure.

On-line training courses and information bulletins are regularly communicated within our agency to assist staff, contractors, Councillors, volunteers and agency staff to understand their information privacy obligations and the *Privacy and Data Protection Act 2014.*

Council's Privacy & Data Protection Policy is available on our website www.wellington.vic.gov.au.

Privacy enquiries can be made to Council's Privacy Officer by phoning (03) 5142 3112 or emailing enquiries@wellington.vic.gov.au.

No privacy breaches were recorded against Wellington Shire Council in 2019/20.



6.4.11 PUBLIC INTEREST DISCLOSURE PROCEDURES

The *Public Interest Disclosures Act 2012* came into force on 1 January 2020 but was adopted by Council at the 17 December 2019 Council meeting as part of the adoption of the 2020 Council Policy manual. This legislation replaced the *Protected Disclosure Act 2012* and the updates to the *Public Interest Disclosures Act 2012* provides stronger protections for people who make disclosures about improper conduct in the public sector, including Wellington Shire Council, its staff, employees and Councillors. Procedures for anyone wanting to make a disclosure are availably publicly on our website at https://www.wellington.vic.gov.au/pages/public-interest-disclosures-process.

During the 2019/20 year, no disclosures were made to the Public Interest Disclosure Coordinator or to Independent Broad-based Anti-Corruption Commission (IBAC).

6.4.12 ROAD MANAGEMENT ACT MINISTERIAL DIRECTION

In accordance with Section 22 of the *Road Management Act, 2004*, Council must publish a copy or summary of any Ministerial direction in its annual report. No such Ministerial Directions were received by Council during the financial year.

6.4.13 INFRASTRUCTURE AND DEVELOPMENT CONTRIBUTIONS

In accordance with section 46GM and 46QD of the *Planning and Environment Act 1987*, a council that is a collecting or development agency must prepare and give a report to the Minister for Planning on infrastructure and development contributions including levies and works in kind. The report must be published in Council's annual report. There were no such reports in 2019/20.

6.5

other operational information

6.5.1 GRANTS DISTRIBUTED

6.5.1.1 Community Assistance Grants 2019/20 - Fifty (50) applicants were successful in receiving Community Assistance Grants across the categories: Projects, Events and Facilities, totalling $219,107 (details below).

ORGANISATION	PROJECT TITLE	AMOUNT FUNDED
Anglican Parish of Avon	Anglican Parish of Avon - Family Fun Fair	**$3,500**
Art House Gippsland	Inward Goods Festival	**$5,000**
Briagolong Mechanics' Institute Hall CoM	Briagolong Film Festival 2020	**$3,840**
City of Sale Eisteddfod Society Inc	City of Sale Eisteddfod - 73rd year	**$5,000**
Coongulla Reserves Committee of Management	Community NYE in the Park	**$3,500**
George Gray Centre	Drama @ GGC	**$4,000**
Giffard West Hall Committee of Management Inc.	Air conditioners for the hall	**$5,000**
Gippsland Auto Museum Inc	The Guard's Van Project	**$5,000**

ORGANISATION	PROJECT TITLE	AMOUNT FUNDED
Gippsland Lakes Roller Derby	Skating venue safety	**$3,900**
Glassford Kindergarten	Sandpit and play space redevelopment	**$5,000**
Golden Paradise Beach Residents & Ratepayers Association Inc	End of Summer Surf Festival	**$5,000**
Heyfield & District Machinery	Heyfield Vintage Machinery Rally 2020	**$5,000**
Heyfield Bowling Club	Improved lighting of Heyfield Bowls Club synthetic green	**$5,000**
Heyfield Tennis Club	Acoustic enhancement	**$5,000**
Heyfield Traders & Tourism Assoc	Heyfield Food and Wine Festival	**$5,000**
Lions Club of Sale Inc	Kids Day 2020	**$2,000**
Loch Sport Boat Club Inc	Weathercam upgrade	**$3,216**
Loch Sport Business and Tourism Association	Annual Loch Sport New Year's Eve Fireworks Display	**$5,000**
Loch Sport Golf Club	Victorian Sand Green Championships	**$5,000**
Maffra Agricultural Society	Maffra Food and Wine Court	**$5,000**
Maffra Bowls Recreation Inc	Cooling system	**$4,114**
Maffra Business & Tourism Association	Maffra Christmas Festival	**$5,000**
Maffra Gymnastics	Keeping Maffra Gymnastics Club open	**$5,000**
Maffra Neighbourhood House	Indoor Movie Night	**$3,493**

ORGANISATION	PROJECT TITLE	AMOUNT FUNDED
Mirridong Services Inc	2020 Mirridong Services Inc Production	**$4,000**
Port Albert Progress Association	Port Albert NYE Night Market and Fireworks Display	**$5,000**
Riviera Triathlon Club	Maffra Teams Triathlon	**$5,106**
Rosedale & District Adult Horse Riding Club Inc	Safety Improvements for the local equestrians	**$5,000**
Rotary Club of Sale Central	Monday Tucker	**$5,000**
Sale Baptist Church	Free Community Fun Day	**$5,000**
Sale Basketball	Sale Amateur Basketball Association Junior Tournament	**$5,000**
Sale Girl Guides	Hall Structural Repairs	**$5,000**
Sale Music Festival	Sale Music Festival: Picnic on the Green	**$5,000**
Sale Polocrosse Club	Sale Polocrosse Annual Polocrosse Tournament 2019	**$5,000**
Sale RSL and Community Sub-Branch	75th Anniversary End World War Two Concert	**$2,642**
Sale-Maffra & District Kennel Club	Gippsland International Winter Festival - All Breeds Championship Dog Shows	**$5,000**
Stratford on Avon Shakespeare Association	Shakespeare on the River Festival	**$5,000**
Stratford on Avon Shakespeare Association	The Art Colt Police Stables Refurbishment	**$4,148**
Tarra Festival Committee Inc	2020 Tarra Festival	**$5,000**
Valencia Soldier's Memorial Hall Committee	Industrial dishwasher	**$4,500**

ORGANISATION	PROJECT TITLE	AMOUNT FUNDED
Won Wron Recreation Reserve CoM	Additional water supply	**$5,000**
Wonyip Hall CoM	Keep the Hall safe	**$4,150**
Woodside & District Football Netball Club	Annual Family Fun Day & Show 'n' Shine	**$3,500**
Woodside Beach Surf Lifesaving Club	Female Amenities Upgrades	**$3,998**
Yarram Adult Horse Riders Club	Yarram Equestrian Future Planning	**$4,000**
Yarram Agricultural Society	Yarram Ag Show 2019	**$5,000**
Yarram Combined Churches Committee	Christmas Hamper Appeal 2019	**$2,000**
Yarram Eisteddfod Inc	Yarram Eisteddfod 2020	**$4,500**
Youth Insearch Foundation (Aust) Inc	Youth empowerment program	**$5,000**

6.5.1.2 Quick Response Grants 2019/20 - Sixty-five (65) applicants were successful in receiving Quick Response Grants, totalling $111,605

ORGANISATION	PROJECT TITLE	AMOUNT FUNDED
Anglican Parish of Avon	Stratford Community Carols by Candlelight 2019	**$2,000**
Boisdale Public Hall	Boisdale Public Hall Garden Revival	**$2,000**
Boisdale-Briagolong Football Netball Club	Boisdale Community Day	**$2,000**
Boisdale-Briagolong Football Netball Club	Netball Changeroom enhancement	**$2,000**
Briagolong Mechanics Institute	Briagolong History Cataloguing Project	**$999**
Carrajung Community Group	Carrajung Hall Revival Project	**$2,000**
Central Gippsland Tourism	Shine Bright Gippsland	**$2,000**
Dargo Heritage Museum	Water Tank Replacement for Public Toilet	**$825**
Dargo Landcare Group Inc	Weeding Them Out	**$2,000**
Fry’s Reserve Committee of Management	Fry's Reserve Activation Improvements	**$2,000**
George Gray Centre	Puppet on a String' performance	**$1,550**
Gippsland Regional Arts Sale	Swing Bridge Drive Mural Project - community consultation	**$1,125**
Gormandale Community House and Learning Centre	Gormandale Twilight Market and Fair 2019	**$2,000**
Gormandale Country Women's Association	Gormandale CWA 70th Birthday	**$700**

ORGANISATION	PROJECT TITLE	AMOUNT FUNDED
Gumnuts Early Learning Centre	Water Tank Installation	**$1,482**
Heyfield Community Children's Charity Fund	Heyfield Bowls Club 6 Hour Fundraiser	**$500**
Heyfield Community Resource Centre	Getting the House in Order - Blinds	**$1,945**
Heyfield Cricket Club	Heyfield Cricket Club Mower contribution	**$2,000**
Heyfield Football Netball club	Heyfield Football Netball Club Mower contribution	**$2,000**
Heyfield Golf Club	Essential Equipment repairs	**$2,000**
Heyfield Traders and Tourism	Heart Safe Community - outdoor AED's for Heyfield	**$1,960**
Historic Port Albert Boat Club	Port Albert Seaside Festival 2020	**$2,000**
Lake Wellington Yacht Club	Marlay Point Family Fair	**$1,640**
Lake Wellington Yacht Club	Lake Wellington Yacht Club room Upgrades	**$999**
Lions Club of Longford	Festival of the Little People 2019	**$2,000**
Lions Club of Sale	Sale Carols by Candlelight	**$2,000**
Loch Sport Bowls Club	Into the Future - lighting efficiency project	**$2,000**
Loch Sport Bowls Club	Into the Future - computer	**$666**
Loch Sport Business & Tourism	Tourism booklet and website	**$2,000**
Loch Sport RSL Inc	Removing Kitchen Hazards	**$2,000**

ORGANISATION	PROJECT TITLE	AMOUNT FUNDED
Maffra Agricultural Society	Taste of Wellington	**$2,000**
Maffra Golf Club	Greening Maffra Golf Club for the future	**$2,000**
Maffra Golf Club	Chainsaw Safety and Skills Program	**$2,000**
Maffra Men's Shed	Heavy Duty Storage System	**$2,000**
Maffra Neighbourhood House	Social Isolation Project	**$2,000**
Marley St Residents Group	Happy Holiday Celebration	**$550**
Meerlieu Public Hall	Blind Replacement	**$2,000**
Nambrok Cricket Club	Raise the Bat for East Gippsland	**$1,338**
Nambrok Tennis Club	Technical Audit	**$1,030**
North Gippsland Country Women's Association	2020 CWA Creative Arts Exhibition	**$1,065**
Paradise & Golden Beach Senior Citizens Club Inc	Community Memorial Flagpole	**$455**
Port Albert Progress Association	Alberton Cemetery Tours	**$2,000**
Riviera Triathlon Club	Maffra Teams Triathlon event	**$2,000**
Rosedale Cemetery Trust	Rosedale Cemetery Water Tank	**$2,000**
Rosedale Kilmany Cricket Club	Mower repairs	**$2,000**
Sale Elderly Citizens Village Inc	Resident communication with families	**$2,000**

ORGANISATION	PROJECT TITLE	AMOUNT FUNDED
Sale Mens Shed	Shed Upgrades	**$1,730**
Sale North Kindergarten	Sandpit upgrades	**$2,000**
Sale Senior Citizens Centre	New Future project	**$599**
Sale Vintage Tractor Club	Longford Vintage Tractor Pull 2020	**$2,000**
Stradbroke Hall	New hot water service	**$1,330**
Stratford Football Netball Club	User Friendly Goal Nets	**$2,000**
Stratford Recreation Reserve CoM	Cricket Pitch Roller repairs	**$2,000**
Stratford Town Crier	Laptop Upgrade	**$1,918**
Uniting Gippsland	Children's Week 2019	**$2,000**
Uniting Gippsland	Homelessness Week 2019	**$1,200**
Veronica Maybury Memorial Recreation Reserve CoM	Australia Day Long Weekend Surf Fishing Carnival 2020	**$2,000**
Wellington BBQ Inc	Wellington BBQ Prostate Cancer Fundraiser and Awareness 2019	**$2,000**
Wellington Warriors Football Club	Club Recruitment Media Campaign	**$2,000**
West Sale Bowls Club	West Sale Bowls Club Renovation	**$2,000**
Woodside Football Netball Club	Woodside Wildcats Fishing Comp 2019	**$2,000**
Wurruk Community House	Refresh Project - new flooring	**$2,000**

ORGANISATION	PROJECT TITLE	AMOUNT FUNDED
Yarram Agricultural Show Society	Bounce and Bop	**$2,000**
Yarram and District Canine Club Inc	Yarram and District Canine Club inc Inaugural Championship Dog Show	**$2,000**
Yarram Football Netball Club	Repair Yarram Recreation Reserve oval surface	**$2,000**

6.5.1.3 Individual Sponsorships - Wellington Shire Council provided $8,900 as individual sponsorship for 19 applicants in 2019/20.

RECIPIENT	ACTIVITY TITLE	AMOUNT FUNDED
Alyssa Greening	Pony Club Tri-nations Showjumping Competition	**$500**
Anouk Meereboer	2019 Launceston Youth Football Tournament'	**$500**
Bailey Harrison	Australian Country Junior Basketball Cup	**$500**
Cassie Farley	School Sports Australia Track & Field Championships	**$500**
Chloe Rees	Victorian Under-14 Club Championships	**$300**
Cohen Wade	Pony Club Championships in Australia, New Zealand and China	**$500**

RECIPIENT	ACTIVITY TITLE	AMOUNT FUNDED
Darcy Wade	Pony Club Championships in Australia and New Zealand	**$500**
Elijh Berry	Victorian Junior Basketball League	**$500**
Jack Green	Australian Eightball Federation Junior National Championships	**$500**
Jade Derham	2019 Launceston Youth Football Tournament	**$500**
Jasmin Underwood	Kokoda Trail	**$500**
Jemma Birss	Basketball Victoria State Development Program	**$500**
Levi Scalter	School Sport Victoria Golf State Team	**$500**
Lexi Prichard	2019 Launceston Youth Football Tournament'	**$500**
Lola Wilson	Victorian Under-14 Club Championships	**$300**
Luca Haran	West Ham United 2020 UK Development Tour	**$500**
Sienna Wynd	2020 ACJCB Southern Cross Challenge and State Development squad	**$500**
Tayli DiMarco	Victorian Under-14 Club Championships	**$300**
Te Ruinga Nyman	Australian Eightball Federation Junior National Championships	**$500**

6.5.2 CITIZENSHIP



During 2019/2020 Wellington Shire Council conducted three Citizenship ceremonies, including a ceremony on Australia Day for new citizens.

A ceremony scheduled for April 2020 was postponed due to the COVID-19 pandemic and the Government restrictions in place at the time.

Throughout the last year we welcomed 50 new citizens from 20 different countries into our community. Some of the countries represented included India, China, Thailand, Germany, Philippines, Nepal, Canada, Ethiopia, Bangladesh, Ireland, New Zealand and France.

These new citizens were warmly welcomed into our community and we are anticipating a similar, or possibly higher number during 2020/21.

6.5.3 CIVIC RECEPTION

There was only one Civic Reception during the 2019/20 year for 2020 which was Australia Day Awards Luncheon. Our usual Civic Reception for New Professionals, scheduled for May 2020, was postponed due to the COVID-19 Government restrictions based on the number of people allowed at indoor gatherings.

2020 Australia Day Awards Luncheon
10 December 2019



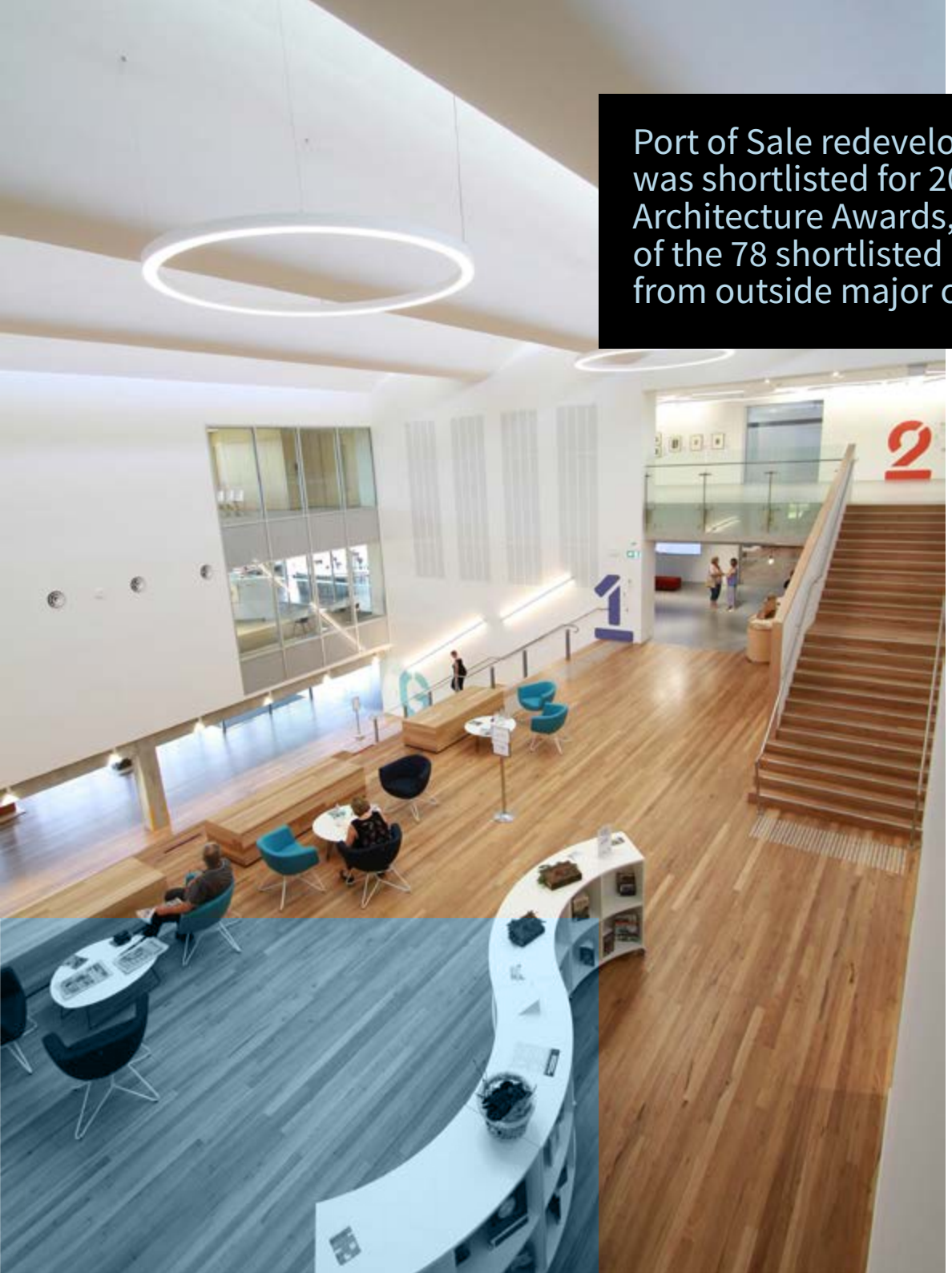
A luncheon was held for approximately 87 guests to announce the winners of the 2020 Wellington Shire Council awards for our Citizen of the Year, Young Citizen of the Year, Community Event of the Year and Community Group of the Year.

This event is a great way to recognise not only the winners, but also the people who took the time to nominate them and all the other nominees in each category.

This is the eighth year Council has acknowledged our community members with the special luncheon. Numerous communities and individuals were represented, and many outstanding achievements and contributions recognised.

This past year has particularly highlighted our great people and events held during extreme conditions of drought and bushfire. These events would not be possible without the help of all our great communities, big and small.

Everyone was a winner on the day and a great time was had by everyone present.



Port of Sale redevelopment project was shortlisted for 2019 National Architecture Awards, with only 1 in 4 of the 78 shortlisted projects coming from outside major cities.

6.5.4 AWARDS/RECOGNITION

- West Sale Airport was recognised as Australia's Small Regional Aerodrome of the Year at the Australian Airports Association (AAA) National Airport Industry Awards. The awards form part of the AAA National Conference, which is the largest airport event in Australia.
- Port of Sale redevelopment project was shortlisted for 2019 National Architecture Awards, with only 1 in 4 of the 78 shortlisted projects coming from outside major cities.
- 'Design By Pidgeon' and 'The View From Here' shortlisted as a finalist in the Australian Graphic Design Association (AGDA) Design Awards, Design Crafts category for Typography for Port of Sale branding.
- Catherine Vassiliou, Coordinator Social Planning & Policy, graduated from the Gippsland Community Leadership Program, class of 2019.
- Sharon Houlihan, General Manager Community & Culture, graduated from Local Government Professionals Executive Leadership Program, class of 2019.

6.5.5 ADVOCACY

- Watch Around Water community awareness water safety campaign was further strengthened, to promote parental supervision of children at Aqua Energy aquatic centre and the regional outdoor swimming pools.
- Introduction of Adult Learn to Swim program at Aqua Energy to advocate for public swimming safety.
- Council advocated for support for the 'Libraries Change Lives' budget bid 2020-2021.
- Council advocated to Minister for Public Transport to support the importance of rural students having access to affordable travel to Melbourne to participate in activities in Victoria's capital city.
- Emergency Management input into the Royal Commission for Natural Disaster Arrangements.
- Council advocated to the state and federal governments and Municipal Association of Victoria regarding Victorian Government funding to support local governments in the provision of access and inclusion programs and support.
- Youth Council on-going advocacy and support for:
  - Headspace satellite service in Sale - successfully advocated for establishment of a youth mental health service as a satellite of the existing Bairnsdale headspace service and involved in advisory capacity in the establishment of the new service.
  - Climate change awareness and action.
  - Concerns over the Religious Discrimination Bill.

6.5.6 YOUTH EVENTS AND ACHIEVEMENTS

- Youth-led FReeZA (Victorian Government funded program providing opportunities for drug and alcohol-free events for young people) groups: Wellington Youth Film Festival Crew; OPAL (an LGBTIQ+ youth group); Propellor (music focus with the support of FReeZA) and Wellington Shire Youth Council; engaged over 5,000 community members in a range of social, educational and cultural events.
- Council provided many opportunities to support young people grow the skills they need to advocate effectively:
  - The 2019 Step Up Youth Summit 'Your Voice, Our Future' was held on 19 July in the Wellington Room at the Port of Sale with approximately 55 young people attending undertaking a range of workshops focusing on issues for young people from across Wellington.
  - Youth Parliament
  - Halogen National Leadership Conference
  - Ripple's Launchpad workshops focussing on Career, Community and Civics.
  - Podcast development
- 2019/20 was a year which again celebrated young people's unique creative skills:
  - Wellington Youth Film Festival
  - Wellington Youth Art Prize
  - Open Mic Nights and Battle at the Bundy





2019/20 was a year which again celebrated young people's unique creative skills - including Open Mic Nights and Battle at the Bundy.

6.5.7 EMERGENCY MANAGEMENT

6.5.7.1 Bushfire Emergency

During 2019-20, the emergency management team faced many challenges. Early in the year, while there was still a focus on recovery from 2019 Summer bushfires, a significant effort was required over Christmas - New Year period and into January to support evacuees from the January 2020 East Gippsland bushfires and then to support East Gippsland Shire throughout the summer. As this response and relief effort moved into recovery phase, the COVID-19 Pandemic emergency hit. In light of two major bushfire seasons and the COVID-19 pandemic within 14 months, a new temporary role of Manager Emergencies and Pandemic was created in March 2020 to strengthen the Emergency Management team.

Support for East Gippsland Shire included:

- Emergency Relief Centre at the Sale Baptist Church was open for a total of 11 days to support evacuation.
- Sale Showgrounds used for people with accommodation in caravans and with horses.
- Gippsland Regional Sports Complex open for airlifted evacuees from Mallacoota via RAAF base.
- Wellington Emergency relief centre staff deployed to East Gippsland relief centres
- Emergency Management Liaison Officers deployed to East Gippsland incident control centres.

Staff deployed to relieve East Gippsland Shire Council staff - caravan park manager, building surveyor, Environmental Health Officer, relief centre coordination and recovery planning.

6.5.7.2 COVID-19 Pandemic Emergency

To manage community's relief needs during the COVID-19 pandemic, council's relief line was activated to take calls from residents and refer them to appropriate welfare agencies in the municipality. Wellington Shire Council then became the community connector service provider under the state Community Activation and Social Inclusion (CASI) scheme, taking referrals from the state COVID-19 hotline and referring them to local providers.

Recovery planning is well underway to deal with the impacts of COVID-19 restrictions. This includes multiagency collaborations in addressing key social connectivity issues as well as an online community survey to provide a community perspective on important areas for recovery from COVID-19 restrictions.

Welfare checks via phone call or letter to all ratepayers over the age of 65 years of age were undertaken as part of relief effort during COVID-19 restrictions.

Staff from across other areas of council operations continue to be reassigned to work on the COVID-19 relief effort.

6.5.8 GRANTS RECEIVED FOR PROJECTS

- **$1,500,000:** Three Black Spot applications totalling approx. $1.5M (Ryans Road, Gormandale – Stradbroke Road, and Tinamba – Newry Road).
- **$1,134,000:** Safe Travel in Local Streets – successful funding application for roundabout at intersection of Macarthur Street and Market Street.
- **$1,000,000:** Drought Communities Program funding (Australian Government) for:
  - Briagolong Recreation Reserve Traffic Management Upgrades
  - Briagolong Recreation Reserve Open Space Upgrades
  - Heyfield Youth Precinct
  - Heyfield Vintage Machinery Club – Multipurpose Shelter
  - Maffra Lawn Tennis Club Fencing
  - Stratford Community Hub Accessibility Upgrades
  - Yarram Regent Theatre Façade, Signage and Accessibility Upgrades
- **$880,000:** Grant provided from the Australian Government's Female Facilities & Water Safety Program for the Sale Oval Changeroom Redevelopment.
- **$536,000:** Department of Agriculture, Water, and the Environment – Communities Combating Pest and Weed Impacts During Drought Program.
- **$500,000:** Sustainability Victoria – E-Waste Infrastructure Grants Round 1.
- **$329,022:** Received as part of the Public Libraries Funding Program (Victorian Government).
- **$150,000:** Leave Early Access Road Network (LEARN) Roads - Safer Together Victoria grant secured for new roadside vegetation management program establishment (Victorian Government).

- **$250,000:** Drought funding – Heyfield Youth Play Precinct.
- **$175,000:** Loch Sport Foreshore Redevelopment Project.
- **$114,000:** VicRoads L2P Program funding secured to help people in disadvantaged circumstances access driving experience towards their driver's licence.
- **$98,000:** DELWP – Growing Victoria Botanic Gardens – Sale Botanic Gardens.
- **$97,000:** Funding offer was accepted from Transport Accident Commission (TAC) Local Government Grants Program for Seaspray Vulnerable Road Users Treatments.
- **$95,000:** Creative Victoria provided operational funding through the Regional Partnership Program to both the Wedge and the Gippsland Art Gallery (Victorian Government).
- **$90,000:** South East Victorian Fires - Recovery Support - (Victorian Government).
- **$75,000:** FReeZA funding over three years for drug, alcohol and smoke free festivals, live music events and cultural workshops (Victorian Government).
- **$40,000:** DELWP Regional Integrated Water Management (IWM) Program Investment for "Development of a Wellington Shire IWM Strategy".
- **$59,000:** Community Activation and Social Inclusion Project - Department of Health and Human Services grant secured to provide community connectedness program during COVID-19 restrictions.
- **$58,000:** DELWP Community Climate Change Adaptation Grants – "Playing the Climate Game - for a trial of warm season grass varieties for Baldwin Reserve to ensure playability under changing climatic conditions and workshops for sporting communities top understanding impacts of climate change".



A grant of $48,000 was secured from the Tennis Australia National Court Rebate Program for the Pine Lodge Tennis Court Redevelopment in Stratford.

- **$58,000:** Commonwealth Home Support Program for support of senior citizens centres' operations (Australian Government).
- **$55,000:** Early Childhood Planning transition to 3year old Kinder from Department of Education and Training.
- **$50,000:** Latrobe Valley Authority – Gippsland Smart Specialisation Innovation Funding for "Gippsland Bioenergy Development Framework Project".
- **$48,000:** Grant secured from the Tennis Australia National Court Rebate Program for the Pine Lodge Tennis Court Redevelopment.

A $25,000 Health Innovations Grant from Department of Health & Human Services (Victorian Government) was received.



- **$40,000:** DELWP Regional Integrated Water Management Program Investment for “Development of a Wellington Shire IWM Strategy”.
- **$40,000:** VicRoads Community Road Safety grant.
- **$34,320:** Local Incident Management Plan (LIMP) Evaluation - Safer Together Victoria grant secured to evaluate East Gippsland program for possible roll out in Wellington Shire (Victorian Government).
- **$25,000:** Health Innovations Grant from Department of Health & Human Services (Victorian Government)
- **$20,000:** Latrobe Valley Business & Industry Capability Fund, Stream 4, Social Enterprise Network Victoria SENVIC Enterprising Gippsland Marketing Plan (Department Jobs, Precincts & Regions).
- **$19,500:** Sustainability Victoria – E-Waste Infrastructure Grants Round 2.
- **$15,000:** Funding for ‘This Girl Can’ program (Victorian Government).
- **$15,000:** VicHealth Walk to School grant.
- **$10,000:** Social Enterprise Network Victoria (SENVIC) Local Lead grant of $10,000 per year for two years attracted by a Gippsland Consortium with Wellington Shire Council being elected as secretariat and holder of funds.
- **$10,000:** Department of Industry, Innovation and Science - Communities Environment Program – “Wellington Natural Biodiversity Enhancement Project” (Revegetation at two wetlands: Glenhaven Estate and Former Sale Transfer Station).
- **$10,000:** Healthy Equal Youth (HEY) Youth Affairs Council grant secured for initiatives aimed at improving mental health and wellbeing of LGBTIQA+ young people.
- **$9,395:** Library service was allocated $9,395 as part of the 2019-20 Premiers’ Reading Challenge Book Fund (Victorian Government).
- **$2,000:** Wellington Libraries successfully secured a grant from Inspiring Victoria funding to deliver the ‘Little Bang Discovery Club’, a new science program.
- **$2,000:** Youth Week grant for youth week events (Victorian Government).

6.5.9 COUNCIL MANAGED RECREATIONAL FACILITIES

THE WEDGE

6.5.9.1 The Wedge - The Wedge entertainment centre is a contemporary hub for performing arts and entertainment complete with theatre, versatile meeting rooms and modern café. The following summary demonstrates the breadth and diversity of performing catered for at this facility during 2019/20.

SHOW	TYPE
MICF	Comedy
My Brilliant Divorce - Hit Productions	Drama
American Superstars	Contemporary Music
Taste of Tamworth	Country Music
A Room of Ones Own - RAV	Drama
L'AMOUR The 4 DIVAS	Opera / Musical Theatre
Sun Rising	Contemporary Music
Glory Days	Contemporary Music
Night songs	Cabaret
Alice in Wonderland	Family Theatre
The Sapphires	Drama
Lady Beatle (prerig on 9th)	Contemporary Music

SHOW	TYPE
Rock Through the Ages Volume 3	Contemporary Music
Mozart the King	Classical Music
Elton Jack (Aldo Lennard)	Contemporary Music
The Ultimate Led Zeppelin, Legacy No Quarter	Contemporary Music
Jesus Christ Superstar	Opera / Musical Theatre
Lise Rogers is Jane Austen, presented for the Library	Drama
Getting dressed with Jane, presented with the Library	Drama
Meet the Artist, Lise Rogers, presented with the Library	Engagement
The Barber Of Saville, presented with Esso	Opera

SHOW	TYPE
Music and More with Julie Ward Community Choir	Drama
Legends of Song	Orchestral
Gippsland Symphony Orchestra - Beethoven no.5	Orchestral
Christmas Follies	Variety
Music and More	Community music concert
Sale City Band, Legends of Song	Jazz
Mark Vincent	Contemporary Music
Music Box	Contemporary Dance
Illusionist Anthony Street	Variety
Taylor Henderson sings Ed Sheeran	Contemporary Music
Shades of Buble	Contemporary Music
David Strassman	Comedy
Buddy Holly	Contemporary Music
An Evening with The Waifs	Contemporary Music

SHOW	TYPE
Tinkerbell & the Dream Fairies, Esso Event	Children's theatre
An Esso Night Under the Stars	Variety
David Strassman, The Chocolate Diet	Comedy
Adam Thompson Bohemian Rhapsody	Contemporary Music
Little Shop of Horrors	Music Theatre
Lee Kernaghan at Sale Memorial Hall	Country Music
Trivia with Darren McCubbin Online	Variety
Trivia Grand Final	Variety
Gippsland Live Competition Online	Contemporary Music
Possum Presents Online	Contemporary Music

GIPPSLAND ART GALLERY

6.5.9.2 Gippsland Art Gallery - Gippsland Art Gallery is home to Gippsland's most comprehensive collection of art and hosts a diverse and dynamic range of exhibitions and visitor programs. The following summary demonstrates the breadth and diversity of visual arts offered at this venue during 2019/20.

EXHIBITION NAME	TYPE
The Collection	Painting, photography, sculptures, textiles, etc
Stories from the Collection	Painting, photography, sculptures, textiles, ceramics, etc
Sculpture from the Collection	Sculpture
Margret Booth & Angi Thomas: Insight	Painting, Ceramics
Heather Shimmen: The Ladies of the Pleiades	Printmaking, Sculpture
The Art of Annemieke Mein (exhibition 3)	Textiles, Sculpture, Drawing, Craft & Design
Baw Baw Arts Alliance	Mixed media (community arts group)
Allan Fox: Good Vibrations	Painting, Craft & Design
Gumnuts Kindergarten	Children's art - Painting, Sculpture
NAIDOC Week - Ronald Edwards-Pepper	Painting
Crystal Stubbs: Wonderland	Glass
Space: 50 Years since the moon landing	Painting, Drawing, Textile, Multimedia, etc
Nadine De Groot	Painting
The Art of Annemieke Mein (exhibition 4)	Textiles, Sculpture, Drawing, Craft & Design

EXHIBITION NAME	TYPE
Be Persuaded	Textiles, Costumes
Grand Country: Fred Williams in Gippsland	Painting
Kath Foley Kindergarten	Children's art - Painting, Sculpture
Dementia Victoria	Mixed media
2019 Wellington Youth Art Prize	Mixed media
Glassford Kindergarten	Children's art - Painting, Sculpture
Haydon Jackson: Wild Things	Painting
Meg Viney & Zetta Kanta: Whispering Landscapes	Textile
The Big Draw	Drawing
Maffra Primary School	Children's art - Painting, Sculpture
David Aspden: Vital Transformation	Painting
Nick Mount: Hot Glass	Glass
Gallery Geckos Summer art activities	Children's art - Painting, Sculpture
Louisa Waters: Erasure	Painting, Drawing, Printmaking
The Art of Annemieke Mein (exhibition 5)	Textiles, Sculpture, Drawing, Craft & Design
Simon Deere: The Nature of Decay	Drawing

EXHIBITION NAME	TYPE
Susan Purdy: Australia Phoenix	Photography
Art Aid Gippsland - Fundraiser for Gippsland Bushfire Relief	Painting, Sculpture, Printmaking, Photography, Ceramics
Peter Cole: The Circus of Life	Painting, Sculpture, Drawing, Craft & Design
Gippsland Women's Health: Powerful Together, Uniquely Different	Painting, Sculpture, Installation
East Sale Kindergarten	Children's art - Painting, Sculpture
Jan Hendrik Scheltema: The Lost Impressionist	Painting, Drawing
Recent Acquisitions	Painting, Printmaking, Ceramics, Textile, Sculpture
Queen Street Kindergarten	Children's art - Painting, Sculpture

List of Artist Talks held at the Gippsland Art Gallery during 2019/20.

DATE	ARTIST TALKS	EXHIBITION NAME
5 July 2019	First Friday conversation series - guest Gillian Kline	Stories from the Collection
9 July 2019	Exhibition Tour with Gallery Director	Stories from the Collection
2 August 2019	First Friday conversation series - guests Mae Adams and Deborah Milligan	Space: 50 Years since the moon landing
16 August 2019	Artist Talk - Daniel Gurner	Space: 50 Years since the moon landing
6 September 2019	First Friday conversation series - guest Crystal Stubbs	Crystal Stubbs: Wonderland
4 October 2019	First Friday conversation series - guest Klara Jones	Stories from the Collection
1 November 2019	First Friday conversation series - guests Meg Viney-Bell and Zetta Kanta	Meg Viney & Zetta Kanta: Whispering Landscapes
16 November 2019	Artist Talk - Nick Mount	Nick Mount: Hot Glass
1 February 2020	Annemieke Mein Book Signing	The Art of Annemieke Mein
7 February 2020	First Friday conversation series - guest Simon Deere	Simon Deere: The Nature of Decay
18 February 2020	Teacher Professional Development - Exhibition Preview	Peter Cole: The Circus of Life
6 March 2020	First Friday conversation series - guest Gippsland Women's Health	Gippsland Women's Health: Powerful Together, Uniquely Different
14 March 2020	Artist Talk - Peter Cole	Peter Cole: The Circus of Life

Some of the Gallery's best treasures are artworks that have been donated from private collections. During the year, 138 art works were donated to the Gippsland Art Gallery by our generous patrons.

ARTIST	TITLE	MEDIUM	ACKNOWLEDGEMENT
Rollond, Tania	Wind Woven I	Midfire clays with white engobe and glazed interior	Donated by Morag Fraser AM, 2019
Rollond, Tania	Wind Woven II	Midfire clays and glazed interior	Donated by Morag Fraser AM, 2019
Rollond, Tania	Firelight	Midfire clays with white engobe and glazed interior	Donated by Morag Fraser AM, 2019
Rollond, Tania	Gathering the Wind	Midfire clays with white engobe	Donated by Morag Fraser AM, 2019
Thomas, Angela	In Reflection	Mixed media on linen	Donated by the artist, 2019
Booth, Margret	Glacial Landform	Ceramic and copper glaze	Donated by the artist, 2019
Nudelman, Adam	The Darkness Only Lasts a Night Time	Acrylic and oil on linen (triptych)	Donated by Mrs Elisa Nudelman through the Australian Government Cultural Gifts Program, 2019
King, Martin	Lyre Lyre, Dawn Survey	Watercolour and encaustic on drafting film	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
King, Martin	Provocateur #1	Watercolour and encaustic on drafting film	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
King, Martin	Provocateur #2	Watercolour and encaustic on drafting film	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
King, Martin	Unusual Places to Die	Watercolour and pigment on etching on paper	Donated by the artist through the Australian Government Cultural Gifts Program, 2019

ARTIST	TITLE	MEDIUM	ACKNOWLEDGEMENT
Amor, Rick	The On Ramp	Oil on canvas	Donated by Rick Amor and Megan Williams through the Australian Government Cultural Gifts Program, 2019
Alexander, Giles	Eccentric Action Painting #9	Oil and resin on rotating aluminium panel	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Shimmen, Heather	Swamp Lady	Linocut print on paper and organza	Donated by the artist, 2019
Williams, Fred	Rock Face at Agnes Falls III	Oil on canvas	Donated by the Williams Family, 2019
Ryrie, John	The Moon's Reflection II	Linocut print on paper	Donated by the artist, 2019
Gooding, Edna	The Road Home	Pen and wash on paper	Donated by Mrs June Williamson, 2019
Young, Richard	Warrigal Creek	Acrylic on canvas	Donated by the artist, 2019
Haley, Stephen	Mesh	Oil on linen	Donated through the Australian Government Cultural Gifts Program, 2019
Viney, Meg	Puparia	Orchard prunings, handmade paper, fibres from red hot poker, cumbungi, philodendron, leek, ginger, garlic, potato leaves	Donated by the artist, 2019
Fox, Allan	Untitled	Gouache on paper	Donated by the artist, 2019
Evergood, Miles	Peace	Oil on board	Donated by Charles Nodrum, 2019
Evergood, Miles	Flower Study	Oil on board	Donated by Charles Nodrum, 2019
Carruthers, Penny	Like Earthly Paper	Textile	Donated by the artist, 2019

ARTIST	TITLE	MEDIUM	ACKNOWLEDGEMENT
Ryrie, John	Artichoke	Linocut print on paper	Donated by the artist, 2019
Ryrie, John	Maffra	Woodcut print on paper	Donated by the artist, 2019
Bowen, Dean	Owl	Bronze and jarrah	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Cole, Peter	The Red Tiger	Mixed media	Donated by the artist, 2019
Bowen, Dean	Resting Magpie, Crescent Moon	Oil on board	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Bowen, Dean	The White Tower	Oil on board	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Bowen, Dean	Red Flower	Oil on linen	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Bowen, Dean	Long Nosed Echidna (Brown)	Bronze and jarrah	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Young, William	Remembrance	Oil on board	Donated by the artist, 2019
Ries, Peter	Vase	Glazed earthenware	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Ries, Peter	Bowl	Glazed earthenware	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Ries, Peter	Vase	Glazed earthenware	Donated by the artist through the Australian Government Cultural Gifts Program, 2019

ARTIST	TITLE	MEDIUM	ACKNOWLEDGEMENT
Ries, Peter	Lidded Container	Glazed earthenware	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Ries, Peter	Lidded Container	Glazed earthenware	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Ries, Peter	Lidded Container	Glazed earthenware	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Ries, Peter	Lidded Container	Glazed earthenware	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Ries, Peter	Lidded Container	Glazed earthenware	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Ries, Peter	Pot	Glazed earthenware	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Ries, Peter	Open Vase	Glazed earthenware	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Ries, Peter	Vase	Glazed earthenware	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Ries, Peter	Vase	Glazed earthenware	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Ries, Peter	Bowl	Glazed earthenware	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Scheltema, Jan Hendrik	Study - Seated Man	Pencil on paper	Donated by Peter Reynders, 2019
Scheltema, Jan Hendrik	Study - Man's Head	Pencil on paper	Donated by Peter Reynders, 2019

ARTIST	TITLE	MEDIUM	ACKNOWLEDGEMENT
Jackson, Hayden	Untitled	Acrylic and charcoal on canvas	Donated by the artist, 2019
Kline, Gillian	Van Diemen's Land	Etching and aquatint on paper	Donated by the artist, 2019
Unknown Artist	Landscape with Bridge	Engraving on paper	Donated by Charles Nodrum, 2019
Da Cortona, Pietro (after)	Laocoön Attacked by Serpents	Etching on paper	Donated by Charles Nodrum, 2019
Guercino (after)	King and Queen and Two Attendants	Etching on paper	Donated by Charles Nodrum, 2019
Guercino (after)	Sophonisba with the Bowl of Poison	Etching on paper	Donated by Charles Nodrum, 2019
Guercino (after)	Landscape with Figures	Etching on paper	Donated by Charles Nodrum, 2019
Guercino (after)	Landscape with Figures	Etching on paper	Donated by Charles Nodrum, 2019
Watteau, Jean-Antoine (after)	The Comical Concert	Etching on paper	Donated by Charles Nodrum, 2019
Solimena, Francesco (after)	Aneas going into the Cave	Etching on paper	Donated by Charles Nodrum, 2019
Webber, John (after)	A View of the Town and Harbour of St Peter and St Paul, in Kamtschatka	Engraving on paper	Donated by Charles Nodrum, 2019
Krausmann, Rudi	Final Victory	Screenprint on paper	Donated by Charles Nodrum, 2019
Krausmann, Rudi	Critic	Screenprint on paper	Donated by Charles Nodrum, 2019

ARTIST	TITLE	MEDIUM	ACKNOWLEDGEMENT
Krausmann, Rudi	Who Can Run…	Screenprint on paper	Donated by Charles Nodrum, 2019
Christensen, Nadine	Witness	Colour pencil on paper	Donated by the artist through the Australian Government Cultural Gifts Program, 2019
Auld, James Muir	On the Farm	Oil on canvasboard	Donated by Heather Irvine, 2019
Stubbs, Chris	Forgive Them Mother	Ceramic, timber and rope	Donated by the Stubbs Family, 2019
Scheltema, Jan Hendrik	19th Century Dutch Interior	Oil on canvasboard	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family
Scheltema, Jan Hendrik	Interior Study	Oil on canvasboard	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family
Scheltema, Jan Hendrik	The Baby Nurse	Oil on board	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family

ARTIST	TITLE	MEDIUM	ACKNOWLEDGEMENT
Scheltema, Jan Hendrik	Study of the Believer	Oil on board	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family
Scheltema, Jan Hendrik	River with Distant Town and Shipping	Oil on canvasboard	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family
Scheltema, Jan Hendrik	A Stream in Victoria	Oil on canvasboard	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family
Scheltema, Jan Hendrik	Twelve Apostles	Oil on board	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family

ARTIST	TITLE	MEDIUM	ACKNOWLEDGEMENT
Scheltema, Jan Hendrik	Scottish Highlands	Oil on canvasboard	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family
Scheltema, Jan Hendrik	Lt. Col. Nicolaas Scheltema (Franeker, Friesland 1810—1901 Gouda, South Holland)	Oil on canvasboard	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family
Scheltema, Jan Hendrik	Creek with Tree Stump, Victoria	Oil on canvasboard	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family
Scheltema, Jan Hendrik	Outer Eastern Suburb of Melbourne	Oil on board	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family

ARTIST	TITLE	MEDIUM	ACKNOWLEDGEMENT
Scheltema, Jan Hendrik	Tree Ferns Amongst Giant Gumtrees	Oil on canvasboard	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family
Scheltema, Jan Hendrik	Saw Mill [Probably Mt Thule]	Oil on canvasboard	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family
Scheltema, Jan Hendrik	Coastal Heathland	Oil on canvas	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family
Scheltema, Jan Hendrik	Foreground Cattle on a River	Oil on canvas	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family

ARTIST	TITLE	MEDIUM	ACKNOWLEDGEMENT
Scheltema, Jan Hendrik	Loch Fyne, near Inveraray, Scotland	Oil on canvas	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family
Scheltema, Jan Hendrik	Sheep	Oil on canvas	Donated by Gerrit ter Beek of The Netherlands, in memory of his mother Mrs Jeekel-Rijvers, formerly of Ulvenhout, The Netherlands, 2019. Imported to Australia with the generous assistance of the Friends of the Gallery, Mr Brian and Mrs Raynor Castles, Dr Lance Castles, Mr John and Mrs Jan Embling, Mr Graeme Dyer OAM and Mrs Alida Dyer, and a private farming family
Hughan, Harold	Lidded Spice Jar	Glazed ceramic	Donated by Mrs Pam Weaver OAM & Dr Hugh Weaver through the Australian Government Cultural Gifts Program, 2019
Hughan, Harold	Lidded Spice Jar	Glazed ceramic	Donated by Mrs Pam Weaver OAM & Dr Hugh Weaver through the Australian Government Cultural Gifts Program, 2019
Hughan, Harold	Lidded Spice Jar	Glazed ceramic	Donated by Mrs Pam Weaver OAM & Dr Hugh Weaver through the Australian Government Cultural Gifts Program, 2019
Hughan, Harold	Lidded Spice Jar	Glazed ceramic	Donated by Mrs Pam Weaver OAM & Dr Hugh Weaver through the Australian Government Cultural Gifts Program, 2019
Hughan, Harold	Salt Shaker	Glazed ceramic	Donated by Mrs Pam Weaver OAM & Dr Hugh Weaver through the Australian Government Cultural Gifts Program, 2019
Hughan, Harold	Pepper Shaker	Glazed ceramic	Donated by Mrs Pam Weaver OAM & Dr Hugh Weaver through the Australian Government Cultural Gifts Program, 2019

ARTIST	TITLE	MEDIUM	ACKNOWLEDGEMENT
Hughan, Harold	Cruet Set (Salt Shaker)	Glazed ceramic	Donated by Mrs Pam Weaver OAM & Dr Hugh Weaver through the Australian Government Cultural Gifts Program, 2019
Hughan, Harold	Cruet Set (Pepper Shaker)	Glazed ceramic	Donated by Mrs Pam Weaver OAM & Dr Hugh Weaver through the Australian Government Cultural Gifts Program, 2019
Hughan, Harold	Cruet Set (Mustard Pot)	Glazed ceramic	Donated by Mrs Pam Weaver OAM & Dr Hugh Weaver through the Australian Government Cultural Gifts Program, 2019
Borrack, John	Cathedral Mountain and Mist, Taggerty	Watercolour on paper	Donated by the artist, 2020
Borrack, John	Dust Storm, Flinders Ranges	Watercolour on paper	Donated by the artist, 2020
Borrack, John	Light and Shade, Valley, Flinders Ranges	Watercolour on paper	Donated by the artist, 2020
Borrack, John	Morning over Trawool	Watercolour on paper	Donated by the artist, 2020
Rye, Owen	Jar 4	Stoneware, wood fired, ash glaze	Donated by Ms Morag Fraser AM, 2020
Wallace-Crabbe, Robin	Daughter and mother X	Etching on paper	Donated by Mr & Mrs Tony & Janine Hanning, 2020
Wallace-Crabbe, Robin	Daughter and mother XIII	Etching on paper	Donated by Mr & Mrs Tony & Janine Hanning, 2020
Wollmering, Dan	Open After	Cast aluminium	Purchased with the assistance of the John Leslie Foundation, 2020
King, Louiseann	Plurima naribus	Glass, mirrors, vintage pedastals, pressed wattle, and vintage glass vessels	Purchased with the assistance of the John Leslie Foundation, 2020

ARTIST	TITLE	MEDIUM	ACKNOWLEDGEMENT
Coppersmith, Yvette	Self-Portrait, Scarlett Wave Motif	Oil and citrine on linen	Purchased with the assistance of the John Leslie Foundation, 2020
Gardiner, Peter	Above As Below	Oil on linen	Purchased with the assistance of the John Leslie Foundation, 2020
Kerr, David Ashley	I Hear the Sea	Type C print on paper	Purchased with the assistance of the John Leslie Foundation, 2020
Fabijanska, Kasia	Night Walk II (Hawk Moth)	Etching and aquatint on paper	Purchased with the assistance of the John Leslie Foundation, 2020
Mullett, Aunty Rachel	My Ancestors Country, Mt Kosciuszko (diptych) 1. Story in each Rock, 2. Visiting Min Min Lights	Acrylic on canvas (diptych)	Purchased with the assistance of the John Leslie Foundation, 2020
Krajewska, Agata	Passage	Pigment inkjet print on paper	Purchased with the assistance of the John Leslie Foundation, 2020
Andriesvski, Riste	Dry Umber	Pigment inkjet print on paper	Purchased with the assistance of the John Leslie Foundation, 2020
Noonan, Daniel	Outro	Pencil and pastel on paper	Purchased with the assistance of the John Leslie Foundation, 2020
Clutterbuck, Jock	Dolmen Diety	Etching and aquatint on paper	Purchased with the assistance of the John Leslie Foundation, 2020
Hutchinson, Rohan	Untitled #6	Photographic print (edition 1/3)	Purchased with the assistance of the John Leslie Foundation, 2020
Tomasetti, Sarah	Lake at Dagu	Oil and graphite on fresco plaster on muslin	Purchased with the assistance of the John Leslie Foundation, 2020
Payes, Sonia	Ice Vinyl	Type C chromogenic print on metallic paper	Purchased with the assistance of the John Leslie Foundation, 2020
Bramley-Moore, Mostyn	Terania (Grey)	Oil on canvas (diptych)	Purchased with the assistance of the John Leslie Foundation, 2020

ARTIST	TITLE	MEDIUM	ACKNOWLEDGEMENT
Mount, Nick	A Still Life of Bosc and Gage	Blown glass, low fired enamel pencil, polished, assembled, olive wood stems, oak base	Purchased with the assistance of the John Leslie Foundation, 2020
Pluta, Izabela	Lifted Bitumen	Chromogenic Print on paper	Purchased with the assistance of the John Leslie Foundation, 2020
Kalabishis, Gina	I Wish I Was the Moon	Oil on linen	Purchased with the assistance of the John Leslie Foundation, 2020
Armstrong, Benjamin	Conjurer	Wood and steel	Donated by Mr David Clouston and Mr Michael Schwarz through the Australian Government Cultural Gifts Program, 2020
Young, William & Scherer, Rodney			Donated by William Young, 2020
Hamer, Michelle	5.40pm	Hand-stitching, wool on perforated plastic (with hand-stitched Japara cotton backing)	Donated by the artist, 2020
Arnold, Raymond	Searching for Immortality in the Mountains - Mont Ventoux/after Petrarch	Copper plate etching on paper (10th State, Gold)	Donated by Mr Warren Nichols & Ms Sandra Peeters, 2020
Goodman, Jennifer	Spectra #1	Archival pigment print	Donated by the artist, 2020
Goodman, Jennifer	Spectra #3	Archival pigment print	Donated by the artist, 2020
Macqueen, Mary	Untitled (Seated Nude)	Pastel on paper	Donated by Charles Nodrum Gallery, 2020
Macqueen, Mary	Untitled (Leopard)	Paster and watercolour on paper	Donated by Charles Nodrum Gallery, 2020
Macqueen, Mary	Hamburg Golden Pencilled Cockerel	Pencil on paper	Donated by Charles Nodrum Gallery, 2020

ARTIST	TITLE	MEDIUM	ACKNOWLEDGEMENT
Macqueen, Mary	Untitled (Giraffe Legs)	Pencil on paper	Donated by Charles Nodrum Gallery, 2020
Macqueen, Mary	Untitled (Llama)	Pencil on paper	Donated by Charles Nodrum Gallery, 2020
Macqueen, Mary	Mutilations Bangladesh	Colour lithograph on paper	Donated by Charles Nodrum Gallery, 2020
Macqueen, Mary	Untitled (Seated Camel)	Colour lithograph on paper	Donated by Charles Nodrum Gallery, 2020
Macqueen, Mary	Sea Breeze	Colour lithograph on paper	Donated by Charles Nodrum Gallery, 2020
Macqueen, Mary	Untitled (Giraffe)	Pencil on paper	Donated by Charles Nodrum Gallery, 2020
Macqueen, Mary	Jo	Lithograph on paper	Donated by Charles Nodrum Gallery, 2020
Macqueen, Mary	Aftermath	Lithograph on rice paper	Donated by Charles Nodrum Gallery, 2020
Macqueen, Mary	Untitled (Abstract)	Lithograph on paper	Donated by Charles Nodrum Gallery, 2020
Macqueen, Mary	Drought	Lithograph on paper	Donated by Charles Nodrum Gallery, 2020
Purdy, Susan	Australia Pheonix	Gelatin silver photographs	Purchased with the assistance of the Robert Salzer Foundation, 2020
Boyd, Adam	Whitbreaded	Pen, acrylic and watercolour on paper	Donated by Mr & Mrs Ross & Marylyn Mathieson, 2020
Lynkushka, Angela	Collection of photographs	Various	Donated by the artist, 2020

6.5.9.3 Aqua Energy

Aqua Energy Leisure Centre offers a variety of dynamic fitness options and leisure facilities for users of all ages and abilities.

The following programs were held at Aqua Energy during 2019/20:

- Living Longer Living Stronger (now known as Strength for Life) - 523 sessions with 3,691 attendances, providing safe age appropriate exercises for the older community members to help them remain physically active.
- Teen Gym sessions - 1,853 sessions with 758 attendances, providing fun fitness training to young people with supervision and support from qualified fitness professionals.
- 30+1 Gym Challenge – 3,242 attendances, 24 participants.
- 30 in 30 Group Fitness Challenge – 1,842 attendances, 7 participants.
- 12-week Body Transformation Challenge (September 2019), 52 participants.
- 12 days of Christmas Gym Challenge – 2,883 attendances, 10 participants.
- Group Fitness Christmas Bingo – 983 attendances, 5 known participants, competition was unable to continue due to facility closure due to asbestos closure.
- Run camps (6-week program) – October 2019 - 6 participants & February 2020 – 8 participants.
- Teen Gym Size up Program (4-week program) – Jan 2020 – no participant registrations received.
- 6-week Body Transformation Challenge (February 2020) – 8 participants.
- March Madness Group Fitness Challenge – 1205 attendances.
- Natural Movement program – prepared to commence on March 30, 2020 but did not go ahead due to COVID-19 restrictions.
- Online Virtual Fitness Challenge – March 2020 to June 2020 – 23 participants.
- 15 Group Fitness classes presented online during COVID-19 lockdown.
- 6 DIY internet workouts during COVID-19 lockdown.
- Nutrition session – 10 participants.
- Kettlebell sessions conducted every 2nd Sunday for a 6-week period – 8 participants.



- Due to COVID-19 restrictions, Aqua Energy was closed from 23 March. Indoor swimming pools were reactivated from 2 June 2020. The gym and group fitness areas reopened on 22 June in accordance with Victorian Government reactivation (Stage 2) easing of restrictions.

Aqua Energy Education Program

- Aqua Energy recorded its highest annual number of students concurrently enrolled, peaking at 924 students, with 54 new students enrolled into the program in 2019-20. The program is designed to teach swimming and water safety skills for life.
- 83 students enrolled for 4 weeks 'In-10-sive' school holiday learn to swim program.
- Adult Aquatic Education Program commenced – designed to accelerate the learning experience for adults ranging from those learning about water familiarisation through to swimming stroke development and corrections, 8 students enrolled in the trial program.
- Due to the indoor pool closure (in December due to asbestos located within 25 metre indoor pool hall), Aqua Energy Learn to Swim and schools swimming programs were modified, utilising outdoor pools to ensure swimming lessons could continue to term end.

GRSC
GIPPSLAND REGIONAL SPORTS COMPLEX

6.5.9.4 Gippsland Regional Sports Complex

A wide range of team sports and social programs were held at the Gippsland Regional Sports Complex (GRSC) in Sale during 2019/20.

Social sports programs offered included Mixed Netball, 3x3 Basketball, Futsal (4 divisions), Volleyball, Tiny Stars and Hockey (2 divisions).

GRSC hosted several major sports events:

- 4 regional sporting tournaments.
- Badminton state master's tournament.
- Professional 3x3 basketball competition between Women's National Basketball League Melbourne Boomers and Bendigo Spirit.

Before the COVID-19 shutdown, GRSC was tracking towards its highest annual facility usage in its 10-year history with a traffic volume of 95,316.

February 2020 month recorded the highest volume of traffic in GRSC's 10-year history with 26,042.

Due to COVID-19 restrictions, all GRSC activities were suspended between 16 March and 21 June 2020.





6.5.9.5 Library Events

Wellington Shire Council libraries offer activities with fun, for kids of all ages. Below is a list of such activities conducted during the year.

- Children's Book Week shows
- Crafternoons
- Storytimes
- Rock, Rhythm & Rhyme
- Lego Club
- Virtual programs
- Easter Bunny
- Storytimes
- Library booth at Sale Show
- Mini Food Truck event participation, at Heyfield
- Baby's Day Out
- The Big Draw
- Science Week virtual reality Immersive Science livestream
- Little Bang Discovery Club
- Bricks 4 Kidz – School Holiday Lego Sessions
- Animals of Oz
- Summer Reading Club - School Holiday Program - A Roomful of Stories
- Summer Sand Art sessions
- International Games Week
- Library Lovers' Day
- Maffra Christmas Festival at the Library
- Regular programs or visits to kindergartens, day-cares, Maternal Child Health, Early Learning Centres

Council libraries also offered number of events targeting adults.

- Social Seniors social media programming
- Hearing Australia free hearing checks
- Prahran Mechanics' Institute visits and talks at Sale Library
- Maffra Neighbourhood House Community information evening and film night
- Ag Vic drought drop-ins for farmers
- Book Swap with Segue and local Gunaikurnai at Stratford
- Two Jane Austen plays: Persuasion and Getting dressed with Jane
- Be Persuaded - Regency costume exhibit (with Gallery)
- Retirement and Investment Seminars by Financial Information Service, Service Australia
- Knitters Lounge
- Public Libraries Victoria regional quarterly meeting of CEOs at Sale
- Library spaces were used by various groups such as Sale Knitters Lounge, U3A, Sale Philosophy Group, book clubs, Vienna on Tarra discussion group, Homecare Australia info sessions, Council information and consultation sessions, and for homework help, and family access visits.

2

performance statement



Wellington Shire is the third largest municipality in Victoria, covering an area of 10,924 square kilometres in Central Gippsland, and includes the internationally significant Gippsland Lakes and Wetlands and the Ninety Mile Beach.

With an estimated population of 44,380* Wellington Shire Council comprises a wide variety of industry and business contributing to the local economy including mining, offshore oil and gas extraction, primary production and agriculture, tourism and service industries, manufacturing and construction, retail, healthcare, education, arts and recreation and community services. In addition, RAAF Base East Sale is a major air and ground training base and home to the famous Roulettes, Central Flying School, the Officers' Training School and the schools of Air Warfare and Air Traffic Control.

During the financial year, council continued to experience significant impacts of drought, bushfires of recent years and the effects of COVID-19 pandemic since March 2020. Council was strongly involved in recovery and support initiatives providing direct support to community and businesses as well as facilitating multi-agency responses for these crises.

**Australian Bureau of Statistics- Catalogue 3218.0 Population Estimates by Local Government Area – Released 25 March 2020.*

Sustainable Capacity Indicators (For the year ended 30 June 2020)

INDICATOR	2017	2018	2019	2020	MATERIAL VARIATIONS
POPULATION					
Expenses per head of municipal population [Total expenses / Municipal population]	$1,814.75	$2,082.52	$1,859.74	$1,972.43	Slight increase due to the additional once off expense in 2019/20 of drought rates relief funding offset by grant income.
Infrastructure per head of municipal population [Value of infrastructure / Municipal population]	$17,929.49	$17,486.48	17,137.94	19,564.57	A management adjustment to the Roads and Footpath asset classes was completed in 2019/20 resulting in a $101M increase in the value of Councils Roads and $5M in the value of Footpaths and Cycleways.
Population density per length of road [Municipal population / Kilometres of local roads]	13.83	14.05	14.13	14.25	There are 3,114km of sealed and unsealed local roads for an estimated municipal population of 44,380 within Wellington Shire.
OWN SOURCE REVENUE					
Own-source revenue per head of municipal population [Own-source revenue / Municipal population]	$1,563.36	$1,665.30	$1,680.64	$1,681.68	Measure is expected to remain steady.
RECURRENT GRANTS					
Recurrent grants per head of municipal population [Recurrent grants / Municipal population]	$605.65	$424.28	$444.29	$449.57	Recurrent grant funding is expected to remain consistent with the exception of the timing of the receipt of Victoria Grants Commission which was received in advance in 2018/19 and 2019/20.

INDICATOR	2017	2018	2019	2020	MATERIAL VARIATIONS
DISADVANTAGE					
Relative socio-economic disadvantage [Index of Relative Socio-economic Disadvantage by decile]	4	5	4	4	The Australian Bureau of Statistics (ABS) index of relative socio-economic disadvantage indicates that one is the most disadvantaged and ten is the least disadvantaged. Wellington Shire's result is four within Victoria.
WORKFORCE TURNOVER					
Workforce turnover Percentage of staff turnover [Number of permanent staff resignations and terminations / Average number of permanent staff for the financial year] x100	9.92%	13.86%	11.88%	10.15%	Staff turnover rate is comparable with long term average for this measure which is around 10-12%. No significant change in staff numbers are anticipated based on current organisational structure.

Definitions

"Adjusted underlying revenue" means total income other than:

(a) non-recurrent grants used to fund capital expenditure; and

(b) non-monetary asset contributions; and

(c) contributions to fund capital expenditure from sources other than those referred to above

"Infrastructure" means non-current property, plant and equipment excluding land

"Local road" means a sealed or unsealed road for which the council is the responsible road authority under the Road Management Act 2004

"Population" means the resident population estimated by council

"Own-source revenue" means adjusted underlying revenue other than revenue that is not under the control of council (including government grants)

"Relative socio-economic disadvantage", in relation to a municipality, means the relative socio-economic disadvantage, expressed as a decile for the relevant financial year, of the area in which the municipality is located according to the Index of Relative Socio-Economic Disadvantage (Catalogue Number 2033.0.55.001) of SEIFA

"SEIFA" means the Socio-Economic Indexes for Areas published from time to time by the Australian Bureau of Statistics on its Internet website

"Unrestricted cash" means all cash and cash equivalents other than restricted cash.

Service Performance Indicators (For the year ended 30 June 2020)

INDICATOR	2017	2018	2019	2020	MATERIAL VARIATIONS
AQUATIC FACILITIES					
Utilisation Utilisation of aquatic facilities [Number of visits to aquatic facilities / Municipal population]	5.01	5.57	5.72	4.20	The combined number of visits recorded at Council's indoor and outdoor aquatic facilities during 2019/20 was 186,195. This equates to an average of 4.2 aquatic facility visits, per Wellington Shire resident, for the year. Operation of council's all-year aquatic facility in Sale (Aqua Energy) was impacted by the mandated COVID-19 closure of aquatic and leisure facilities. This affected attendances from late March until a partial reactivation of facilities in June. The loss of attendances is estimated to be between 60-70,000.
ANIMAL MANAGEMENT					
Health and safety Animal management prosecutions [Number of successful animal management prosecutions / Total number of animal management prosecutions]	New in 2020	New in 2020	New in 2020	100%	Wellington Shire Council undertook 9 animal management prosecutions during 2019/20 for matters related to serious dog attacks, mainly dog vs dog or dog vs livestock and unregistered domestic animal businesses. All of them were successful. An additional five matters have been adjourned due to the current COVID-19 pandemic. It is expected that they will be heard early next year and will be included in the next reporting period statistics.

INDICATOR	2017	2018	2019	2020	MATERIAL VARIATIONS
FOOD SAFETY					
Health and safety Critical and major non-compliance notifications [Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises followed up / Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises] x100	100.00%	57.14%	94.12%	100.00%	All major and critical non-compliance notifications for food premises were followed up. For the 2019 calendar year, there were 33 critical and major non-compliance notifications.
GOVERNANCE					
Satisfaction Satisfaction with council decisions [Community satisfaction rating out of 100 with how council has performed in making decisions in the interest of the community]	59	58	58	58	Council's participation in the 2020 Community Satisfaction Survey showed no change in community satisfaction rating with the way Council has performed in making decisions in the interests of the community. Council has performed six points higher than large rural average and five points higher compared to state-wide average.

INDICATOR	2017	2018	2019	2020	MATERIAL VARIATIONS
LIBRARIES					
Participation Active library borrowers in municipality [Number of active library borrowers in the last three years / The sum of the population for the last three years] x100	13.62%	13.82%	14.11%	13.35%	Libraries continue to be one of our top performing service areas according to the 2020 Community Satisfaction Survey. Wellington Shire Libraries offer a broad range of popular programs including author talks, baby rhyme times, toddler storytime and school holiday programs. During COVID-19 restrictions, Council introduced a Click & Deliver personal loan service and virtual programming of children's Storytime and Rock, Rhythm & Rhyme services which were well attended and free to all residents within the Shire. The slight decrease in percentage of active membership may be a natural decrease after the initial increase following the new library opening at the Port of Sale in 2018.
MATERNAL AND CHILD HEALTH					
Participation Participation in the MCH service [Number of children who attend the MCH service at least once (in the year) / Number of children enrolled in the MCH service] x100	N/A	N/A	N/A	N/A	The Wellington Shire council is not directly responsible for the delivery of Home and community care service, so there is no performance data available for these indicators.

INDICATOR	2017	2018	2019	2020	MATERIAL VARIATIONS
Participation Participation in the MCH service by Aboriginal children [Number of Aboriginal children who attend the MCH service at least once (in the year) / Number of Aboriginal children enrolled in the MCH service] x100	N/A	N/A	N/A	N/A	The Wellington Shire council is not directly responsible for the delivery of Home and community care service, so there is no performance data available for these indicators.
ROADS					
Satisfaction Satisfaction with sealed local roads [Community satisfaction rating out of 100 with how council has performed on the condition of sealed local roads]	56	56	56	59	Results from the 2020 Community Satisfaction Survey shows a noticeable increase in residents' satisfaction rating for Wellington Shire's sealed local roads. The result is 12 points higher than the average for similar large rural councils. The increased satisfaction could be attributed towards an increased focus on condition of local urban streets. Wellington Shire Council is responsible for a road network of 3,114km, where 1,529km are sealed and 1,585km are unsealed.
STATUTORY PLANNING					
Decision making Council planning decisions upheld at VCAT [Number of VCAT decisions that did not set aside council's decision in relation to a planning application / Number of VCAT decisions in relation to planning applications] x100	100%	50%	100%	100%	Only one planning decision was appealed at VCAT during 2019/20, with Council's decision being upheld by VCAT.

INDICATOR	2017	2018	2019	2020	MATERIAL VARIATIONS
WASTE COLLECTION					
Waste diversion Kerbside collection waste diverted from landfill [Weight of recyclables and green organics collected from kerbside bins / Weight of garbage, recyclables and green organics collected from kerbside bins] x100	32.93%	33.55%	35.71%	35.26%	More than 3,900 tonnes of recyclable material diverted from landfill in 2019/20. That is an average of 200kg of recyclables per collection household in Wellington Shire. Wellington Shire Council does not currently have a kerbside green waste collection service in place limiting the diversion rate percentage under this category.

Definitions

"Aboriginal child" means a child who is an Aboriginal person

"Aboriginal person" has the same meaning as in the Aboriginal Heritage Act 2006

"Active library member" means a member of a library who has borrowed a book from the library

"Annual report" means an annual report prepared by a council under sections 131, 132 and 133 of the Act

"CALD" means Culturally and Linguistically Diverse and refers to persons born outside Australia in a country whose national language is not English

"Class 1 food premises" means food premises, within the meaning of the Food Act 1984, that have been declared as class 1 food premises under section 19C of that Act

"Class 2 food premises" means food premises, within the meaning of the Food Act 1984, that have been declared as class 2 food premises under section 19C of that Act

"Critical non-compliance outcome notification" means a notification received by council under section 19N (3) or (4) of the Food Act 1984, or advice given to council by an authorized officer under that Act, of a deficiency that poses an immediate serious threat to public health

"Food premises" has the same meaning as in the Food Act 1984

"Local road" means a sealed or unsealed road for which the council is the responsible road authority under the Road Management Act 2004

"Major non-compliance outcome notification" means a notification received by a council under section 19N(3) or (4) of the Food Act 1984, or advice given to council by an authorized officer under that Act, of a deficiency that does not pose an immediate serious threat to public health but may do so if no remedial action is taken

"MCH" means the Maternal and Child Health Service provided by a council to support the health and development of children within the municipality from birth until school age

"Population" means the resident population estimated by council

"WorkSafe reportable aquatic facility safety incident" means an incident relating to a council aquatic facility that is required to be notified to the Victorian WorkCover Authority under Part 5 of the Occupational Health and Safety Act 2004.

Financial Performance Indicators (For the year ended 30 June 2020)

DIMENSION/ INDICATOR	RESULTS				FORECASTS				MATERIAL VARIATIONS
	2017	2018	2019	2020	2021	2022	2023	2024	
EFFICIENCY									
Expenditure level Expenses per property assessment [Total expenses / Number of property assessments]	$2,344.22	$2,746.91	$2,468.31	$2,628.25	$2,907.88	$2,954.32	$2,848.49	$2,885.96	Increased expenditure in 2019/20 due to drought rates relief for farmers. Expenses continue to increase due to the effect of capital works on depreciation and major works such as landfill rehabilitation.
Revenue level Average rate per property assessment [General rates and Municipal charges / Number of property assessments]	New in 2020	New in 2020	New in 2020	$1,695.46	$1,730.67	$1,750.05	$1,769.68	$1,789.55	Expected to continue to rise in future years in line with rate capping requirements.

DIMENSION/ INDICATOR	RESULTS				FORECASTS				MATERIAL VARIATIONS
	2017	2018	2019	2020	2021	2022	2023	2024	
LIQUIDITY									
Working capital Current assets compared to current liabilities [Current assets / Current liabilities] x100	416.15%	594.69%	520.21%	441.28%	447.80%	371.54%	354.37%	287.28%	Council's liquidity in 2018/19 and 2019/20 is impacted by Victoria Grants Commission advance payments being received. This measure will peak in 2020/21 and gradually reduce over the next three years as Council continues to fund an extensive capital works program, while still maintaining a healthy cash balance.
Unrestricted cash Unrestricted cash compared to current liabilities [Unrestricted cash / Current liabilities] x100	169.41%	230.96%	164.94%	118.37%	235.52%	175.52%	143.88%	97.54%	The reduction in the measure in 2019/20 is mainly due to a higher level of grant funding (restricted funds) received in late 2019/20 which will be expended in 2020/21. Council's level of unrestricted cash will peak in 2020/21 and gradually reduce over the next three years as Council continues to fund an extensive capital works program.

DIMENSION/ INDICATOR	RESULTS				FORECASTS				MATERIAL VARIATIONS
	2017	2018	2019	2020	2021	2022	2023	2024	
OBLIGATIONS									
Loans and borrowings Loans and borrowings compared to rates [Interest bearing loans and borrowings / Rate revenue] x100	15.62%	13.10%	12.43%	2.08%	12.67%	20.36%	25.44%	26.67%	Loan Borrowings planned for 2019/20 have been delayed, while major loans where repaid during 2019/20. Borrowings are planned for 2020/21 and in future years to fund major capital works projects and are expected to remain relatively stable.
Loans and borrowings Loans and borrowings repayments compared to rates [Interest and principle repayments on Interest bearing loans and borrowings / Rate revenue] x100	3.60%	1.84%	1.05%	9.89%	0.60%	1.94%	3.02%	3.86%	A $6M interest only loan was repaid during 2019/20 and no further borrowings occurred during the year. Borrowings of $7M are forecast for 2020/21 and borrowings are expected to increase as future loan borrowings are repaid.
Indebtedness Non-current liabilities compared to own source revenue [Non-current liabilities / Own source revenue] x100	18.79%	33.68%	25.80%	21.48%	30.09%	31.78%	32.87%	31.89%	The reduction in 2019/20 results from the reclassification of non-current provisions to current provisions as major rehabilitation works are budgeted for 2020/21. The rates return to a consistent level in 2020/21 as non-current borrowings return to a stable level.

DIMENSION/ INDICATOR	RESULTS				FORECASTS				MATERIAL VARIATIONS
	2017	2018	2019	2020	2021	2022	2023	2024	
Asset renewal and upgrade Asset renewal and upgrade compared to depreciation [Asset renewal and upgrade expense / Asset depreciation] x100 Asset renewal and upgrade	New in 2020	New in 2020	New in 2020	119.13%	183.85%	158.25%	150.69%	126.88%	The increase in the 2020/21 measure is mainly due to a number of one-off funded recreation reserve change room redevelopments and the commencement of a new cell construction at the Kilmany Landfill. The measure in future years will decline as the one-off facilities redevelopment are completed, and Council continues to concentrate on renewing and upgrading its infrastructure.
OPERATING POSITION									
Adjusted underlying result Adjusted underlying surplus (or deficit) [Adjusted underlying surplus (deficit)/ Adjusted underlying revenue] x100	16.82%	2.61%	18.64%	12.14%	-2.19%	1.00%	2.82%	0.84%	The change in accounting standards requiring unspent grants to be displayed on the balance sheet instead of being recorded as revenue has contributed to the reduction in the adjusted surplus from 2018/19. The reduction in the 2020/21 rate is due to the early receipt of the annual Victorian Grants Commission. From 2021/22 onwards it is forecast for the Victoria Grants Commission to be received in the relevant year.

DIMENSION/ INDICATOR	RESULTS				FORECASTS				MATERIAL VARIATIONS
	2017	2018	2019	2020	2021	2022	2023	2024	
STABILITY									
Rates concentration Rates compared to adjusted underlying revenue [Rate revenue / Adjusted underlying revenue] x100	59.25%	64.39%	60.79%	63.39%	68.14%	65.74%	67.73%	69.03%	As there has been a small reduction in adjusted underlying revenue as some operational unspent grants are now classified on the balance sheet there is also a small increase in this measure. Ongoing this measure is slightly increasing as rates increase in line with prescribed rate capping.
Rates effort Rates compared to property values [Rate revenue / Capital improved value of rateable properties in the municipality] x100	0.54%	0.52%	0.56%	0.55%	0.51%	0.52%	0.52%	0.52%	There will be slight reduction in this measure as there is no budgeted rates revenue increase despite a revaluation resulting in an overall CIV value increase.

Financial Performance Indicators - Retired Measures (For the year ended 30 June 2020)

DIMENSION/INDICATOR	RESULTS 2017	2018	2019	2020	COMMENTS
ANIMAL MANAGEMENT					
Health and safety Animal management prosecutions [Number of successful animal management prosecutions]	17	10	5	Retired in 2020	This measure was replaced from 1 July 2019 by new indicator 'Animal management prosecutions' which is a measure of proportion, not a number.
EFFICIENCY					
Revenue Level Average residential rate per residential property assessment [Residential rate revenue / Number of residential property assessments]	$1,278.23	$1,330.57	$1,371.08	Retired in 2020	This measure was replaced by new indicator 'Average rate per property assessment' from 1 July 2019.
OBLIGATIONS					
Asset Renewal Asset renewal compared to depreciation [Asset renewal expense / Asset depreciation] x100	94.65%	93.26%	96.48%	Retired in 2020	This measure was replaced by new indicator 'Asset renewal and upgrade compared to depreciation' from 1 July 2019.

Definitions

"Adjusted underlying revenue" means total income other than:

(a)non-recurrent grants used to fund capital expenditure; and

(b)non-monetary asset contributions; and

(c)contributions to fund capital expenditure from sources other than those referred to above

"Adjusted underlying surplus (or deficit)" means adjusted underlying revenue less total expenditure

"Asset renewal expenditure" means expenditure on an existing asset or on replacing an existing asset that returns the service capability of the asset to its original capability

"Current assets" has the same meaning as in the Australian Account Standards (AAS)

"Current liabilities" has the same meaning as in the AAS

"Non-current assets" means all assets other than current assets

"Non-current liabilities" means all liabilities other than current liabilities

"Non-recurrent grant" means a grant obtained on the condition that it be expended in a specified manner and is not expected to be received again during the period covered by a council's Strategic Resource Plan

"Own-source revenue" means adjusted underlying revenue other than revenue that is not under the control of council (including government grants

"Population "means the resident population estimated by council

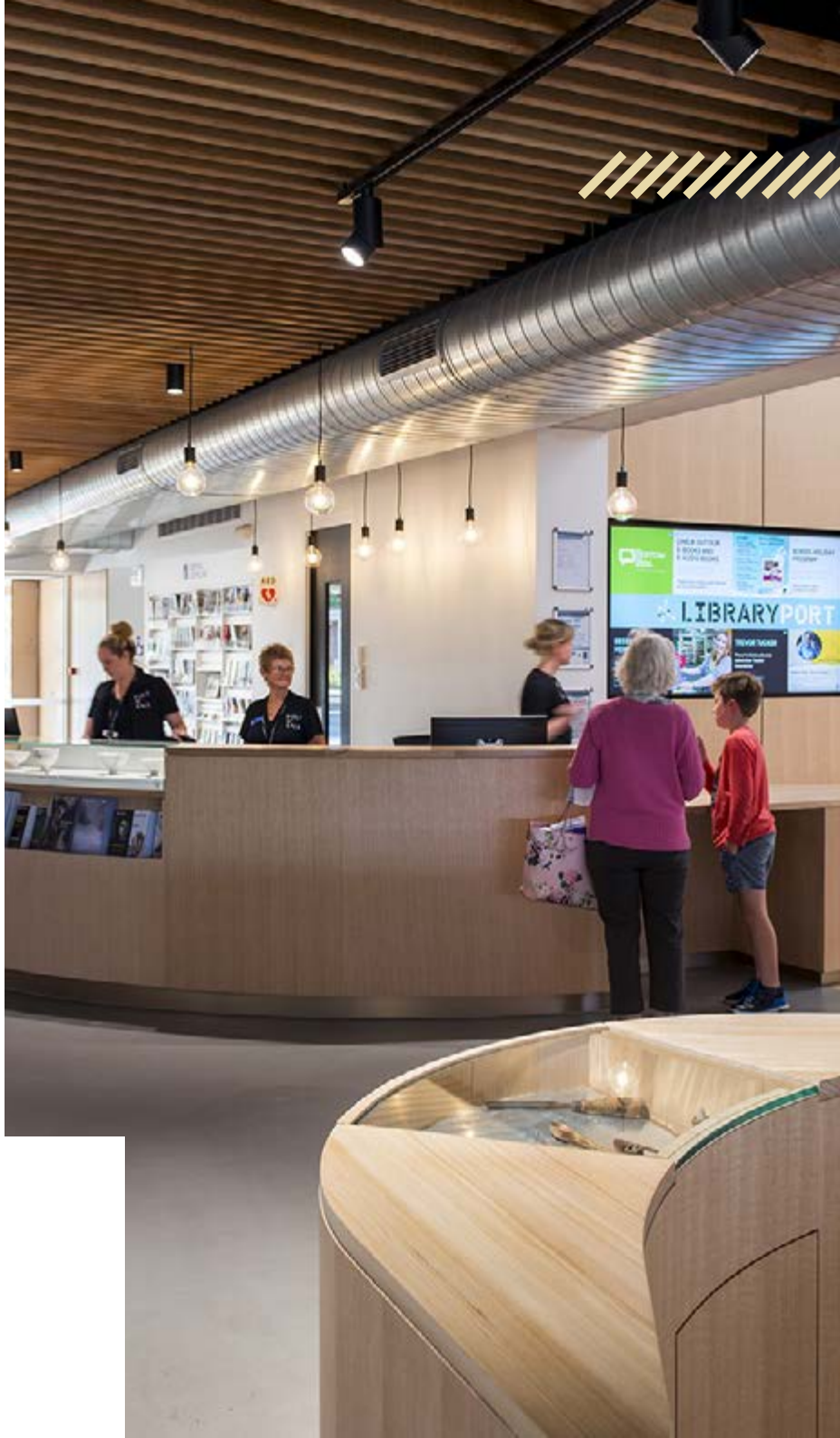
"Rate revenue" means revenue from general rates, municipal charges, service rates and service charges

"Recurrent grant "means a grant other than a non-recurrent grant

"Residential rates" means revenue from general rates, municipal charges, service rates and service charges levied on residential properties

"Restricted cash" means cash and cash equivalents, within the meaning of the AAS, that are not available for use other than for a purpose for which it is restricted, and includes cash to be used to fund capital works expenditure from the previous financial year

"Unrestricted cash" means all cash and cash equivalents other than restricted cash.



OTHER INFORMATION

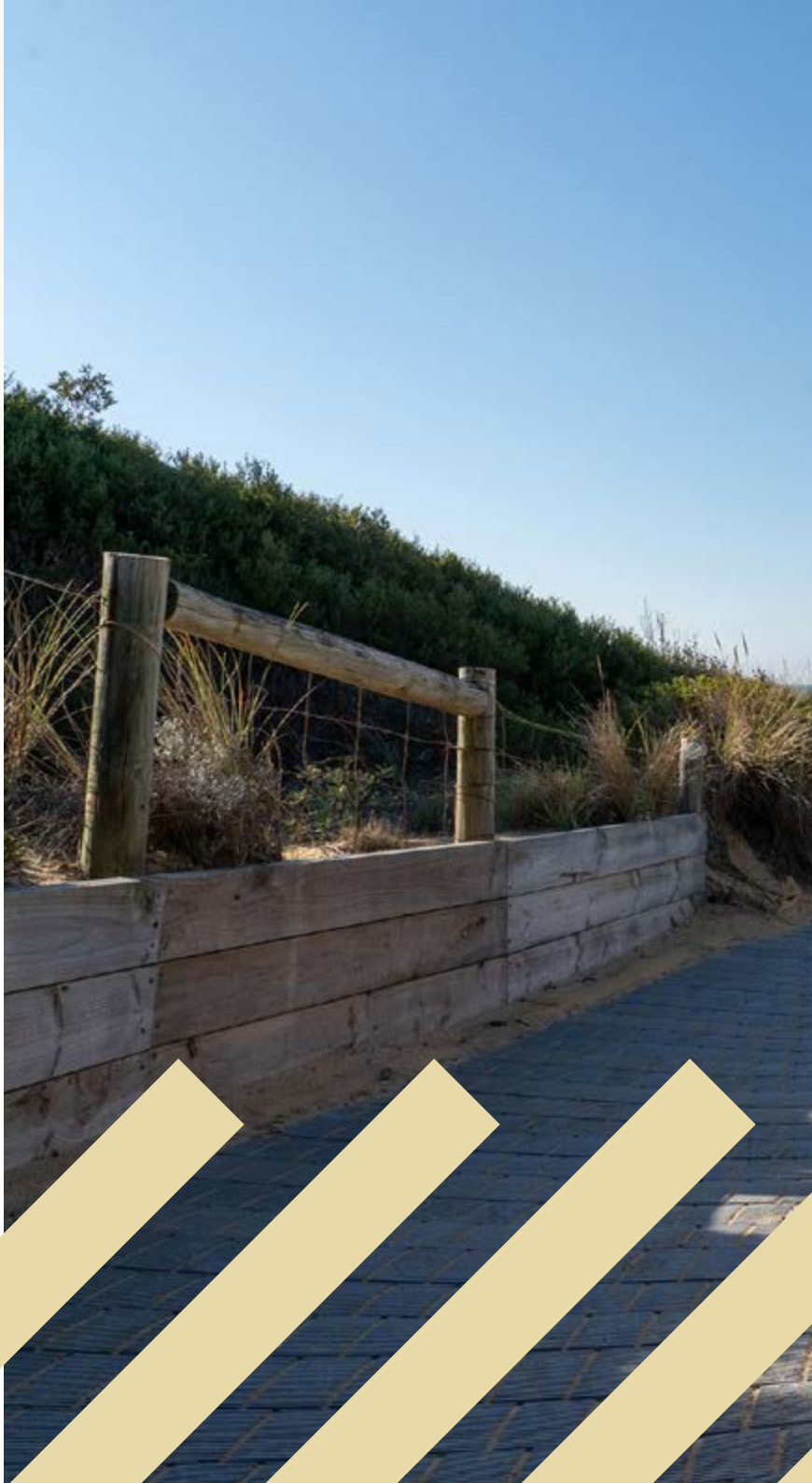
Basis of preparation

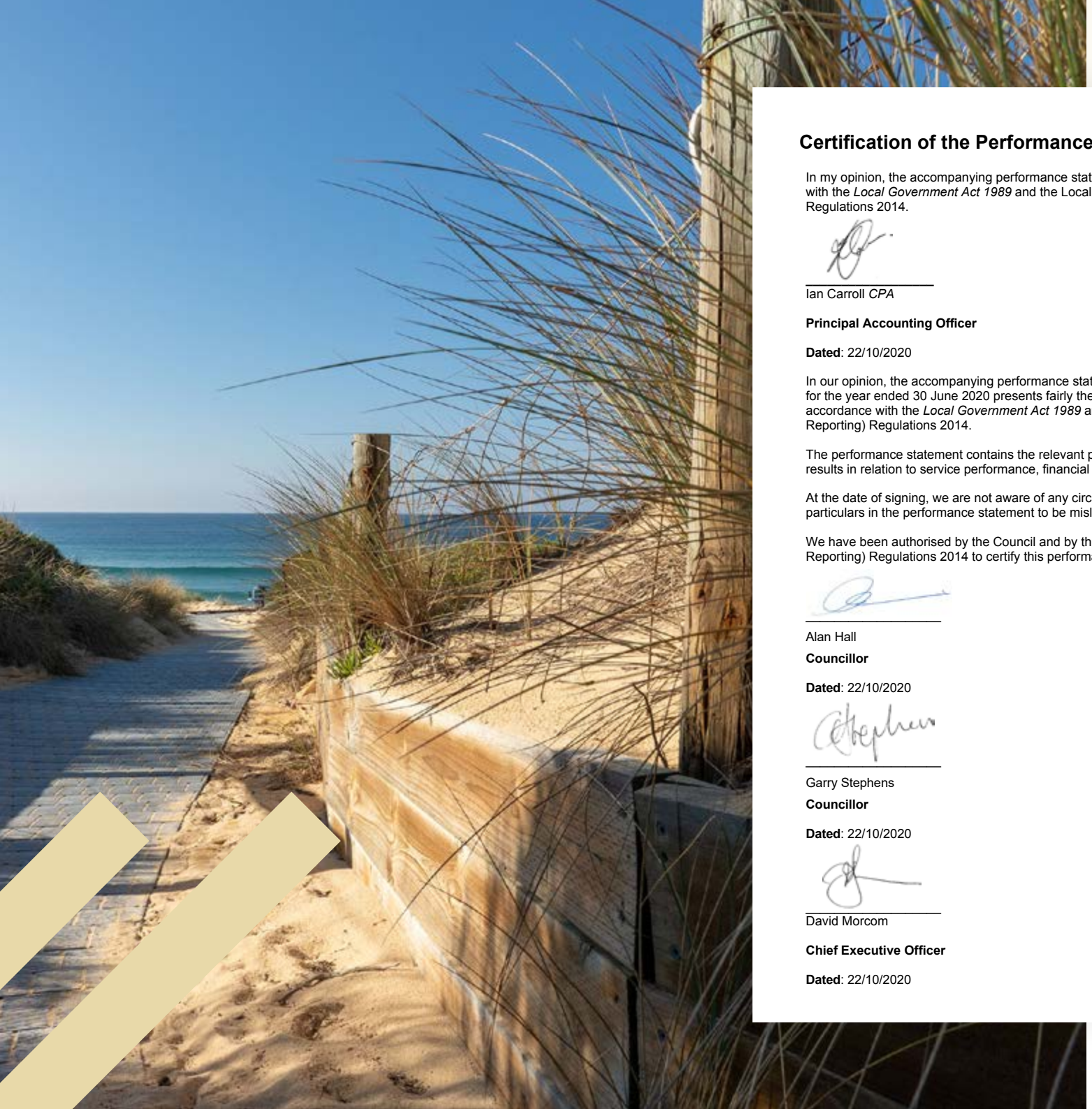
Council is required to prepare and include a performance statement within its annual report. The performance statement includes the results of the prescribed sustainable capacity, service performance and financial performance indicators and measures together with a description of the municipal district and an explanation of material variations in the results. This statement has been prepared to meet the requirements of the Local Government Act 1989 and Local Government (Planning and Reporting) Regulations 2014.

Where applicable the results in the performance statement have been prepared on accounting bases consistent with those reported in the Financial Statements. The other results are based on information drawn from council information systems or from third parties (e.g. Australian Bureau of Statistics).

The performance statement presents the actual results for the current year and for the prescribed financial performance indicators and measures, the results forecast by the council's strategic resource plan. The Local Government (Planning and Reporting) Regulations 2014 requires explanation of any material variations in the results contained in the performance statement. Council has adopted materiality thresholds relevant to each indicator and measure and explanations have not been provided for variations below the materiality thresholds unless the variance is considered to be material because of its nature.

The forecast figures included in the performance statement are those adopted by council in its strategic resource plan on 18 June 2020 and which forms part of the council plan. The strategic resource plan includes estimates based on key assumptions about the future that were relevant at the time of adoption and aimed at achieving sustainability over the long term. Detailed information on the actual financial results is contained in the General Purpose Financial Statements. The strategic resource plan can be obtained by contacting council.





Certification of the Performance Statement

In my opinion, the accompanying performance statement has been prepared in accordance with the *Local Government Act 1989* and the Local Government (Planning and Reporting) Regulations 2014.

Ian Carroll *CPA*

Principal Accounting Officer

Dated: 22/10/2020

In our opinion, the accompanying performance statement of the Wellington Shire Council for the year ended 30 June 2020 presents fairly the results of Council's performance in accordance with the *Local Government Act 1989* and the Local Government (Planning and Reporting) Regulations 2014.

The performance statement contains the relevant performance indicators, measures and results in relation to service performance, financial performance and sustainable capacity.

At the date of signing, we are not aware of any circumstances that would render any particulars in the performance statement to be misleading or inaccurate.

We have been authorised by the Council and by the Local Government (Planning and Reporting) Regulations 2014 to certify this performance statement in its final form.

Alan Hall

Councillor

Dated: 22/10/2020

Garry Stephens

Councillor

Dated: 22/10/2020

David Morcom

Chief Executive Officer

Dated: 22/10/2020

Independent Auditor's Report

VAGO
Victorian Auditor-General's Office

To the Councillors of Wellington Shire Council

Opinion	I have audited the accompanying performance statement of Wellington Shire Council (the council) which comprises the: • description of municipality for the year ended 30 June 2020 • sustainable capacity indicators for the year ended 30 June 2020 • service performance indicators for the year ended 30 June 2020 • financial performance indicators for the year ended 30 June 2020 • notes to the performance statement and • the certification of the performance statement. In my opinion, the performance statement presents fairly, in all material respects, the performance of the council for the year ended 30 June 2020 in accordance with the performance reporting requirements of Part 6 of the *Local Government Act 1989*.
Basis for Opinion	I have conducted my audit in accordance with the *Audit Act 1994* which incorporates the Australian Standards on Assurance Engagements. I further describe my responsibilities under that Act and those standards in the *Auditor's Responsibilities for the Audit of the performance statement* section of my report. My independence is established by the *Constitution Act 1975*. I and my staff are independent of the council in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the performance statement in Victoria and have also fulfilled our other ethical responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.
Councillors' responsibilities for the performance statement	The Councillors is responsible for the preparation and fair presentation of the performance statement in accordance with the performance reporting requirements of the *Local Government Act 1989* and for such internal control as the Councillors determines is necessary to enable the preparation and fair presentation of the statement of performance that is free from material misstatement, whether due to fraud or error.
Auditor's responsibilities for the audit of the performance statement	As required by the *Audit Act 1994*, my responsibility is to express an opinion on the performance statement based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the performance statement as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Standards on Assurance Engagements will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of this performance statement. As part of an audit in accordance with the Australian Standards on Assurance Engagements, I exercise professional judgement and maintain professional scepticism throughout the audit. I also: • identify and assess the risks of material misstatement of performance statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. • obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the council's internal control • evaluate the overall presentation, structure and content of the performance statement, including the disclosures, and whether performance statement represents the underlying events and results in a manner that achieves fair presentation. I communicate with the Councillors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Level 31 / 35 Collins Street, Melbourne Vic 3000
T 03 8601 7000 enquiries@audit.vic.gov.au www.audit.vic.gov.au

MELBOURNE
30 October 2020

Sanchu Chummar
as delegate for the Auditor-General of Victoria

3

financial statement

Certification of the Financial Statements

In my opinion the accompanying financial statements have been prepared in accordance with the *Local Government Act 1989,* the *Local Government (Planning and Reporting) Regulations 2014* , Australian Accounting Standards and other mandatory professional reporting requirements.



Ian Carroll (CPA)
Principal Accounting Officer

Dated : 22 October 2020
Sale

In our opinion the accompanying financial statements present fairly the financial transactions of Wellington Shire Council for the year ended 30 June 2020 and the financial position of the Council as at that date.

As at the date of signing, we are not aware of any circumstances which would render any particulars in the financial statements to be misleading or inaccurate.

We have been authorised by the Council and by the *Local Government (Planning and Reporting) Regulations 2014* to certify the financial statements in their final form.



Alan Hall
Councillor

Dated : 22 October 2020
Sale



Garry Stephens
Councillor

Dated : 22 October 2020
Sale



David Morcom
Chief Executive Officer

Dated : 22 October 2020
Sale

Independent Auditor's Report

Victorian Auditor-General's Office

To the Councillors of Wellington Shire Council

Opinion

I have audited the financial report of Wellington Shire Council (the council) which comprises the:

- balance sheet as at 30 June 2020
- comprehensive income statement for the year then ended
- statement of changes in equity for the year then ended
- statement of cash flows for the year then ended
- statement of capital works for the year then ended
- notes to the financial statements, including significant accounting policies
- certification of the financial report.

In my opinion the financial report presents fairly, in all material respects, the financial position of the council as at 30 June 2020 and their financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 6 of the *Local Government Act 1989* and applicable Australian Accounting Standards.

Basis for Opinion

I have conducted my audit in accordance with the *Audit Act 1994* which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report.

My independence is established by the *Constitution Act 1975.* My staff and I are independent of the council in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Councillors's responsibilities for the financial report

The Councillors of the council are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the *Local Government Act 1989*, and for such internal control as the Councillors determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Councillors are responsible for assessing the council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.

Level 31 / 35 Collins Street, Melbourne Vic 3000
T 03 8601 7000 enquiries@audit.vic.gov.au www.audit.vic.gov.au

Auditor's responsibilities for the audit of the financial report

As required by the *Audit Act 1994,* my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the council's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Councillors
- conclude on the appropriateness of the Councillors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the council's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the council to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Councillors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



MELBOURNE
30 October 2020

Sanchu Chummar
as delegate for the Auditor-General of Victoria

Comprehensive Income Statement
For the Year Ended 30 June 2020

	Note	2020	2019
		$'000	$'000
Income			
Rates and charges	3.1	63,431	61,916
Statutory fees and fines	3.2	782	775
User fees	3.3	6,652	7,369
Grants - operating	3.4	19,719	22,594
Grants - capital	3.4	10,513	16,739
Contributions - monetary	3.5	921	1,615
Contributions - non monetary	3.5	911	611
Other income	3.6	3,768	3,920
Total income		**106,697**	**115,539**
Expenses			
Employee costs	4.1	26,950	25,690
Materials and services	4.2	30,792	30,802
Depreciation	4.3	22,437	21,044
Amortisation - intangible assets	4.4	722	556
Amortisation - right of use assets	4.5	444	-
Bad and doubtful debts	4.6	107	110
Borrowing costs	4.7	(45)	355
Finance Costs - Leases	4.8	15	-
Other expenses	4.9	5,124	2,187
Net loss on disposal of property, infrastructure, plant and equipment	4.10	990	1,120
Total expenses		**87,536**	**81,864**
Surplus for the year		**19,161**	**33,675**
Other comprehensive income			
Items that will not be reclassified to surplus or deficit in future periods			
Net asset revaluation increment/(decrement)	6.1	105,875	(21,728)
Total comprehensive result		**125,036**	**11,947**

The above comprehensive income statement should be read in conjunction with the accompanying notes.

Balance Sheet
As at 30 June 2020

	Note	2020	2019
		$'000	$'000
Assets			
Current assets			
Cash and cash equivalents	5.1	67,532	60,612
Trade and other receivables	5.1	7,431	8,119
Other financial assets	5.1	40,493	36,219
Inventories	5.2	21	20
Other assets	5.2	315	414
Total current assets		**115,792**	**105,384**
Non-current assets			
Trade and other receivables	5.1	1,697	1,064
Property, infrastructure, plant and equipment	6.1	994,890	881,146
Right-of-use assets	5.8	324	-
Intangible assets	5.2	1,531	2,138
Total non-current assets		**998,442**	**884,348**
Total assets		**1,114,234**	**989,732**
Liabilities			
Current liabilities			
Trade and other payables	5.3	7,630	5,802
Trust funds and deposits	5.3	4,080	2,148
Unearned Income	5.3	4,830	-
Provisions	5.5	9,155	6,108
Interest-bearing liabilities	5.4	289	6,289
Lease liabilities	5.8	256	-
Total current liabilities		**26,240**	**20,347**
Non-current liabilities			
Provisions	5.5	14,871	17,770
Interest-bearing liabilities	5.4	1,026	1,315
Lease liabilities	5.8	134	-
Total non-current liabilities		**16,031**	**19,085**
Total liabilities		**42,271**	**39,432**
Net assets		**1,071,963**	**950,300**
Equity			
Accumulated surplus		405,489	388,816
Reserves	9.1	666,474	561,484
Total Equity		**1,071,963**	**950,300**

The above balance sheet should be read in conjunction with the accompanying notes.

Statement of Changes in Equity
For the Year Ended 30 June 2020

2020	Note	Total $'000	Accumulated Surplus $'000	Revaluation Reserve $'000	Other Reserves $'000
Balance at beginning of the financial year		950,300	388,816	551,595	9,889
Impact of change in accounting policy - AASB 15 Revenue from Contracts with Customers	10	(3,373)	(3,373)	-	-
Impact of change in accounting policy - AASB 1058 Income of Not-for-Profit Entities	10	-	-	-	-
Impact of change in accounting policy - AASB 16 Leases	5.8	-	-	-	-
Adjusted Opening balance		946,927	385,443	551,595	9,889
Surplus for the year		19,161	19,161	-	-
Net asset revaluation increment	6.1	105,875	-	105,875	-
Transfer from asset revaluation reserve to accumulated surplus	6.1	-	1,858	(1,858)	-
Transfers to other reserves	9.1	-	(2,821)	-	2,821
Transfers from other reserves	9.1	-	1,848	-	(1,848)
Balance at end of the financial year		**1,071,963**	**405,489**	**655,612**	**10,862**

2019	Note	Total $'000	Accumulated Surplus $'000	Revaluation Reserve $'000	Other Reserves $'000
Balance at beginning of the financial year		938,720	356,603	574,111	8,006
Effects of correction of errors		(367)	(367)		
Surplus for the year		33,675	33,675	-	-
Net asset revaluation decrement	6.1	(21,728)	-	(21,728)	-
Transfer from asset revaluation reserve to accumulated surplus	6.1	-	788	(788)	-
Transfers to other reserves	9.1	-	(2,814)	-	2,814
Transfers from other reserves	9.1	-	931	-	(931)
Balance at end of the financial year		**950,300**	**388,816**	**551,595**	**9,889**

The above statement of changes in equity should be read in conjunction with the accompanying notes.

Statement of Cash Flows
For the Year Ended 30 June 2020

	Note	2020 Inflows/ (Outflows) $'000	2019 Inflows/ (Outflows) $'000
Cash flows from operating activities			
Rates and charges		62,817	62,075
Statutory fees and fines		783	787
User fees		6,096	7,804
Grants - operating		21,416	22,775
Grants - capital		11,558	16,167
Contributions - monetary		921	1,615
Interest received		1,470	2,027
Trust funds and deposits taken		7,609	2,658
Other receipts		1,501	1,285
Goods and Services Tax Collected		1,070	944
Goods and Services Tax Refunds from the Australian Taxation Office		4,427	5,102
Employee costs		(25,839)	(25,450)
Materials and services		(29,514)	(31,439)
Trust funds and deposits repaid		(5,678)	(1,506)
Other payments		(4,598)	(728)
Goods and Services Tax Paid to Suppliers		(5,702)	(6,063)
Net cash provided by operating activities		**48,337**	**58,053**
Cash flows from investing activities			
Payments for property, infrastructure, plant and equipment (including intangibles)		(31,002)	(33,604)
Proceeds from sale of property, infrastructure, plant and equipment		623	634
Payments for investments		(129,040)	(154,346)
Proceeds from sale of investments		124,639	138,972
Net cash used in investing activities		**(34,780)**	**(48,344)**
Cash flows from financing activities			
Finance costs -recouped/(paid)		45	(355)
Repayment of borrowings		(6,289)	(288)
Interest paid - lease liability		(15)	-
Repayment of lease liabilities		(378)	-
Net cash used in financing activities		**(6,637)**	**(643)**
Net increase in cash and cash equivalents		6,920	9,066
Cash and cash equivalents at the beginning of the financial year		60,612	51,546
Cash and cash equivalents at the end of the financial year		**67,532**	**60,612**
Financing arrangements	5.6		
Restrictions on cash assets	5.1		

The above statement of cash flows should be read in conjunction with the accompanying notes.

Statement of Capital Works
For the Year Ended 30 June 2020

	2020 $'000	2019 $'000
Property		
Land improvements	77	126
Total land	77	126
Buildings	7,113	4,241
Total buildings	7,113	4,241
Total property	7,190	4,367
Plant and equipment		
Plant, machinery and equipment	1,877	1,576
Fixtures, fittings and furniture	186	377
Computers and telecommunications	33	258
Library books	239	246
Total plant and equipment	2,335	2,457
Infrastructure		
Roads	11,074	10,863
Bridges	1,031	633
Footpaths and cycleways	3,600	2,433
Drainage	293	68
Recreational, leisure and community facilities	2,631	1,945
Waste management	575	344
Parks, open space and streetscapes	1,188	3,616
Aerodromes	49	6,297
Off street car parks	76	385
Other infrastructure	820	136
Total infrastructure	21,337	26,720
Total Capital Works expenditure	**30,862**	**33,544**
Represented by:		
New asset expenditure	378	2,446
Asset renewal expenditure	19,811	20,303
Asset expansion expenditure	3,755	2,691
Asset upgrade expenditure	6,918	8,104
Total capital works expenditure	**30,862**	**33,544**

The above Statement of Capital Works should be read in conjunction with the accompanying notes.
The Statement of Capital Works includes work in progress and excludes intangibles.

Notes to the Financial Report
For the Year Ended 30 June 2020

OVERVIEW

Introduction

Wellington Shire Council was established by an Order of the Governor in Council on 2 December 1994. The Council's main office is located at 18-20 Desailly Street, Sale, Victoria 3850.

Statement of compliance

These financial statements are a general purpose financial report that consists of a Comprehensive Income Statement, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows, Statement of Capital Works and Notes accompanying these financial statements. The general purpose financial report complies with the Australian Accounting Standards (AAS), other authoritative pronouncements of the Australian Accounting Standards Board, *the Local Government Act 1989,* and the Local Government (Planning and Reporting) Regulations 2014.

Significant accounting policies

(a) Basis of accounting

The accrual basis of accounting has been used in the preparation of these financial statements, whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

Judgements, estimates and assumptions are required to be made about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated judgements are based on professional judgement derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in the application of AAS's that have significant effects on the financial statements and estimates relate to:

- the fair value of land, buildings, infrastructure, plant and equipment (refer to Note 6.1)
- the determination of depreciation for buildings, infrastructure, plant and equipment (refer to Note 6.1)
- the determination of employee provisions (refer to Note 5.5)
- the determination of landfill provisions (refer to Note 5.5)
- the determination of whether performance obligations are sufficiently specific so as to determine whether an arrangement is within the scope of *AASB 15 Revenue from Contracts with Customers* or *AASB 1058 Income of Not-for-Profit Entities* (refer to Note 3).
- the determination, in accordance with *AASB 16 Leases* , of the lease term, the estimation of the discount rate when not implicit in the lease and whether an arrangement is in substance short-term or low value (refer to Note 5.8).
- other areas requiring judgements.

Unless otherwise stated, all accounting policies are consistent with those applied in the prior year. Where appropriate, comparative figures have been amended to accord with current presentation (except where transitional requirements of *AASB 15 Revenue from Contracts with Customers* , *AASB 16 Leases* and *AASB 1058 Income of Not-for-Profit Entities* do not require restatement of comparatives under the modified retrospective approach adopted by the Council), and disclosure has been made of any material changes to comparatives.

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 1 Performance against budget

The performance against budget notes compare Council's financial plan, expressed through its annual budget, with actual performance. *The Local Government (Planning and Reporting) Regulations 2014* requires explanation of any material variances. Council has adopted a materiality threshold of the lower of 10 percent or $600,000 where further explanation is warranted. Explanations have not been provided for variations below the materiality threshold unless the variance is considered to be material because of its nature.

The budget figures detailed below are those adopted by Council on 6 June 2019. The Budget was based on assumptions that were relevant at the time of adoption of the Budget. Council sets guidelines and parameters for income and expense targets in this budget in order to meet Council's planning and financial performance targets for both the short and long-term. The budget did not reflect any changes to equity resulting from asset revaluations, as their impacts were not considered predictable.

These notes are prepared to meet the requirements of the *Local Government Act 1989* and the *Local Government (Planning and Reporting) Regulations 2014.*

1.1 Income and expenditure

	Budget 2020 $'000	Actual 2020 $'000	Variance 2020 $'000	Variance %	Ref
Income					
Rates and charges	63,780	63,431	**(349)**	**(1)**	1
Statutory fees and fines	882	782	**(100)**	**(11)**	2
User fees	7,387	6,652	**(735)**	**(10)**	3
Grants - operating	16,042	19,719	**3,677**	**23**	4
Grants - capital	8,144	10,513	**2,369**	**29**	5
Contributions - monetary	616	921	**305**	**50**	6
Contributions - non monetary	-	911	**911**	**100**	7
Other income	2,951	3,768	**817**	**28**	8
Total income	99,802	106,697	**6,895**	**7**	
Expenses					
Employee costs	27,786	26,950	**836**	**3**	9
Materials and services	35,906	30,792	**5,114**	**14**	10
Depreciation	24,173	22,437	**1,736**	**7**	11
Amortisation - Intangible assets	603	722	**(119)**	**(20)**	
Amortisation - Right of use assets	-	444	**(444)**	**(100)**	12
Bad and doubtful debts	92	107	**(15)**	**(16)**	
Borrowing costs	243	(45)	**288**	**119**	13
Finance costs - Leases	-	15	**(15)**	**(100)**	
Net loss on disposal of property, infrastructure, plant and equipment	906	990	**(84)**	**(9)**	
Other expenses	734	5,124	**(4,390)**	**(598)**	14
Total expenses	90,443	87,536	**2,907**	**3**	
Surplus for the year	**9,359**	**19,161**	**9,802**	**105**	

(i) Explanation of material variations - Income and Expenditure

Variance Ref	Item	Explanation
1	Rates and Charges	Delay in commencement of street construction schemes resulted in lower than expected owners contributions being raised ($633k). This has been partly offset by $284k of additional supplementary rates and charges raised in 2019/20.
2	Statutory Fees & Fines	Lower than expected issuing of local laws and fire infringement notices ($145k), offset by $42k greater income from certificates, permits and planning fees.
3	User fees	User fees impacted by drought, bushfires, and COVID-19 including leisure centre fees ($602k), 'The Wedge' Entertainment Centre ($158k), and Gippsland Regional Livestock Exchange ($137k). This is partly offset by miscellaneous reimbursements of $89k.
4	Grants - operating	The majority of the additional operating grants received relates to drought rate relief program of $3.8 million. This is slightly offset by various minor grants for rural access programs ($45k), art gallery ($27k), municipal emergency ($23k) and immunisations ($16k) that were not received in 2019/20.
5	Grants - capital	Additional Drought Initiative Roads to Recovery (RTR) funding of $2.6 million was allocated after the 2019/20 budget was adopted. Cameron Sporting Complex Stadium Redevelopment additional allocation of $2.4 million was associated with transition to new Accounting Standards and revised timing of grant payments. This additional funding was offset by $790k of public hall funding either paid directly to hall committees or delays in commencement of projects with funding to be received in 2020/21. These delays include funding for Stephenson Park ($800k), Maffra CBD Streetscape Renewal ($500k) and Market /Macarthur Street intersection ($126k). Funding for Pine Lodge - Tennis Court redevelopment ($225k) and Briagolong Recreation Pavilion ($225k) was budgeted to be received in 2019/20 but was received in June 2019.
6	Contributions - monetary	Major contributions (monetary) received during the year include Sale Memorial Hall upgrade of $203k and Cameron Sporting Complex Redevelopment of $225k.
7	Contributions - non monetary	Asset contributions (non monetary) associated with new subdivisions in Stratford have been recognised throughout the year.
8	Other income	Other income mainly represents recognition of new assets (non-cash adjustments) of $797k associated with a review of Council's road management plan.
9	Employee costs	Savings in employee benefits are mainly due to $300k savings in 2019/20 WorkCover premium expenses. Savings of $300k due to vacancies and leave entitlements are partly offset by additional agency staff to cover vacancies that are critical for maintaining ongoing services. Savings of $200k have occurred in training mainly due to COVID-19.
10	Materials and Services	Expenditure budgeted for IT corporate systems improvements associated with the Gippsland Shared Services initiative and other special projects of $2.5 million has been delayed until 2020/21. Stratford Recreation Reserve Changerooms and York Street special project have been delayed until 2020/21 resulting in $1.3 million in savings in 2019/20. Underspends occurred in utility charges of $300k, consultant payments of $300k, and maintenance costs of $200k for infrastructure and buildings, partly due to facility closures from COVID-19. Other ongoing community projects and programs, as well as drought recovery and COVID-19 support initiatives of $500k will be carried forward to 2020/21.
11	Depreciation	Overall lower than expected depreciation (non cash) mainly in roads, offset by higher than expected depreciation for buildings, drainage, and plant and machinery. Annual depreciation charges are impacted by the timing of project completions.
12	Amortisation - Right of Use Assets	New right of use assets recognised 1 July 2019 (AASB 16 Leases).
13	Borrowings	The impact of Net Present Value (NPV) movement on employee entitlement and landfill provision has resulted in a negative non-cash interest adjustment of $288k.
14	Other expenses	Unbudgeted allocation for drought farm relief payments (funded) of $3.8 million and recognition of volunteer services as an expense ($246k) under new accounting standards effective 1 July 2019.

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 1 Performance against budget (continued)

1.2 Capital works

	Budget 2020 $'000	Actual 2020 $'000	Variance 2020 $'000	Variance %	Ref
Property					
Landfill Improvements	75	77	2	**3**	
Total Land	75	77	2	**3**	
Buildings	11,149	7,113	(4,036)	**(36)**	1
Total Buildings	11,149	7,113	(4,036)	**(36)**	
Total Property	11,224	7,190	(4,034)	**(36)**	
Plant and Equipment					
Plant, machinery and equipment	2,104	1,877	(227)	**(11)**	2
Fixtures, fittings and furniture	164	186	22	**13**	
Computers and telecommunications*	230	33	(197)	**(86)**	3
Library books	244	239	(5)	**(2)**	
Total Plant and Equipment	2,742	2,335	(407)	**(15)**	
Infrastructure					
Roads	12,814	11,074	(1,740)	**(14)**	4
Bridges	1,469	1,031	(438)	**(30)**	5
Footpaths and cycleways	1,869	3,600	1,731	**93**	6
Drainage	450	293	(157)	**(35)**	7
Recreational, leisure and community facilities	2,800	2,631	(169)	**(6)**	
Waste management	465	575	110	**24**	8
Parks, open space and streetscapes	3,280	1,188	(2,092)	**(64)**	9
Aerodromes	1,414	49	(1,365)	**(97)**	10
Off street car parks	450	76	(374)	**(83)**	11
Other infrastructure	829	820	(9)	**(1)**	
Total Infrastructure	25,840	21,337	(4,503)	**(17)**	
Total Capital Works Expenditure	39,806	30,862	(8,944)	**(22)**	
Represented by:					
New asset expenditure	405	378	(27)	**(7)**	
Asset renewal expenditure	23,673	19,811	(3,862)	**(16)**	
Asset expansion expenditure	4,517	3,755	(762)	**(17)**	
Asset upgrade expenditure	11,211	6,918	(4,293)	**(38)**	
Total Capital Works Expenditure	39,806	30,862	(8,944)	**(22)**	

* This comparison excludes intangibles (budget $682k and actuals $143k)

(i) Explanation of material variations - Capital Works

Variance Ref	Item	Explanation
1	Buildings	Delays in funding confirmation and community consultations, has delayed the commencement of the Stephenson Park project until early 2020/21 resulting in a variance of $1.41 million. The commencement of the Cameron Sporting Complex construction phase commenced later than expected in 2019/20 resulting in a $792k underspend. Funding applications of $950k for halls were either unsuccessful or paid directly to committees. The Aqua Energy Masterplan currently being developed has put on hold $600k of projects relating to Aqua Energy. Delays have also occurred in the public toilet replacement program of $242k.
2	Plant, machinery and equipment	The replacement of some fleet vehicles has been deferred because of lower than expected kilometres and some vehicles are being kept longer as an economy measure.
3	Computers and telecommunications	Vendor commitments due to the 2019/20 Bushfires has delayed the commencement of the Remote ICT/AV Technology projects ($170k).
4	Roads	Several new special charge schemes which have a long lead time due to statutory requirements and required stakeholder engagement were delayed by extended community consultation resulting in an underspend of $810k. Commencement on works in Market St/Macarthur St funding ($474k) and Sale - Toongabbie Road safety works ($280k) were delayed while awaiting funding announcements. The annual reconstruct and reseal roads program delivered $932k in savings after completion of the programmed works. A number of other projects including Beverleys Road safety upgrades ($238k) and Loch Sport Town Entry improvements ($250k) will be completed in 2020/21. These underspends have been partly offset by an additional $1.80 million of Roads to Recovery grant funding received which included additional works on several projects which were brought forward from future programs.
5	Bridges	$243k of Rathjens Bridge expenditure was reclassified to operating as the bridge is on the border with Latrobe Shire who contributed 50% to the project. Staceys Bridge had savings of $200k.
6	Footpaths and cycleways	Maffra Streetscape expenditure ($1.6 million) was reclassified from parks, open space and streetscapes.
7	Drainage	Barkly Street Drainage works ($91k) will be completed in July 2020. Savings of $65k were achieved in the construction of minor drainage works.
8	Waste management	The 2019/20 budget included an allocation for the construction of material storage facilities which was not required as Council received grant funding to construct E-Waste Storages at landfill facilities. This funding resulted in an expanded project resulting in $115k of additional expenditure.
9	Parks, open space and streetscapes	Maffra Streetscape expenditure of $1.6 million was re-classified as footpaths and cycleways. Port of Sale and town entry signs works of $116k were postponed. Under Council's capitalisation policy $172k of expenditure associated with works at BBQ Shelter and Botanic Gardens was transferred to operating. New funding of $96k was received for fitness equipment on the Loch Sport foreshore.
10	Aerodromes	During 2019/20 confirmation has been received that the assets associated with the West Sale Airport -Waste Water ($794k) and the Eastern Rec Aviation Precinct ($535k) projects will be transferred to third parties after completion. They have been therefore reclassified as operating projects and will be completed in 2020/21.
11	Off street car parks	Negotiations for a carpark redevelopment ($397k) are progressing and will be completed in 2020/21.

Note 2 Analysis of Council results by program

Council delivers its functions and activities through the following programs.

2 (a) Built & Natural Environment

Built & Natural Environment division promotes, plans and implements a range of strategies that make a significant contribution to the responsible care and sustainable management of our municipality's diverse natural environment and built environment. Services delivered by this division include Capital works, Asset Management, Infrastructure Development, Road Planning and Maintenance, Built Environment Facilities, Parks Services, Open Space Planning and Waste & Sustainability.

Chief Executive Officer

CEO Office ensures leadership and engagement with our community to ensure our residents feel engaged and informed by Council through services including Media and Communication.

Community and Culture

Community and Culture division promotes, supports and advocates for the social and cultural wellbeing of our community by providing essential and innovative amenities, services and facilities through the creation of beneficial partnerships with key stakeholders. The division is comprised of service areas including Social Planning & Policy, Community Engagement, Youth Services, Rural Access, Emergency Management, Community Facilities Planning and Community Committees. This division also manages our Art Gallery, Library Services, 'The Wedge' Entertainment Centre and Leisure Services which includes our pools and Gippsland Regional Sporting Complex in Sale.

Corporate Services

Corporate Services division provides support services across council to enable the delivery of council's vision and strategic objectives. The provision of these services includes Human Resources, Occupational Heath & Safety, Risk Management, Corporate Planning, Accounting & Payroll, Rates & Valuations, Procurement, Records Management, Information Technology and Business Systems. This division also ensures the legislative compliance by conducting our affairs openly and with integrity, reflecting the highest level of good management and governance.

Development

Development division supports sustainable growth and development in appropriate locations supported by levels of infrastructure in keeping with the needs of the community while retaining the amenity valued by the community. This include services such as Strategic Planning, Statutory Planning, Economic Development, Tourism and Visitor Economy. The division is responsible for managing a number of customer focussed, responsive services such as Local Laws, Environmental Health, Municipal Building Services and Customer Service. It also manages a range of commercial property portfolios including the Gippsland Regional Livestock Exchange.

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 2 Analysis of Council results by program

2 (b) Summary of revenues, expenses, assets and capital expenses by program

2020	Income $'000	Expenses $'000	Surplus/(Deficit) $'000	Grants included in income $'000	Total assets $'000
Built & Natural Environment	23,399	53,360	(29,961)	11,894	987,495
Chief Executive Officer	1	1,423	(1,422)	-	-
Community and Culture	4,288	12,351	(8,063)	4,987	5,451
Corporate Services	71,825	12,402	59,423	13,020	121,289
Development	7,184	8,000	(816)	332	-
	106,697	**87,536**	**19,161**	**30,233**	**1,114,235**

2019	Income $'000	Expenses $'000	Surplus/(Deficit) $'000	Grants included in income $'000	Total assets $'000
Built & Natural Environment	30,449	53,046	(22,597)	19,173	874,036
Chief Executive Officer	-	1,328	(1,328)	-	-
Community and Culture	5,618	11,964	(6,346)	4,855	5,100
Corporate Services	67,073	8,028	59,045	14,066	110,596
Development	12,399	7,498	4,901	1,239	-
	115,539	**81,864**	**33,675**	**39,333**	**989,732**

Note 3 Funding for the delivery of our services

3.1 Rates and charges

	2020 $'000	2019 $'000

Council uses Capital Improved Value (CIV) as the basis of valuation of all properties within the municipal district. The CIV of a property is its total land and improvements value.

The valuation base used to calculate general rates for 2019/20 was $11,450 million (2018/19 $10,789 million).

General rates	56,185	54,551
Waste management charge	4,326	4,167
Service rates and charges	2,042	2,005
Supplementary rates and rate adjustments	284	448
Special rates and charges	270	388
Interest on rates and charges	324	357
Total rates and charges	**63,431**	**61,916**

The date of the latest general revaluation of land for rating purposes within the municipal district was 1 January 2020, and the valuation will be first applied in the rating year commencing 1 July 2020.

Annual rates and charges are recognised as revenue when Council issues annual rates notices. Supplementary rates are recognised when a valuation and reassessment is completed and a supplementary rates notice issued.

3.2 Statutory fees and fines

Planning fees	382	395
Land and building information certificates	163	147
Permits	137	134
Infringements and costs	100	99
Total statutory fees and fines	**782**	**775**

Statutory fees and fines (including parking fees and fines) are recognised as revenue when the service has been provided, the payment is received, or when the penalty has been applied, whichever first occurs.

3.3 User fees

Waste management services	2,563	2,550
Leisure centres	1,690	2,152
Registration and other permits	823	795
Other fees and charges	789	732
Saleyards	425	569
Entertainment centre	230	401
Emergency management works	63	91
Animal services	69	79
Total user fees	**6,652**	**7,369**
User fees by timing of revenue recognition		
User fees recognised over time	-	-
User fees recognised at a point in time	6,652	7,369
Total user fees	**6,652**	**7,369**

User fees are recognised as revenue at a point in time, or over time, when (or as) the performance obligation is satisfied. Recognition is based on the underlying contractual terms.

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 3 Funding for the delivery of our services

3.4 Funding from other levels of government

	2020 $'000	2019 $'000

Grants were received in respect of the following:

Summary of grants		
Commonwealth funded grants	18,890	21,138
State funded grants	11,342	18,195
Total grants received	**30,232**	**39,333**
(a) Operating Grants		
Recurrent - Commonwealth Government		
Financial Assistance Grants	13,960	14,490
Roads to Recovery	-	93
Recurrent - State Government		
Libraries	330	323
Rural Access and Transport connection	138	251
Cultural Services	202	229
Municipal emergency	123	174
School crossing supervisors	136	133
Parks and Environmental services	115	106
Environmental health	63	94
Fire Service Property Levy	61	59
Senior citizens	58	57
Community support programs	10	44
Other	21	14
Total recurrent operating grants	**15,217**	**16,067**
Non-recurrent - Commonwealth Government		
Drought Community Program	-	428
Non-recurrent - State Government		
Drought Communities Program	3,810	250
Shared Services	-	4,500
Community and Recreation facilities upgrade	433	404
Roads	-	261
Economic Development and Tourism	132	173
Municipal emergency	47	45
Natural disaster funding	46	-
Other	27	216
Planning	-	110
Community support programs	7	79
Property Valuation	-	61
Total non-recurrent operating grants	**4,502**	**6,527**
Total operating grants	**19,719**	**22,594**

Note 3 Funding for the delivery of our services

	2020	2019
3.4 Funding from other levels of government (continued)	**$'000**	**$'000**
(b) Capital Grants		
Recurrent - Commonwealth Government		
Roads to recovery	4,735	3,490
Total recurrent capital grants	**4,735**	**3,490**
Non-recurrent - Commonwealth Government		
Drought Community Program	100	472
Parks, open space and streetscapes	95	1,000
Buildings	-	675
Recreation and leisure community facilities	-	490
Non-recurrent - State Government		
Recreation and leisure community facilities	3,644	2,800
Buildings	-	1,500
Bridges	321	-
Roads	919	877
Footpaths and Cycleways	311	242
Waste Management	290	150
Parks, open space and streetscapes	89	34
Library Books	9	9
Aerodrome	-	5,000
Total non-recurrent capital grants	**5,778**	**13,249**
Total capital grants	**10,513**	**16,739**
(c) Unspent grants received on condition that they be spent in a specific manner		
Operating		
Balance at start of year	7,809	3,139
Received during the financial year and remained unspent at balance date	2,623	5,542
Received in prior years and spent during the financial year	(1,923)	(872)
Balance at year end	**8,509**	**7,809**
Capital		
Balance at start of year	3,009	1,398
Received during the financial year and remained unspent at balance date	2,207	2,761
Received in prior years and spent during the financial year	(2,977)	(1,150)
Balance at year end	**2,239**	**3,009**

Grant income is recognised at the point in time when the council satisfies its performance obligations as specified in the underlying agreement.

3.5 Contributions

Monetary	921	1,615
Non-monetary	911	611
Total contributions	**1,832**	**2,226**

Contributions of non monetary assets were received in relation to the following asset classes.

Infrastructure	525	560
Property	386	51
Total non-monetary contributions	**911**	**611**

Monetary and non monetary contributions are recognised as revenue when Council obtains control over the contributed asset.

Notes to the Financial Report
For the Year Ended 30 June 2020

	2020	2019
3.6 Other income	**$'000**	**$'000**
Interest on investments	1,470	2,027
Recognition of assets	797	608
Other rent	764	862
Donations	382	310
Volunteer Income	246	-
Miscellaneous income	84	80
Insurance	24	21
Interest on debtors	1	12
Total other income	**3,768**	**3,920**

Interest is recognised as it is earned.
Other income is measured at the fair value of the consideration received or receivable and is recognised when Council gains control over the right to receive the income.

Note 4 The cost of delivering services

	2020	2019
4.1 Employee costs	**$'000**	**$'000**
Wages and salaries	22,117	20,625
Superannuation	2,211	2,148
Casual staff	1,860	2,118
Other	374	402
WorkCover	199	202
Fringe benefits tax	189	195
Total employee costs	**26,950**	**25,690**

(b) Superannuation
Council made contributions to the following funds:

Defined benefit fund		
Employer contributions to Local Authorities Superannuation Fund (Vision Super)	160	184
Employer contributions - other funds	-	-
	160	**184**
Employer contributions payable at reporting date.	-	-
Accumulation funds		
Employer contributions to Local Authorities Superannuation Fund (Vision Super)	1,119	1,147
Employer contributions - other funds	890	814
	2,009	**1,961**
Employer contributions payable at reporting date.	-	-

Refer to note 9.3 for further information relating to Council's superannuation obligations.

Note 4 The cost of delivering services

4.2 Materials and services

	2020 $'000	2019 $'000
Infrastructure & parks maintenance	7,827	7,387
Contractors	5,313	6,104
Waste management services	4,689	4,570
Materials	3,410	3,705
Contributions	2,749	2,836
Utility payments	2,309	2,518
Building maintenance	1,386	1,204
Insurances	1,228	1,035
Authority fees	1,021	941
Consultants	860	502
Total materials and services	**30,792**	**30,802**

4.3 Depreciation

Infrastructure	15,809	15,110
Property	4,748	4,030
Plant and equipment	1,880	1,904
Total depreciation	**22,437**	**21,044**

Refer to note 6.1 for a more detailed breakdown of depreciation charges and accounting policy.

4.4 Amortisation - Intangible assets

Software	48	31
Water Rights	3	-
Landfill Airspace	671	525
Total Amortisation - Intangible assets	**722**	**556**

Refer to note 5.2(c)and 6.1 for a more detailed breakdown of amortisation charges and accounting policy.

4.5 Amortisation - Right of use assets

Property	161	-
Vehicles	233	-
Information Technology Equipment	50	-
Total Amortisation - Right of use assets	**444**	-

Refer to note 5.8 and 6.1 for a more detailed breakdown of amortisation charges and accounting policy.

4.6 Bad and doubtful debts

Rates debtors	107	110
Infringements	-	-
Total bad and doubtful debts	**107**	**110**
Movement in provisions for doubtful debts		
Balance at the beginning of the year	1,507	1,486
New Provisions recognised during the year	99	21
Balance at end of year	**1,606**	**1,507**

Provision for doubtful debt is recognised based on an expected credit loss model. This model considers both historic and forward looking information in determining the level of impairment.

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 4 The cost of delivering services

4.7 Borrowing costs

	2020 $'000	2019 $'000
Interest - Borrowings	243	391
Changes to net present value due to interest rate movements	(288)	(36)
Total borrowing costs	**(45)**	**355**

Borrowing costs are recognised as an expense in the period in which they are incurred, except where they are capitalised as part of a qualifying asset constructed by Council.

4.8 Finance Costs - Leases

Interest - Lease Liabilities	15	-
Total finance costs	**15**	**-**

4.9 Other expenses

Rate Relief payments	3,810	-
Work in progress assets written off	411	412
Councillors' allowances	316	310
Volunteer Expenses	246	-
Derecognition of assets	237	560
Auditors' remuneration - VAGO - audit of the financial statements, performance statement and grant acquittals	70	60
Auditors' remuneration - Internal	34	25
Operating lease rentals	-	223
Landfill Rehabilitation Expenses	-	597
Total other expenses	**5,124**	**2,187**

4.10 Net loss on disposal of property, infrastructure, plant and equipment

Proceeds of sale	623	634
Written down value of assets disposed/replaced	(1,613)	(1,754)
Total net gain/(loss) on disposal of property, infrastructure, plant and equipment	**(990)**	**(1,120)**

The profit or loss on sale of an asset is determined when control of the asset has passed to the buyer.

Note 5 Our financial position

	2020	2019
5.1 Financial assets	**$'000**	**$'000**
(a) Cash and cash equivalents		
Cash on hand	6	5
Cash at bank	1,216	896
Term deposits	66,310	59,711
Total cash and cash equivalents	67,532	60,612
(b) Other financial assets		
Term deposits - current	40,493	36,219
Term deposits - non-current	-	-
Total other financial assets	40,493	36,219
Total financial assets	**108,025**	**96,831**
Council's cash and cash equivalents are subject to external restrictions that limit amounts available for discretionary use. These include:		
Contractually restricted unearned income (Note 5.3 (c))	4,830	-
Trust funds and deposits (Note 5.3 (b))	4,080	2,148
Other non discretionary reserves (Note 9.1)	2,302	1,927
Total restricted funds	**6,382**	**4,075**
Total unrestricted cash and cash equivalents	**61,150**	**56,537**
Intended allocations		
Although not externally restricted the following amounts have been allocated for specific future purposes by Council:		
- Cash held to fund carried forward capital works/operating projects	7,260	4,122
- Cash held in relation to the Victoria Grants Commission advance to fund general operations and roads works	7,218	7,409
- Unexpended grants and contributions (Note 3.4, & 3.5)	10,782	11,445
- Discretionary reserve (Note 9.1)	8,560	7,962
Total funds subject to intended allocations	**33,820**	**30,938**

Cash and cash equivalents include cash on hand, deposits at call, and other highly liquid investments with original maturities of 90 days or less, net of outstanding bank overdrafts.

Other financial assets are valued at fair value, at balance date. Term deposits are measured at original cost. Any unrealised gains and losses on holdings at balance date are recognised as either a revenue or expense.

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 5 Our financial position

5.1 Financial assets (continued)

	2020	2019
(c) Trade and other receivables	**$'000**	**$'000**
Current		
Statutory receivables		
Rates debtors	4,196	4,294
Special charge schemes	34	83
Infringement and fire hazards	89	51
Net GST receivable	885	680
Non statutory receivables		
Government grants	776	2,099
Other debtors	1,052	473
Waste management	399	439
Total current trade and other receivables	7,431	8,119
Non-current		
Statutory receivables		
Rates debtors	2,619	2,125
Provision for doubtful debts	(1,600)	(1,502)
Special charge schemes	640	369
Provision for doubtful debts - special charge scheme	(2)	(2)
Infringements and fire hazards	44	77
Provision for doubtful debts - infringements	(4)	(3)
Total non-current trade and other receivables	1,697	1,064
Total trade and other receivables	**9,128**	**9,183**

Short term receivables are carried at invoice amount. A provision for doubtful debts is recognised when there is objective evidence that an impairment has occurred. Long term receivables are carried at amortised cost using the effective interest rate method.

Included in the provision for doubtful debts is an amount relating to land in inappropriate subdivisions mainly in the 90 Mile Beach area. Council has a significant number of rateable properties in these areas for which provision has been made for a total amount outstanding of $1,600,353 (2019: $1,501,737). A provision has been established as these properties are unable to be sold in order for Council to recover the debt.

(d) Ageing of Receivables

The ageing of the Council's trade & other receivables (excluding statutory receivables) that are not impaired was:		
Current (not yet due)	1,723	2,863
Past due by up to 30 days	172	37
Past due between 31 and 180 days	45	111
Past due between 181 and 365 days	7	-
Past due by more than 1 year	15	-
Total trade & other receivables	**1,962**	**3,011**

(e) Ageing of individually impaired Receivables

At balance date, other debtors representing financial assets with a nominal value of Nil (2019: Nil) were impaired.

Note 5 Our financial position

5.2 Non-financial assets	2020	2019
(a) Inventories	**$'000**	**$'000**
Inventories held for sale	21	20
Total inventories	**21**	**20**

Inventories held for sale are measured at the lower of cost and net realisable value. Where inventories are acquired for no cost or nominal consideration, they are measured at current replacement cost at the date of acquisition.

(b) Other assets		
Prepayments	315	414
Accrued income	-	-
Total other assets	**315**	**414**

(c) Intangible assets		
Water rights	15	18
Software	232	137
Landfill air space	1,284	1,983
Total intangible assets	**1,531**	**2,138**

	Water Right	Software	Landfill	Total
	$'000	$'000	$'000	$'000
Gross carrying amount				
Balance at 1 July 2019	35	230	4,855	5,120
Additions	-	143	-	143
Balance at 30 June 2020	35	373	4,855	5,263
Accumulated amortisation and impairment				
Balance at 1 July 2019	17	93	2,872	2,982
Amortisation expense	3	48	670	721
Write off of assets	-	-	29	29
Balance at 30 June 2020	20	141	3,571	3,732
Net book value at 30 June 2019	18	137	1,983	**2,138**
Net book value at 30 June 2020	**15**	**232**	**1,284**	**1,531**

Intangible assets with finite lives are amortised as an expense on a systematic basis over the asset's useful life. Amortisation is generally calculated on a straight line basis, at a rate that allocates the asset value, less any estimated residual value over its estimated useful life. Estimates of the remaining useful lives and amortisation method are reviewed at least annually, and adjustments made where appropriate.

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 5 Our financial position

5.3 Payables	2020	2019
(a) Trade and other payables	**$'000**	**$'000**
Trade payables	6,018	4,781
Accrued expenses	1,612	1,021
Total trade and other payables	**7,630**	**5,802**

(b) Trust funds and deposits		
Overpaid rates	1,586	771
Refundable deposits	328	333
Fire services levy	1,639	574
Retention amounts	368	315
Other trust funds and deposits	159	155
Total trust funds and deposits	**4,080**	**2,148**

Amounts received as deposits and retention amounts controlled by Council are recognised as trust funds until they are returned, transferred in accordance with the purpose of the receipt, or forfeited. Trust funds that are forfeited, resulting in Council gaining control of the funds, are to be recognised as revenue at the time of forfeit.

Purpose and nature of items

Overpaid Rates - Overpaid rates received from ratepayers which are offset when financial year's rates are raised.

Refundable deposits - Deposits are taken by Council as a form of surety in a number of circumstances, including in relation to building works, tender deposits, contract deposits and the use of civic facilities.

Fire Services Levy - Council is the collection agent for fire services levy on behalf of the State Government. Council remits amounts received on a quarterly basis. Amounts disclosed here will be remitted to the state government in line with that process.

Retention Amounts - Council has a contractual right to retain certain amounts until a contractor has met certain requirements or a related warrant or defect period has elapsed. Subject to the satisfactory completion of the contractual obligations, or the elapsing of time, these amounts will be paid to the relevant contractor in line with Council's contractual obligations.

Other Trust funds and deposits - Council holds in trust ticket sales for shows performed by third parties at 'The Wedge' Entertainment Centre which are on forwarded to performer on completion of the show.

(c) Unearned income		
Grants received in advance - operating	2,623	-
Grants received in advance - capital	2,207	-
Total unearned income	**4,830**	**-**

Amounts received by Council are classified as unearned income where funds are received for a specified purpose and where the specified purpose or obligations have not yet been fulfilled. Once the obligations is fulfilled by Council, the associated income will be presented in the comprehensive income statement. This requirement is set in AASB15.

Note 5 Our financial position

5.4 Interest-bearing liabilities

	2020 $'000	2019 $'000
Current		
Borrowings - secured	289	6,289
	289	6,289
Non-current		
Borrowings - secured	1,026	1,315
	1,026	1,315
Total	**1,315**	**7,604**

Borrowings are secured by Council rate income.

(a) The maturity profile for Council's borrowings is:

Not later than one year	289	6,289
Later than one year and not later than five years	1,026	1,155
Later than five years	-	160
	1,315	**7,604**

Borrowings are initially measured at fair value, being the cost of the interest bearing liabilities, net of transaction costs. The measurement basis subsequent to initial recognition depends on whether the Council has categorised its interest-bearing liabilities as either financial liabilities designated at fair value through the profit and loss, or financial liabilities at amortised cost. Any difference between the initial recognised amount and the redemption value is recognised in net result over the period of the borrowing using the effective interest method.
The classification depends on the nature and purpose of the interest bearing liabilities. The Council determines the classification of its interest bearing liabilities at initial recognition.

5.5 Provisions

2020	Employee $ '000	Landfill restoration $ '000	Total $ '000
Balance at beginning of the financial year	6,488	17,390	23,878
Additional provisions	1,991	-	1,991
Amounts used	(2,125)	(45)	(2,170)
Change in the discounted amount arising because of time and the effect of any change in the discount rate	654	(327)	327
Balance at the end of the financial year	**7,008**	**17,018**	**24,026**
2019			
Balance at beginning of the financial year	6,301	16,518	22,819
Additional provisions	2,177	-	2,177
Amounts used	(1,995)	(142)	(2,137)
Change in the discounted amount arising because of time and the effect of any change in the discount rate	5	1,014	1,019
Balance at the end of the financial year	**6,488**	**17,390**	**23,878**

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 5 Our financial position

5.5 Provisions (continued)

(a) Employee provisions	2020 $'000	2019 $'000
Current provisions expected to be wholly settled within 12 months		
Annual leave	1,540	1,418
Long service leave	289	483
	1,829	**1,901**
Current provisions expected to be wholly settled after 12 months		
Annual leave	648	462
Long service leave	4,108	3,745
	4,756	**4,207**
Total current employee provisions	**6,585**	**6,108**
Non-current		
Long service leave	422	379
Sick Leave Gratuity	1	1
Total non-current employee provisions	**423**	**380**
Aggregate carrying amount of employee provisions:		
Current	6,585	6,108
Non-current	423	380
Total aggregate carrying amount of employee provisions	**7,008**	**6,488**

The calculation of employee costs and benefits includes all relevant on-costs and are calculated as follows at reporting date.

Wages and salaries and annual leave
Liabilities for wages and salaries, including non-monetary benefits, annual leave and accumulated sick leave expected to be wholly settled within 12 months of the reporting date are recognised in the provision for employee benefits in respect of employee services up to the reporting date, classified as current liabilities and measured at their nominal values.

Liabilities that are not expected to be wholly settled within 12 months of the reporting date are recognised in the provision for employee benefits as current liabilities, measured at the present value of the amounts expected to be paid when the liabilities are settled using the remuneration rate expected to apply at the time of settlement.

Long service leave
Liability for long service leave (LSL) is recognised in the provision for employee benefits. LSL is measured at present value. Unconditional LSL is disclosed as a current liability. Conditional LSL that has been accrued, where an employee is yet to reach a qualifying term of employment, is disclosed as a non - current liability.

Sick Leave Gratuity
A former entity of Wellington Shire Council had established a sick leave gratuity scheme which ceased at the end of September 1991. Under the scheme, sick leave is payable to all ex-Shire employees and is not to exceed existing benefits as at the end of September 1991, using remuneration rates current at the time of leaving. The employees are entitled to the sick leave gratuity upon their leaving the organisation. The amount provided for appears as a non- current liability.

Key assumptions:	2020	2019
- discount rate %	0.511%	1.138%
- index rate %	2.250%	2.700%

Note 5 Our financial position

5.5 Provisions (continued)

	2020	2019
(b) Landfill Restoration	**$'000**	**$'000**
Current	2,570	-
Non-current	14,448	17,390
	17,018	**17,390**

Council is obligated to restore the Kilmany, Longford, Maffra, Rosedale, Stratford and Yarram sites to a particular standard. The forecast life of each site is based on current estimates of remaining capacity and the forecast rate of infill. The provision for landfill restoration has been calculated based on the present value of the expected cost of works to be undertaken, derived from current contractual works undertaken in 2017/18. It has also has been estimated based on current understanding of work required to reinstate the site to a suitable standard. Accordingly, the estimation of the provision required is dependent on the accuracy of the forecast timing of the work, work required and related costs of ongoing monitoring.

Key assumptions:		
- discount rate %	0.84%	1.31%
- index rate %	2.00%	2.50%
- inflation rate %	2.00%	2.50%
- settlement rate	10 years	10 years
- estimates cost to rehabilitate	$15.7 million	$15.9 million

Summary of Provisions	**2020**	**2019**
	$'000	**$'000**
Current		
Employee	6,585	6,108
Landfill Restoration	2,570	-
Total Current Provisions	**9,155**	**6,108**
Non Current		
Employee	423	380
Landfill Restoration	14,448	17,390
Total Non Current Provisions	**14,871**	**17,770**
Total Provisions	**24,026**	**23,878**

5.6 Financing arrangements

The Council has the following funding arrangements in place as at 30 June 2020.		
Bank overdraft	200	200
Credit card facilities	130	130
Total facilities	330	330
Used facilities	29	34
Unused facilities	**301**	**296**

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 5 Our financial position

5.7 Commitments

The Council has entered into the following commitments. Commitments are not recognised in the Balance Sheet. Commitments are disclosed at their nominal value and presented inclusive of the GST payable.

2020	Not later than 1 year	Later than 1 year and not later than 2 years	Later than 2 years and not later than 5 years	Later than 5 years	Total
	$'000	**$'000**	**$'000**	**$'000**	**$'000**
Operating					
Waste management	4,795	-	-	-	4,795
Animal pound and shelter service	355	-	-	-	355
Litter bins	238	-	-	-	238
Consultancies	147	-	-	-	147
Software maintenance	61	61	61	-	183
Total	**5,596**	**61**	**61**	**-**	**5,718**
Capital					
Buildings	4,262	-	-	-	4,262
Footpaths and cycleways	1,400	-	-	-	1,400
Roads	863	-	-	-	863
Recreational leisure and community facilities	677	-	-	-	677
Waste management	152	-	-	-	152
Total	**7,354**	**-**	**-**	**-**	**7,354**

Note 5 Our financial position

5.7 Commitments (continued)

2019	Not later than 1 year	Later than 1 year and not later than 2 years	Later than 2 years and not later than 5 years	Later than 5 years	Total
	$'000	$'000	$'000	$'000	$'000
Operating					
Waste management	4,708	-	-	-	4,708
Health services	988	-	-	-	988
Animal pound and shelter service	253	-	-	-	253
Valuation contract	110	110	-	-	220
Software maintenance	360	-	-	-	360
Litter bins	228	238	-	-	466
L to P project	132	132	264	-	528
Total	**6,779**	**480**	**264**	**-**	**7,523**
Capital					
Parks, open space and streetscapes	667	-	-	-	667
Roads	241	-	-	-	241
Footpaths and cycleways	1,304	-	-	-	1,304
Buildings	92	-	-	-	92
Computer and telecommunications	64	-	-	-	64
Bridges	623	-	-	-	623
Waste management	152	-	-	-	152
Plant, machinery and equipment	108	-	-	-	108
Total	**3,251**	**-**	**-**	**-**	**3,251**

Notes to the Financial Report
For the Year Ended 30 June 2020

5.8 Leases

Policy applicable before 1 July 2019

As a lessee, council classifies leases as operating or finance leases based on its assessment of whether the lease transferred significantly all of the risks and rewards incidental to ownership of the underlying asset to council.

Operating lease payments, including any contingent rentals, were recognised as an expense in the comprehensive income statement on a straight-line basis over the lease term, except where another systematic basis is more representative of the time pattern of the benefits derived from the use of the leased asset. The leased asset was not recognised in the balance sheet.

All incentives for the agreement of a new or renewed operating lease were recognised as an integral part of the net consideration agreed for the use of the leased asset, irrespective of the incentive's nature or form or the timing of payments.

In the event that lease incentives were received to enter into operating leases, the aggregate cost of incentives were recognised as a reduction of rental expense over the lease term on a straight-line basis, unless another systematic basis was more representative of the time pattern in which economic benefits from the leased asset were consumed.

Policy applicable after 1 July 2019

Council has applied *AASB 16 Leases* using a modified retrospective approach with the cumulative effect of initial application recognised as an adjustment to the opening balance of accumulated surplus at 1 July 2019, with no restatement of comparative information. The council applied the approach consistently to all leases in which it is a lessee.

On transition to *AASB 16 Leases* , Council elected to apply the practical expedient to 'grandfather' the assessment of which transactions are leases. The council has applied this practical expedient to all of its contracts and therefore applied *AASB 16 Leases* only to contracts that were previously identified as leases.

At inception of a contract, all entities would assess whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To identify whether a contract conveys the right to control the use of an identified asset, it is necessary to assess whether:

- The contract involves the use of an identified asset;
- The customer has the right to obtain substantially all of the economic benefits from use of the asset throughout the period of use; and
- The customer has the right to direct the use of the asset.

This policy is applied to contracts entered into, or changed, on or after 1 July 2019.

As a lessee, Council recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost which comprises the initial amount of the lease liability adjusted for:

- · any lease payments made at or before the commencement date less any lease incentives received; plus
- · any initial direct costs incurred; and
- · an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The estimated useful lives of right-of-use assets are determined on the same basis as those of property, plant and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain measurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, an appropriate incremental borrowing rate. Generally, Council uses an appropriate incremental borrowing rate as the discount rate. The increment borrowing rate at 30 June 2020 is 4.24%.

Lease payments included in the measurement of the lease liability comprise the following:

- · Fixed payments
- · Variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- · Amounts expected to be payable under a residual value guarantee; and
- · The exercise price under a purchase option that Council is reasonably certain to exercise, lease payments in an optional renewal period if Council is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless Council is reasonably certain not to terminate early.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Council has elected to apply the temporary option available under *AASB 16 Leases* which allows not-for-profit entities to not measure right-of-use assets at initial recognition at fair value in respect of leases that have significantly below-market terms.

Council has no reliance on peppercorn leases.

Right-of-Use Assets	Property	Vehicles	Other, etc.	Total
	$'000	**$'000**	**$'000**	**$'000**
Balance at 1 July 2019	201	350	100	651
Additions	-	-	117	117
Amortisation charge	(161)	(233)	(50)	(444)
Balance at 30 June 2020	**40**	**117**	**167**	**324**

Lease Liabilities	**2020**
Maturity analysis - contractual undiscounted cash flows	**$'000**
Less than one year	272
One to five years	129
More than five years	-
Total undiscounted lease liabilities as at 30 June:	**401**
Lease liabilities included in the Balance Sheet at 30 June:	
Current	256
Non-current	134
Total lease liabilities	**390**

Short-term and low value leases

Council has elected not to recognise right-of-use assets and lease liabilities for short-term leases of machinery that have a lease term of 12 months or less and leases of low-value assets (individual assets worth less than existing capitalisation thresholds for a like asset up to a maximum of $10,000), including IT equipment. Council recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term. (2019/20 Nil)

i. Leases classified as operating leases under *AASB 117 Leases*

At transition, lease liabilities were measured at the present value of the remaining lease payments, discounted at Council's incremental borrowing rate as at 1 July 2019. Right-of-use assets are measured at an amount equal to the lease liability, adjusted by the amount of any prepaid or accrued lease payments. Council applied this approach to all applicable leases.

Council used the following practical expedients when applying *AASB 16 Leases* to leases previously classified as operating leases under *AASB 117 Leases:*

- Applied a single discount rate to a portfolio of leases with similar characteristics.
- Adjusted the right-of-use assets by the amount of *AASB 137 Provisions, Contingent Liabilities and Contingent Assets* onerous contract provision immediately before the date of initial application, as an alternative to an impairment review.
- Applied the exemption not to recognise right-of-use assets and liabilities for leases with less than 12 months of lease term.
- Used hindsight when determining the lease term if the contract contains options to extend or terminate the lease.

Impact on financial statements

On transition to *AASB 16 Leases* , Council recognised an additional $651k of right-of-use assets and $651k of lease liabilities. There was no impact on accumulated surplus at 1 July 2019.

When measuring lease liabilities, Council discounted lease payments using its incremental borrowing rate at 1 July 2019. The weighted-average rate applied is 6.27%.

	2019
	$'000
Operating lease commitment at 30 June 2019 as disclosed in Council's financial statements	379
Discounted using the incremental borrowing rate at 1 July 2019	(78)
Lease liability recognised as at 1 July 2019	301
Recognition of waste collection trucks	350
- Recognition exemption for:	
short-term leases	-
leases of low-value assets	-
- Lease liabilities recognised as at 1 July 2019	**651**

Note 6 Assets we manage

6.1 Property, infrastructure, plant and equipment

Summary of property, infrastructure, plant and equipment

	At Fair Value 30 June 2019	Additions	Recognised	Contributions	Revaluation	Depreciation	Disposal	Write -off	Transfers	At Fair Value 30 June 2020
	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000
Property	206,200	1,730	5	394	(4)	(4,748)	(58)	-	261	203,780
Plant and equipment	13,331	2,466	275	-	-	(1,880)	(264)	-	131	14,059
Infrastructure	655,778	16,626	517	517	105,879	(15,809)	(1,528)	-	2,839	764,819
Work in progress	5,837	10,037	-	-	-	-	-	(411)	(3,231)	12,232
	881,146	**30,859**	**797**	**911**	**105,875**	**(22,437)**	**(1,850)**	**(411)**	**-**	**994,890**

Summary of Work in Progress

	Opening WIP	Additions	Write-off	Transfers	Closing WIP
	$'000	$'000	$'000	$'000	$'000
Property	602	5,607	-	(261)	5,948
Plant and equipment	131	11	-	(131)	11
Infrastructure	5,104	4,419	(411)	(2,839)	6,273
Total	**5,837**	**10,037**	**(411)**	**(3,231)**	**12,232**

Note 6 Assets we manage

6.1 Property, infrastructure, plant and equipment (continued)

(a) Property

	Land - specialised	Land improvements	Land Under Roads	**Total Land & Land Improvements**	Buildings - specialised	**Total Buildings**	Work In Progress	**Total Property**
	$'000	**$'000**	**$'000**	**$'000**	**$'000**	**$'000**	**$'000**	**$'000**
At fair value 1 July 2019	85,869	1,929	39,383	**127,181**	157,588	**157,588**	602	**285,371**
Accumulated depreciation at 1 July 2019	-	(526)	-	**(526)**	(78,043)	**(78,043)**	-	**(78,569)**
At fair value 1 July 2019	85,869	1,403	39,383	**126,655**	79,545	**79,545**	602	**206,802**
Movements in fair value								
Additions	-	60	-	**60**	1,670	**1,670**	5,607	**7,337**
Recognised	-	-	5	**5**	-	**-**	-	**5**
Contributions	379	-	7	**386**	8	**8**	-	**394**
Disposal	-	-	-	**-**	(342)	**(342)**	-	**(342)**
Transfers	-	-	-	**-**	261	**261**	(261)	-
	379	60	12	**451**	1,597	**1,597**	5,346	**7,394**
Movements in accumulated depreciation								
Depreciation and amortisation	-	(492)	-	**(492)**	(4,256)	**(4,256)**	-	**(4,748)**
Accumulated depreciation of disposals	-	-	-	**-**	284	**284**	-	**284**
Accumulated depreciation at revaluation	-	-	-	**-**	(4)	**(4)**	-	**(4)**
	-	(492)	-	**(492)**	(3,976)	**(3,976)**	-	**(4,468)**
At fair value 30 June 2020	86,248	1,989	39,395	**127,632**	159,185	**159,185**	5,948	**292,765**
Accumulated depreciation at 30 June 2020	-	(1,018)	-	**(1,018)**	(82,019)	**(82,019)**	-	**(83,037)**
	86,248	**971**	**39,395**	**126,614**	**77,166**	**77,166**	**5,948**	**209,728**

Note 6 Assets we manage

6.1 Property, infrastructure, plant and equipment (continued)

(b) Plant and Equipment

	Plant machinery and equipment	Fixtures fittings and furniture	Computers and telecomms	Library books	Art Works	Work In Progress	Total plant and equipment
	$'000	$'000	$'000	$'000	$'000	$'000	$'000
At fair value 1 July 2019	11,390	2,941	865	2,859	3,609	131	**21,795**
Accumulated depreciation at 1 July 2019	(5,531)	(1,202)	(212)	(1,388)	-	-	**(8,333)**
	5,859	1,739	653	1,471	3,609	131	**13,462**
Movements in fair value							
Additions	1,731	402	25	239	69	11	**2,477**
Recognised	-	-	-	-	275	-	**275**
Disposal	(1,429)	(23)	(44)	(286)	-	-	**(1,782)**
Transfers	-	95	36	-	-	(131)	**-**
	302	474	17	(47)	344	(120)	**970**
Movements in accumulated depreciation							
Depreciation and amortisation	(1,234)	(314)	(99)	(233)	-	-	**(1,880)**
Accumulated depreciation of disposals	1,165	23	44	286	-	-	**1,518**
	(69)	(291)	(55)	53	-	-	**(362)**
At fair value 30 June 2020	11,692	3,415	882	2,812	3,953	11	**22,765**
Accumulated depreciation at 30 June 2020	(5,600)	(1,493)	(267)	(1,335)	-	-	**(8,695)**
	6,092	**1,922**	**615**	**1,477**	**3,953**	**11**	**14,070**

Note 6 Assets we manage

6.1 Property, infrastructure, plant and equipment (continued)

(c) Infrastructure

	Roads	Bridges	Footpaths and cycleways	Drainage	Recreational, leisure and community	Waste management	Parks open spaces and streetscapes	Aerodromes	Off street car parks	Other infrastructure	Work in progress	Total infrastructure
	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000
At fair value 1 July 2019	654,615	109,401	33,392	97,828	28,958	4,875	32,282	16,027	3,810	19,309	5,104	**1,005,601**
Accumulated depreciation at 1 July 2019	(211,180)	(40,858)	(10,628)	(34,385)	(16,185)	(1,914)	(11,578)	(8,261)	(1,569)	(8,257)	-	**(344,815)**
Found/Derecognised Assets - Prior Year	12	-	13	93	-	-	-	-	-	-	-	**118**
Accum Depn Found/Derecognised Asset - Prior Year	12	-	1	(35)	-	-	-	-	-	-	-	**(22)**
	443,459	68,543	22,778	63,501	12,773	2,961	20,704	7,766	2,241	11,052	5,104	**660,882**
Movements in fair value												
Additions	10,586	895	1,886	397	849	332	1,249	48	-	384	4,419	**21,045**
Recognised	447	58	-	12	-	-	-	-	-	-	-	**517**
Contributions	200	-	52	82	7	-	176	-	-	-	-	**517**
Revaluation	127,576	-	9,884	-	-	-	-	-	-	-	-	**137,460**
Disposal	(3,588)	(210)	(524)	(84)	(475)	(34)	(140)	-	-	(104)	-	**(5,159)**
Write-off	-	-	-	-	-	-	-	-	-	-	(411)	**(411)**
Transfers	1,034	314	807	115	52	271	80	-	-	166	(2,839)	**-**
	136,255	1,057	12,105	522	433	569	1,365	48	-	446	1,169	**153,969**
Movements in accumulated depreciation												
Depreciation and amortisation	(10,069)	(1,129)	(781)	(979)	(808)	(161)	(947)	(327)	(87)	(521)	-	**(15,809)**
Accumulated depreciation of disposals	2,696	205	232	30	262	20	108	-	-	78	-	**3,631**
Accumulated depreciation at revaluation	(26,727)	-	(4,854)	-	-	-	-	-	-	-	-	**(31,581)**
	(34,100)	(924)	(5,403)	(949)	(546)	(141)	(839)	(327)	(87)	(443)	-	**(43,759)**
At fair value 30 June 2020	790,882	110,458	45,510	98,443	29,391	5,444	33,647	16,075	3,810	19,755	6,273	**1,159,688**
Accumulated depreciation at 30 June 2020	(245,268)	(41,782)	(16,030)	(35,369)	(16,731)	(2,055)	(12,417)	(8,588)	(1,656)	(8,700)	-	**(388,596)**
	545,614	68,676	29,480	63,074	12,660	3,389	21,230	7,487	2,154	11,055	6,273	**771,092**

Note 6 Assets we manage

6.1 Property, infrastructure, plant and equipment (continued)

Asset recognition thresholds and depreciation periods

Depreciation periods used are listed below and are consistent with the prior year unless otherwise stated.

ASSET TYPE	Depreciation Period	Threshold Limit $
Property		
Land	-	All
Land Improvements	4 years	All
Buildings	20 - 100 years	>$10,000
Plant and Equipment		
Motor Vehicles	3 - 10 years	All
Plant	3 - 10 years	>$5,000
Furniture, Equipment & Information Technology	3 - 10 years	>$5,000
Art Gallery Works	-	All
Library Books	3 - 10 years	All
Infrastructure		
Roads		
Pavement - Concrete	100 Years	All
Pavement - Sealed	100 Years	All
Pavement Gravel (Local Access A & Above)	15 Years	All
Pavement Gravel (Local Access B & C)	20 Years	All
Subgrade	Indefinite	All
Kerb & Channel	70 Years	All
Road Drainage - Minor Culverts	100 Years	All
Bridges		
Bridges - Concrete	100 Years	All
Bridges - Timber	60 Years	All
Floodways & Major Culverts	100 Years	All
Footpaths and cycleways		
Asphalt/Bitumen	15 Years	All
Concrete/Paved	60 Years	All
Gravel/Sand	10 Years	All
Drainage		
Pits	100 Years	All
Pipes	100 Years	All
Pump Wells	20 Years	All
Other Drainage	20 - 100 Years	All
Open Drain - Earth/Retention Basin	Indefinite	All
Structures		
Off Street Car Parks	30 - 100 years	>$5,000
Recreational, leisure and community facilities	10 - 100 years	>$5,000
Waste management	20 - 100 years	>$5,000
Parks, open space and streetscapes	10 - 120 years	>$5,000
Aerodromes	20 - 120 years	>$5,000
Other infrastructure	10 - 120 years	>$5,000
Intangible Assets		
Landfill Airspace	4 - 38 Years	All
Software	3 - 10 years	>$5,000

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 6 Assets we manage

6.1 Property, infrastructure, plant and equipment (continued)

Acquisition

The purchase method of accounting is used for all acquisitions of assets, being the fair value of assets provided as consideration at the date of acquisition plus any incidental costs attributable to the acquisition. Fair value is the price that would be received to sell an asset (or paid to transfer a liability) in an orderly transaction between market participants at the measurement date.

Where assets are constructed by Council, cost includes all materials used in construction, direct labour, borrowing costs incurred during construction, and an appropriate share of directly attributable variable and fixed overheads.

In accordance with Council's policy, the threshold limits have applied when recognising assets within an applicable asset class and unless otherwise stated are consistent with the prior year.

Prior Year Newly Recognised/Derecognised Adjustments

During the year, as part of a continuous improvement focus, Council is able to use technology that allows better identification of assets 'as built'. In addition, information flow from officers in the field conveys more accurate data to Asset Managers as variances are discovered. These variances resulted in assets being recognised and derecognised in the Council's asset register and are deemed to be prior year errors which have been retrospectively adjusted to equity against prior year opening balances.

A third balance sheet has not been presented to disclose these prior year errors as they were considered not material to the comparative amounts included within the Balance Sheet.

	Actual	Prior year adjustments		Restated Actual
	2019	Newly recognised	Derecognised	2020
	$'000	$'000	$'000	$'000
Property				
Land- Specialised	85,869	-	-	85,869
Landfill improvements	1,403	-	-	1,403
Land under roads	39,383	-	-	39,383
Buildings- specialised	79,545	-	-	79,545
Work in Progress	602	-	-	602
Total Property	**206,802**	**-**	**-**	**206,802**
Plant & Equipment				
Plant, machinery and equipment	5,859	-	-	5,859
Fixtures, fittings and furniture	1,739	-	-	1,739
Computers and telecommunications	653	-	-	653
Library books	1,471	-	-	1,471
Art gallery	3,609	-	-	3,609
Work in progress	131	-	-	131
Subtotal Plant & Equipment	**13,462**	**-**	**-**	**13,462**
Infrastructure				
Roads	443,435	24	-	443,459
Bridges	68,543	-	-	68,543
Footpaths and cycleways	22,764	15	(1)	22,778
Drainage	63,443	58	-	63,501
Recreational, leisure and community	12,773	-	-	12,773
Waste management	2,961	-	-	2,961
Parks, open space and streetscapes	20,704	-	-	20,704
Aerodromes	7,766	-	-	7,766
Off street car parks	2,241	-	-	2,241
Other infrastructure	11,052	-	-	11,052
Work in progress	5,104	-	-	5,104
Subtotal Infrastructure	**660,786**	**97**	**(1)**	**660,882**
Property, Infrastructure, Plant and Equipment	**881,050**	**97**	**(1)**	**881,146**

Note 6 Assets we manage

6.1 Property, infrastructure, plant and equipment (continued)

Land under roads

Council recognises land under roads it controls at fair value.

Depreciation and amortisation

Buildings, land improvements, plant and equipment, infrastructure, and other assets having limited useful lives are systematically depreciated over their useful lives to the Council in a manner which reflects consumption of the service potential embodied in those assets. Estimates of remaining useful lives and residual values are made on a regular basis with major asset classes reassessed annually. Depreciation rates and methods are reviewed annually.

Where assets have separate identifiable components that are subject to regular replacement, these components are assigned distinct useful lives and residual values and a separate depreciation rate is determined for each component.

Road earthworks are not depreciated on the basis that they are assessed as not having a limited useful life.

Straight line depreciation is charged based on the residual useful life as determined each year.
Depreciation periods used are listed below and are consistent with the prior year unless otherwise stated.

Repairs and maintenance

Where the repair relates to the replacement of a component of an asset and the cost exceeds the capitalisation threshold the cost is capitalised and depreciated. The carrying value of the replaced asset is expensed.

Valuation of land and buildings

Valuation of buildings were undertaken by a qualified independent valuer APV Valuers & Asset Management - Lachlan Black Registered Valuer No 2913, Dan Atherton Registered Valuer No 2962 and Ryan Collier Registered Valuer No 4090.

The valuation of land and buildings is at fair value, being market value based on highest and best use permitted by relevant land planning provisions. Where land use is restricted through existing planning provisions the valuation is reduced to reflect this limitation. This adjustment is an unobservable input in the valuation. The adjustment has no impact on the comprehensive income statement.

Specialised land is valued at fair value using site values adjusted for englobo (undeveloped and/or unserviced) characteristics, access rights and private interests of other parties and entitlements of infrastructure assets and services. This adjustment is an unobservable input in the valuation. The adjustment has no impact on the comprehensive income statement.

Any significant movements in the unobservable inputs for land and land under roads will have a significant impact on the fair value of these assets.
The Australian Bureau of Statistics Producer Price Index (Index 3020 Non- residential building construction Victoria) as at 31 March 2020 was used as the basis of the indexation assessment for land and buildings.

Details of the Council's land and buildings and information about the fair value hierarchy as at 30 June 2020 are as follows:

	Level 1 $'000	Level 2 $'000	Level 3 $'000	Date of Valuation
Land - Specialised	-	-	86,248	30/06/2018
Land improvements	-	-	971	30/06/2016
Land under roads	-	-	39,395	30/06/2018
Buildings - Specialised	-	2,245	74,921	30/06/2019
Total	-	**2,245**	**201,535**	

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 6 Assets we manage

6.1 Property, infrastructure, plant and equipment (continued)

Valuation of infrastructure

Valuation of infrastructure assets (roads, bridges, footpaths and drainage) has been determined in accordance with a valuation undertaken by Council Officer Mr. Chris Hastie B.Eng (Civil), Gcert Mgt.

Valuation of infrastructure assets (recreational, leisure and community facilities, waste management, parks, open space and streetscapes, aerodromes and other Infrastructure) has been determined in accordance with an independent valuation undertaken by APV Valuers & Asset Management - Lachlan Black Registered Valuer No 2913, Dan Atherton Registered Valuer No 2962 and Ryan Collier Registered Valuer No 4090.

The valuation is at fair value based on replacement cost less accumulated depreciation as at the date of valuation.

Roads and Footpaths

In 2017, Council undertook a valuation of its road, footpath and bridge asset classes. With valuations being undertaken on a 4-year cycle, the next full revaluation is scheduled for June 2021. At 31 March 2020, Council reviewed the carrying amount of assets to determine whether any material movement in final value had occurred during the year. The review of the ABS Road and Bridge construction index resulted in an increase of approximately 19% in the current replacement cost of the road asset class and 28% in the current replacement cost of footpaths since the last revaluation on 1 July 2017. It was thus determined that the movement was material in nature and a revaluation was required at 30 June 2020 to accurately reflect the value of these asset classes.

As a result of the revaluation, the total replacement value of roads has increased by almost $127.5M (19%) and the 2020/21 annual depreciation forecast is $10.7M, an increase of almost 9%. This is due to notable increases in the unit rates of subgrade, rural pavement and kerb & channel since the last revaluation, as well as a change to the methodology in determining the rates, which is considered more consistent and reliable.

As a result of revaluation, the total replacement value of footpaths has increased by almost $9.9M (28%) and the 2020/21 annual depreciation forecast is $918.9K, an increase of almost 21%. This is due to a significant increase in concrete rates since the last revaluation, as well as a change to the methodology in determining the rates, which is considered more consistent and reliable.

Details of the Council's infrastructure and information about the fair value hierarchy as at 30 June 2020 are as follows:

	Level 1 $'000	Level 2 $'000	Level 3 $'000	Date of Valuation
Roads	-	-	545,614	30/06/2020
Bridges	-	-	68,676	31/12/2017
Footpaths and cycleways	-	-	29,480	30/06/2020
Drainage	-	-	63,074	30/06/2019
Recreational, leisure and community	-	431	12,229	30/06/2019
Waste management	-	570	2,819	30/06/2019
Parks, open space and streetscapes	-	918	20,312	30/06/2019
Aerodromes	-	7	7,480	30/06/2019
Off street car parking	-	-	2,154	30/06/2019
Other infrastructure	-	292	10,763	30/06/2019
Total	-	**2,218**	**762,601**	

Description of significant unobservable inputs into level 3 valuations

Specialised land and land under roads is valued using a market based direct comparison technique. Significant unobservable inputs include the extent and impact of restriction of use and the market cost of land per square metre. The extent and impact of restrictions on use varies and results in a reduction to surrounding land values between 5% and 95%. The market value of land varies significantly depending on the location of the land and the current market conditions. Currently land values range between $0.05 and $18,147.88 per square metre and land under roads values range between $0.16 and $3.12 per square metre.

Specialised buildings are valued using a depreciated replacement cost technique. Significant unobservable inputs include the current replacement cost and remaining useful lives of buildings. Current replacement costs are comprised of a square metre basis ranging from $370 to $8,000 per square metre. The remaining useful lives of buildings are determined on the basis of the current condition of buildings and vary from 20 years to 100 years. Replacement cost is sensitive to changes in market conditions, with any increase or decrease in cost flowing through to the valuation. Useful lives of buildings are sensitive to changes in expectations or requirements that could either shorten or extend the useful lives of buildings.

Note 6 Assets we manage

6.1 Property, infrastructure, plant and equipment (continued)

Infrastructure assets a re valued based on the depreciated replacement cost. Significant unobservable inputs include the current replacement cost and remaining useful lives of infrastructure. The remaining useful lives of infrastructure assets are determined on the basis of the current condition of the asset and vary from 10 years to an indefinite life. Replacement cost is sensitive to changes in market conditions, with any increase or decrease in cost flowing through to the valuation. Useful lives of infrastructure are sensitive to changes in use, expectations or requirements that could either shorten or extend the useful lives of infrastructure assets.

	2020	2019
Reconciliation of specialised land	**$'000**	**$'000**
Parks, open space and streetscapes	47,204	46,842
Recreation, leisure and community facilities	27,667	27,650
Off-street car parks	5,752	5,752
Aerodromes	1,635	1,635
Waste management	1,873	1,873
Other infrastructure - Piers/Jetties/Caravan parks/Markets/Saleyards	1,356	1,356
Drainage	761	761
Total specialised land	**86,248**	**85,869**

ADJUSTMENTS DIRECTLY TO EQUITY

Reversal of revalued components of assets disposed or written off (transfer from asset revaluation reserve to accumulated surplus).

Roads, Streets, Drainage, Bridges & Culverts	(1,668)	(363)
Buildings & Structures	(182)	(425)
Landfill Air space	(8)	-
	(1,858)	**(788)**

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 7 People and relationships

7.1 Council and key management remuneration

(a) Key Management Personnel (KMP)

Wellington Shire Council structure has a CEO and 4 General Managers. Along with 9 Councillors this makes a total of 14 KMP positions.

Details of persons holding the position of Councillor or other members of key management personnel at any time during the year are:

Councillors

Councillor Alan Hall - Mayor (1/07/19 - 30/06/20)
Councillor Carolyn Crossley - (1/07/19 - 30/06/20)
Councillor Darren McCubbin (1/07/19 - 30/06/20)
Councillor Scott Rossetti (1/07/19 - 30/06/20)
Councillor Malcolm Hole (1/07/19 - 30/06/20)
Councillor Ian Bye (1/07/19 - 30/06/20)
Councillor Gayle Maher (1/07/19 - 30/06/20)
Councillor Garry Stephens (1/07/19 - 30/06/20)
Councillor Carmel Ripper (01/07/19 - 30/06/20)

Chief Executive Officer - David Morcom (1/07/19 - 30/06/20)
General Manager Built and Natural Environment - Chris Hastie (1/07/19 - 30/06/20)
General Manager Community & Culture - Sharon Houlihan (1/07/19 - 30/06/20)
General Manager Development - Brent McAlister (27/01/20 - 30/06/20)
General Manager Corporate Services - Arthur Skipitaris (1/07/19 - 30/06/20)
General Manager Development - John Websdale (1/07/19 - 06/01/20)

	2020	2019
	No.	**No.**
Total Number of Councillors	9	9
Chief Executive Officer and other Key Management Personnel	5	5
Total Key Management Personnel	14	14

(b) Remuneration of Key Management Personnel	**2020**	**2019**
	$'000	**$'000**
Total remuneration of key management personnel was as follows:		
Short-term benefits	1,662	1,500
Long-term benefits	31	51
Termination benefits	-	-
Total	1,693	1,551

Note 7 People and relationships

7.1 Council and key management remuneration (continued)

	2020	2019
	No.	No.
The number of key management personnel whose total remuneration from Council and any related entities fall within the following bands:		
$20,000 - $29,999	8	7
$40,000 - $49,999	-	2
$60,000 - $69,999	-	1
$80,000 - $89,999	2	-
$190,000 - $199,999	-	1
$210,000 - $219,999	-	2
$220,000 - $229,999	1	1
$230,000 - $239,999	2	-
$250,000 - $259,999	1	-
$300,000 - $309,999	1	1
	15	15

(c) Senior Officer Remuneration

A Senior Officer is an officer of Council, other than Key Management Personnel, who:
a) has management responsibilities and reports directly to the Chief Executive; or
b) whose total annual remuneration exceeds $151,000

The number of Senior Officers are shown below in their relevant income bands:

	2020	2019
Income Range:	No.	No.
$150,000 - $159,999	1	1
$170,000 - $179,999	1	1
	2	**2**
	$'000	**$'000**
Total Remuneration for the reporting year for Senior Officers included above, amounted to	338	336

Notes to the Financial Report
For the Year Ended 30 June 2020

7.2 Related party disclosure

(a) Transactions with related parties

During the period Council entered into a number of transactions with related parties of KMP's or their close family members. These transactions occurred within normal commercial terms and conditions and included $53,374 to the Municipal Association of Victoria for membership and other services. Payments of $40,807 for production of shows at 'The Wedge' Entertainment Centre and $81,207 for various other materials and services with a number of suppliers. Council also contributed a total of $48,491 for community grants, operating subsidies to various community groups where KMP's or close family members held positions on the board or committee. Mr. Arthur Skipitaris - General Manager Corporate Services became a Director of Central Gippsland Health Services on 13 June 2020 and the transactions with Central Gippsland Health Services included contribution towards health services of $460,802.

(b) Outstanding balances with related parties

The balance outstanding at the end of the reporting period in relation to transactions with related parties was Nil (2018/19 Nil).

(c) Loans to/from related parties

The aggregate amount of loans in existence at balance date that have been made, guaranteed or secured by the council to a related party was Nil (2018/19 Nil).

(d) Commitments to/from related parties

The aggregate amount of commitments in existence at balance date that have been made, guaranteed or secured by the council was Nil (2018/19 Nil).

Note 8 Managing uncertainties

8.1 Contingent assets and liabilities

Contingent assets and contingent liabilities are not recognised in the Balance Sheet, but are disclosed and if quantifiable, are measured at nominal value. Contingent assets and liabilities are presented inclusive of GST receivable or payable, respectively.

	2020	2019
	$'000	$'000
(a) Contingent assets		
Non cash contributions expected to be received in respect of subdivision and gifted assets are as follows:		
Developer contributions	1,500	476
Total Contingent Assets	1,500	476

(b) Contingent liabilities

Superannuation

Wellington Shire Council has obligations under a defined benefit superannuation scheme that may result in the need to make additional contributions to the scheme, matters relating to this potential obligation are outlined below. As a result of the volatility in financial markets the likelihood of making such contributions in future periods exists.

Future superannuation contributions

In addition to the disclosed contributions, Wellington Shire Council has paid unfunded liability payments to Vision Super totalling $Nil during 2019/20 (2018/19 $Nil). There were $Nil contributions outstanding and $Nil loans issued from or to the above schemes as at 30 June 2020. The expected contributions to be paid to the Defined Benefit category of Vision Super for the year ending 30 June 2021 are $163,672.

90 Mile Beach inappropriate subdivisions

Following the Ombudsman's investigation into undevelopable blocks contained within inappropriate subdivisions along the 90 Mile Beach, Wellington Shire as a gesture of goodwill to some identified ratepayers will undertake a number of actions to implement the Ombudsman's recommendations once legal advice has been obtained. The dollar impact is not anticipated to exceed $300,000 with payment to occur in 2020/21. Details of undevelopable blocks can be found on Council's website.

Liability Mutual Insurance

Council is a participant of the MAV Liability Mutual Insurance (LMI) Scheme. The LMI scheme provides public liability and professional indemnity insurance cover. The LMI scheme states that each participant will remain liable to make further contributions to the scheme in respect of any insurance year in which it was a participant to the extent of its participant's share of any shortfall in the provision set aside in respect of that insurance year, and such liability will continue whether or not the participant remains a participant in future insurance years.

(c) Guarantees for loans to other entities

The amount disclosed for financial guarantee in this note is the nominal amount of the underlying loan that is guaranteed by the Council, not the fair value of the financial guarantee.

Financial guarantee contracts are not recognised as a liability in the balance sheet unless the lender has exercised their right to call on the guarantee or Council has other reasons to believe that it is probable that the right will be exercised.

Council has guaranteed a loan taken out by a community group, to undertake significant capital works to the Club's facilities that are located on Council land.

Council's estimated liability with respect to contingent items is as follows:

	2020	2019
	$'000	$'000
Bank Guarantees	934	934
Loan Guarantees	-	10
Total Bank Guarantees	934	944

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 8 Managing uncertainties (continued)

8.2 Change in accounting standards

The following new AAS's have been issued that are not mandatory for the 30 June 2020 reporting period. Council has assessed these pending standards and has identified the following potential impacts will flow from the application of these standards in future reporting periods.

AASB 1059 Service Concession Arrangements: Grantors (AASB 1059) (applies 2020/21 for LG Sector)

AASB 1059 addresses the accounting for a service concession arrangement by a grantor that is a public sector entity by prescribing the accounting for the arrangement from the grantor's perspective. It requires the grantor to:

- recognise a service concession asset constructed, developed or acquired from a third party by the operator, including an upgrade to an existing asset of the grantor, when the grantor controls the asset;
- reclassify an existing asset (including recognising previously unrecognised identifiable intangible assets and land under roads) as a service concession asset when it meets the criteria for recognition as a service concession asset;
- initially measure a service concession asset constructed, developed or acquired by the operator or reclassified by the grantor at current replacement cost in accordance with the cost approach to fair value in *AASB 13 Fair Value Measurement* . Subsequent to the initial recognition or reclassification of the asset, the service concession asset is accounted for in accordance with *AASB 116 Property, Plant and Equipment* or *AASB 138 Intangible Assets* , as appropriate, except as specified AASB 1059;
- recognise a corresponding liability measured initially at the fair value (current replacement cost) of the service concession asset, adjusted for any other consideration between the grantor and the operator; and
- disclose sufficient information to enable users of financial statements to understand the nature, amount, timing and uncertainty of assets, liabilities, revenue and cash flows arising from service concession arrangements.

Based on the Council's current assessment, there is expected to be no impact on the transactions and balances recognised in the financial statements as the Council is not a grantor in a service concession arrangement.

AASB 2018-7 Amendments to Australian Accounting Standards - Definition of Material (applies 2020/21 for LG Sector)

The Standard principally amends *AASB 101 Presentation of Financial Statements* and *AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors* . The amendments refine the definition of material in AASB 101. The amendments clarify the definition of material and its application by improving the wording and aligning the definition across AASB Standards and other publications. The impacts on the local government sector are expected to be minimal.

AASB 2019-1 Amendments to Australian Accounting Standards - References to the Conceptual Framework (applies 2020/21 for LG Sector)

This Standard sets out amendments to Australian Accounting Standards, Interpretations and other pronouncements to reflect the issuance of the Conceptual Framework for Financial Reporting (Conceptual Framework) by the AASB. The impacts on the local government sector are expected to be minimal.

Note 8 Managing uncertainties (continued)

8.3 Financial instruments

(a) Objectives and policies

The Council's principal financial instruments comprise cash assets, term deposits, receivables (excluding statutory receivables), payables (excluding statutory payables) and bank borrowings. Details of the significant accounting policies and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which income and expenses are recognised, in respect of each class of financial asset, financial liability and equity instrument is disclosed in the Notes of the financial statements. Risk management is carried out by senior management under policies approved by the Council. These policies include identification and analysis of the risk exposure to Council and appropriate procedures, controls and risk minimisation.

(b) Market risk

Market risk is the risk that the fair value or future cash flows of council financial instruments will fluctuate because of changes in market prices. The Council's exposure to market risk is primarily through interest rate risk with only insignificant exposure to other price risks and no exposure to foreign currency risk.

Interest rate risk

Interest rate risk refers to the risk that the value of a financial instrument or cash flows associated with the instrument will fluctuate due to changes in market interest rates. Council's interest rate liability risk arises primarily from long term loans and borrowings at fixed rates which exposes Council to fair value interest rate risk. Council does not hold any interest bearing financial instruments that are measured at fair value, and therefore has no exposure to fair value interest rate risk. Cash flow interest rate risk is the risk that the future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Council has minimal exposure to cash flow interest rate risk through its cash and deposits that are at floating rates.

Investment of surplus funds is made with approved financial institutions under the *Local Government Act 1989* . Council manages interest rate risk by adopting an investment policy that ensures:

- diversification of investment product;
- monitoring of return on investment; and
- benchmarking of returns and comparison with budget.

There has been no significant change in the Council's exposure, or its objectives, policies and processes for managing interest rate risk or the methods used to measure this risk from the previous reporting period.

Interest rate movements have not been sufficiently significant during the year to have an impact on the Council's year end result.

(c) Credit risk

Credit risk is the risk that a contracting entity will not complete its obligations under a financial instrument and cause Council to make a financial loss. Council have exposure to credit risk on some financial assets included in the balance sheet. Particularly significant areas of credit risk exist in relation to outstanding fees and fines as well as loans and receivables from sporting clubs and associations. To help manage this risk:

- Council has a policy for establishing credit limits for the entities Council deal with;
- Council may require collateral where appropriate; and
- Council only invests surplus funds with financial institutions which have a recognised credit rating specified in council's investment policy.

Receivables consist of a large number of customers, spread across the ratepayer, business and government sectors. Credit risk associated with the Council's financial assets is minimal because the main debtor is secured by a charge over the rateable property.

There are no material financial assets which are individually determined to be impaired.

Council may also be subject to credit risk for transactions which are not included in the balance sheet, such as when Council provide a guarantee for another party. Details of our contingent liabilities are disclosed in Note 8.1(c).

The maximum exposure to credit risk at the reporting date to recognise financial assets is the carrying amount, net of any provisions for impairment of those assets, as disclosed in the balance sheet and notes to the financial statements. Council does not hold any collateral.

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 8 Managing uncertainties (continued)

8.3 Financial instruments (continued)

(d) Liquidity risk

Liquidity risk includes the risk that, as a result of Council's operational liquidity requirements it will not have sufficient funds to settle a transaction when required or will be forced to sell a financial asset at below value or may be unable to settle or recover a financial asset.

To help reduce these risks Council:

- has a liquidity policy which targets a minimum and average level of cash and cash equivalents to be maintained;
- has readily accessible standby facilities and other funding arrangements in place;
- has a liquidity portfolio structure that requires surplus funds to be invested within various bands of liquid instruments;
- monitors budget to actual performance on a regular basis; and
- sets limits on borrowings relating to the percentage of loans to rate revenue and percentage of loan principal repayments to rate revenue.

The Council's maximum exposure to liquidity risk is the carrying amounts of financial liabilities as disclosed on the face of the balance sheet and the amounts related to financial guarantees disclosed in Note 8.1 (c), and is deemed insignificant based on prior periods' data and current assessment of risk.

There has been no significant change in Council's exposure, or its objectives, policies and processes for managing liquidity risk or the methods used to measure this risk from the previous reporting period.

With the exception of borrowings, all financial liabilities are expected to be settled within normal terms of trade. Details of the maturity profile for borrowings are disclosed at Note 5.4.

Unless otherwise stated, the carrying amounts of financial instruments reflect their fair value.

(e) Sensitivity disclosure analysis

Taking into account past performance, future expectations, economic forecasts, and management's knowledge and experience of the financial markets, Council believes the following movements are 'reasonably possible' over the next 12 months:

- A parallel shift of-0.5% and 0.5% in market interest rates (AUD) from year-end rates of 0.54%.

These movements will not have a material impact on the valuation of Council's financial assets and liabilities, nor will they have a material impact on the results of Council's operations.

8.4 Fair value measurement

Fair value hierarchy

Council's financial assets and liabilities are not valued in accordance with the fair value hierarchy, Council's financial assets and liabilities are measured at amortised cost.

Council measures certain assets and liabilities at fair value where required or permitted by Australian Accounting Standards. AASB 13 Fair value measurement, aims to improve consistency and reduce complexity by providing a definition of fair value and a single source of fair value measurement and disclosure requirements for use across Australian Accounting Standards.

AASB 13 defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value under AASB 13 is an exit price regardless of whether that price is directly observable or estimated using another valuation technique.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within a fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

Level 1 — Quoted (unadjusted) market prices in active markets for identical assets or liabilities

Level 2 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable; and

Level 3 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

For the purpose of fair value disclosures, Council has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy as explained above.

In addition, Council determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

Note 8 Managing uncertainties (continued)

8.4 Fair value measurement (continued)

Revaluation

Subsequent to the initial recognition of assets, non-current physical assets, other than plant and equipment, are measured at their fair value, being the price that would be received to sell an asset (or paid to transfer a liability) in an orderly transaction between market participants at the measurement date. At balance date, the Council reviewed the carrying value of the individual classes of assets measured at fair value to ensure that each asset materially approximated its fair value. Where the carrying value materially differed from the fair value at balance date, the class of asset was revalued.

Fair value valuations are determined in accordance with a valuation hierarchy. Changes to the valuation hierarchy will only occur if an external change in the restrictions or limitations of use of an asset result in changes to the permissible or practical highest and best use of the asset. In addition, Council undertakes a formal revaluation of land, buildings, and infrastructure assets on a regular basis ranging from two to five years. The valuation is performed either by experienced council officers or independent experts.

Where the assets are revalued, the revaluation increments are credited directly to the asset revaluation reserve except to the extent that an increment reverses a prior year decrement for that class of asset that had been recognised as an expense in which case the increment is recognised as revenue up to the amount of the expense. Revaluation decrements are recognised as an expense except where prior increments are included in the asset revaluation reserve for that class of asset in which case the decrement is taken to the reserve to the extent of the remaining increments. Within the same class of assets, revaluation increments and decrements within the year are offset.

Impairment of assets

At each reporting date, the Council reviews the carrying value of its assets to determine whether there is any indication that these assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, is compared to the asset's carrying value. Any excess of the assets carrying value over its recoverable amount is expensed to the comprehensive income statement, unless the asset is carried at the revalued amount in which case, the impairment loss is recognised directly against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

8.5 Events occurring after balance date

Impact of COVID- 19 pandemic on council operations and 2019-20 financial statement

On 30 January 2020, COVID- 19 was declared as a global pandemic by world health organisation. Since then, various measures have been taken by all three levels of Government in Australia to reduce the spread of COVID-19. This crisis and measures taken to mitigate it has impacted council operations in the following areas for the financial year ended 30 June 2020.

In response to the government directive amidst the COVID-19 outbreak, the leisure centre facilities/libraries/community centres were closed. These closures resulted in a decrease in the council use fee revenue by $0.62 million and also decreased associated expenditure by $0.9 million.

Council's financial position and performance is likely to be similarly effected in 2020/21 as the leisure centre facilities / libraries/ community centres are known to be closed for the first quarter of the year at least, the effect on the remainder of the year remains unknown.

There are no other matters or circumstances that have arisen since the end of the financial year which significantly affect the operations of Council, the results of operations, or state of affairs of Council in future financial years.

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 9 Other matters

9.1 Reserves	Balance at beginning of reporting period $'000	Prior Year Adjustment $'000	Increment (decrement) $'000	Balance at end of reporting period $'000
(a) Asset revaluation reserves				
2020				
Property				
Land & land improvements	75,242	-	(8)	75,234
Land under roads	22,124	-	-	22,124
Buildings	61,173	-	(186)	60,987
	158,539	-	(194)	158,345
Infrastructure				
Roads	326,733	-	99,158	425,891
Bridges	25,628	-	(90)	25,538
Footpaths	14,436	-	5,138	19,574
Drainage	23,758	-	5	23,763
	390,555	-	104,211	494,766
Other				
Art Gallery Stock	2,501	-	-	2,501
Total asset revaluation reserves	**551,595**	**-**	**104,017**	**655,612**
2019				
Property				
Land & land improvements	75,242	-	-	75,242
Land under roads	22,124	-	-	22,124
Buildings	71,408	-	(10,235)	61,173
	168,774	-	(10,235)	158,539
Infrastructure				
Roads	326,912	(12)	(167)	326,733
Bridges	25,871	-	(243)	25,628
Footpaths	14,321	(1)	116	14,436
Drainage	35,732	-	(11,974)	23,758
	402,836	(13)	(12,268)	390,555
Other				
Art Gallery Stock	2,501	-	-	2,501
Total asset revaluation reserves	**574,111**	**(13)**	**(22,503)**	**551,595**

The asset revaluation reserve is used to record the increased (net) value of Council's assets over time.

Note 9 Other matters

9.1 Reserves (continued)

	Balance at beginning of reporting period $'000	Increment (decrement) $'000	Balance at end of reporting period $'000
(b) Other reserves			
2020			
Discretionary reserves			
Asset improvement	843	93	936
Plant replacement	999	28	1,027
Waste management	6,120	477	6,597
Total discretionary reserves	**7,962**	**598**	**8,560**
Non discretionary reserves			
Recreational land	628	95	723
Infrastructure contributions	60	5	65
Art gallery acquisition	12	(3)	9
Art gallery contribution	1	45	46
Leased property improvements	1,226	233	1,459
Total Non Discretionary reserves	**1,927**	**375**	**2,302**
Total Other reserves	**9,889**	**973**	**10,862**
2019			
Discretionary Reserves			
Asset Improvement	1,050	(207)	843
Plant Replacement	654	345	999
Waste Management	4,706	1,414	6,120
Total Discretionary Reserves	**6,410**	**1,552**	**7,962**
Non discretionary reserves			
Recreational land	529	99	628
Infrastructure contributions	56	4	60
Art gallery acquisition	1	11	12
Art gallery contribution	32	(31)	1
Leased property improvements	978	248	1,226
Total Non Discretionary reserves	**1,596**	**331**	**1,927**
Total Other reserves	**8,006**	**1,883**	**9,889**

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 9 Other matters

9.1 Reserves (continued)

Purpose of Reserves
Discretionary Reserves
Asset Improvement
Reserve to fund capital improvements.

Plant Replacement
Reserve is to fund future purchases of major plant and equipment.

Waste Management
Reserve is to fund the establishment of recycling and transfer stations and an increase in landfill capacity in the future.

Non Discretionary Reserves
Recreational Land
Reserve to fund future open space facilities as per Section 18 of *Subdivision Act*.

Infrastructure Contributions
Reserve is an accumulation of developer contributions which are to be expended at a future date on infrastructure.

Art Gallery Acquisition
Reserve is to fund future approved art gallery acquisitions.

Art Gallery Contributions
Reserve is to fund future specific major art gallery exhibitions.

Leased Property Improvements
Reserve to fund future works on leased properties in accordance with *Crown Land Act*.

9.2 Reconciliation of cash flows from operating activities to surplus	**2020 $'000**	**2019 $'000**
Surplus for the year	19,161	33,675
Depreciation/amortisation	23,603	21,600
Loss on disposal of property, infrastructure, plant and equipment	990	1,120
Contributions - Non-monetary assets	(911)	(611)
Borrowing costs (recouped)	(45)	355
Finance Cost - Leases	15	-
Other	6	(10)
Change in assets and liabilities:		
Decrease/(Increase)in trade and other receivables	55	(456)
Decrease in other assets	99	740
Increase/(Decrease) in trade and other payables	1,828	(560)
Increase in other liabilities	3,389	1,152
(Increase) in inventories	(1)	(11)
Increase in provisions	148	1,059
Net cash provided by operating activities	**48,337**	**58,053**

Note 9 Other matters

9.3 Superannuation

The Wellington Shire Council makes the majority of its employer superannuation contributions in respect of its employees to the Local Authorities Superannuation Fund (Vision Super). This Fund has two categories of membership, accumulation and defined benefit, each of which is funded differently. Obligations for contributions to the Fund are recognised as an expense in Comprehensive Operating Statement when they are made or due.

Accumulation
The Fund's accumulation categories, Vision MySuper/Vision Super Saver, receive both employer and employee contributions on a progressive basis. Employer contributions are normally based on a fixed percentage of employee earnings (for the year ended 30 June 2020, this was 9.5% as required under Superannuation Guarantee legislation).

Defined Benefit
Council does not use defined benefit accounting for its defined benefit obligations under the Fund's Defined Benefit category. This is because the Fund's Defined Benefit category is a pooled multi-employer sponsored plan.

There is no proportional split of the defined benefit liabilities, assets or costs between the participating employers as the defined benefit obligation is a floating obligation between the participating employers and the only time that the aggregate obligation is allocated to specific employers is when a call is made. As a result, the level of participation of Wellington Shire Council in the Fund cannot be measured as a percentage compared with other participating employers. Therefore, the Fund Actuary is unable to allocate benefit liabilities, assets and costs between employers for the purposes of AASB 119.

Funding Arrangements
Wellington Shire Council makes employer contributions to the Defined Benefit category of the Fund at rates determined by the Trustee on the advice of the Fund's Actuary.

A triennial actuarial review is currently underway for the Defined Benefit category as at 30 June 2020 and is expected to be completed by 31 December 2020.

As at 30 June 2019, an interim actuarial investigation was held as the Fund provides lifetime pensions in the Defined Benefit category. The vested benefit index (VBI) of the Defined Benefit category of which Council is a contributing employer was 107.1% as at 30 June 2019 (30 June 2018: 106.0%). The financial assumptions used to calculate the VBIs were:

	30 June 2019	30 June 2018
Net investment returns	6.0% pa	6.0% pa
Salary information	3.5% pa	3.5% pa
Price inflation (CPI)	2.0% pa.	2.0% pa.

Vision Super has advised that the actual VBI at end of June 2020 was 104.6%.

The VBI is to be used as the primary funding indicator. Because the VBI was above 100%, the 30 June 2019 actuarial investigation determined the Defined Benefit category was in a satisfactory financial position and that no change was necessary to the Defined Benefit category's funding arrangements from prior years.

Employer contributions
Regular contributions
On the basis of the results of the 2017 full actuarial investigation conducted by the Fund Actuary, Council makes employer contributions to the Fund's Defined Benefit category at rates determined by the Fund's Trustee. For the year ended 30 June 2020, this rate was 9.5% of members' salaries (9.5% in 2018/2019). This rate will increase in line with any increases in the SG contribution rate and reviewed as part of the 30 June 2020 triennial valuation.

In addition, Council reimburses the Fund to cover the excess of the benefits paid as a consequence of retrenchment above the funded resignation or retirement benefit.

Notes to the Financial Report
For the Year Ended 30 June 2020

Note 9 Other matters

9.3 Superannuation (continued)

Funding calls
If the Defined Benefit category is in an unsatisfactory financial position at an actuarial investigation or the Defined Benefit category's VBI is below its shortfall limit at any time other than the date of the actuarial investigation, the Defined Benefit category has a shortfall for the purposes of SPS 160 and the Fund is required to put a plan in place so that the shortfall is fully funded within three years of the shortfall occurring. The Fund monitors its VBI on a quarterly basis and the Fund has set its shortfall limit at 97%.

In the event that the Fund Actuary determines that there is a shortfall based on the above requirement, the Fund's participating employers (including Wellington Shire Council) are required to make an employer contribution to cover the shortfall.

Using the agreed methodology, the shortfall amount is apportioned between the participating employers based on the pre-1 July 1993 and post-30 June 1993 service liabilities of the Fund's Defined Benefit category, together with the employer's payroll at 30 June 1993 and at the date the shortfall has been calculated.

Due to the nature of the contractual obligations between the participating employers and the Fund, and that the Fund includes lifetime pensioners and their reversionary beneficiaries, it is unlikely that the Fund will be wound up.

If there is a surplus in the Fund, the surplus cannot be returned to the participating employers.

In the event that a participating employer is wound-up, the defined benefit obligations of that employer will be transferred to that employer's successor.

The 2019 interim actuarial investigation surplus amounts
An actuarial investigation is conducted annually for the Defined Benefit category of which Wellington Shire Council is a contributing employer. Generally a full actuarial investigation is conducted every three years and interim actuarial investigations are conducted for each intervening year. An interim investigation was conducted as at 30 June 2019 and a full actuarial investigation was conducted at 30 June 2017.

The Fund's actuarial investigations identified the following for the Defined Benefit category of which Wellington Shire Council is a contributing employer:

	2019 $m	2017 $m
A VBI surplus	$151.3	$69.8
A total service liability surplus	$233.4	$193.5
A discounted accrued benefits surplus	$256.7	$228.8

The VBI surplus means that the market value of the fund's assets supporting the defined benefit obligations exceed the vested benefits that the defined benefit members would have been entitled to if they had all exited on 30 June 2019.

The total service liability surplus means that the current value of the assets in the Fund's Defined Benefit category plus expected future contributions exceeds the value of expected future benefits and expenses as at 30 June 2019.

The discounted accrued benefit surplus means that the current value of the assets in the Fund's Defined Benefit category exceeds the value of benefits payable in the future but accrued in respect of service to 30 June 2019.

Council was notified of the 30 June 2019 VBI during August 2019 (2018: August 2018).

The 2020 triennial actuarial investigation
A triennial actuarial investigation is being conducted for the Fund's position as at 30 June 2020. It is anticipated that this actuarial investigation will be completed by 31 December 2020. The financial assumptions for the purposes of this investigation are:

	2020 Triennial investigation	2017 Triennial investigation
Net investment return	5.6% pa	6.5% pa
Salary inflation	2.50 % pa for the first two years and 2.75%	3.5 % pa
Price inflation	2.0% pa	2.5% pa

Note 9 Other matters

9.3 Superannuation (continued)

Superannuation Contributions

Contributions by Council (excluding any unfunded liability payments) to the above superannuation plans for the financial year ended 30 June 2020 are detailed below:

Scheme	Type of Scheme	Rate	2020 $,000	2019 $,000
Vision super	Defined benefit	9.50%	160	184
Vision super	Accumulation fund	9.50%	1,119	1,147
Other Schemes	Accumulation fund	9.50%	890	814

In addition to the above contributions, Wellington Shire Council has paid unfunded liability payments to Vision Super totalling $Nil in the 2019/20 year (2018/19 $Nil).

There were $Nil contributions outstanding and $Nil loans issued from or to the above schemes as at 30 June 2020.

The expected contributions to be paid to the Defined Benefit category of Vision Super for the year ending 30 June 2021 is $163,672.

Notes to the Financial Report
For the Year Ended 30 June 2020

10 Change in accounting policy

Council has adopted *AASB 15 Revenue from Contracts with Customers* , *AASB 16 Leases* and *AASB 1058 Income of Not-for-Profit Entities* , from 1 July 2019. This has resulted in changes in accounting policies and adjustments to the amounts recognised in the financial statements.

Due to the transition methods chosen by Council in applying these standards, comparative information throughout these financial statements has not been restated to reflect the requirements of the new standards except in relation to contracts that were not complete at 1 July 2019. The transition impact of these are detailed below.

a) AASB 15 Revenue from Contracts with Customers - Impact of Adoption

AASB 15 Revenue from Contracts with Customers applies to revenue transactions where Council provides services or goods under contractual arrangements.

Council adopted *AASB 15 Revenue from Contracts with Customers* using the modified (cumulative catch up) method. Revenue for 2019 as reported under *AASB 118 Revenue* is not adjusted, because the new standard is only applied from the date of initial application.

AASB 15 Revenue from Contracts with Customers requires revenue from contracts with customers to be recognised as Council satisfies the performance obligations under the contract.

b) AASB 16 Leases

AASB 16 Leases requires right of use assets and related liabilities for all lease agreements to be recognised on the balance sheet. The Statement of Comprehensive Income is to separately recognise the amortisation of the right of use asset, and the finance costs relating to the lease. Council has elected to adopt the modified (cumulative catch up) method under the standard and as such has not adjusted 2019 disclosures. The transition impact of these are detailed below.

c) AASB 1058 Income of Not-for-Profit Entities

AASB 1058 Income of Not-for-Profit Entities applies to income received where no contract is in place. This includes statutory charges (such as rates) as well as most grant agreements.

Council adopted *AASB 1058 Income of Not-for-Profit Entities* using the modified (cumulative catch up) method. Income for 2019 is not adjusted, because the new standard is only applied from the date of initial application.

AASB 1058 Income of Not-for-Profit Entities requires income to be recognised as Council satisfies the performance obligations under the contract.

d) Transition impacts

The following table summarises the impact of transition to the new standards on retained earnings at 1 July 2019.

	2019 $'000
Retained earnings at 30 June 2019	388,816
Revenue adjustment - impact of *AASB 15 Revenue from Contracts with Customers*	(3,373)
Income Adjustment - impact of *AASB 1058 Income of Not-for-Profit Entities*	-
Retained earnings at 1 July 2019	385,443

Council adopted the practical expedient of deeming the lease asset to be equal in value to the lease liability at 1 July 2019. As such there was no impact on retained earnings on the adoption of *AASB 16 Leases* .

The following table summarises the impacts of transition to the new standards on Council's balance sheet for the year ending 30 June 2019.

	As reported 30 June 2019 $'000	Adjustments $'000	Post adoption $'000
Assets			
Right of use assets	-	651	117
Liabilities			
Unearned income - operating grants	-	931	-
Unearned income - capital grants	-	2,442	-
Lease liability - current	-	563	-
Lease liability - non-current	-	88	-

WELLINGTON
SHIRE COUNCIL
The Heart of Gippsland

Sale Service Centre - Council Headquarters
18 Desailly Street (PO BOX 506), Sale VIC 3850
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Telephone 1300 366 244
Email enquiries@wellington.vic.gov.au

Yarram Service Centre
156 Grant Street, Yarram VIC 3971
Operating Hours Monday, Tuesday, Thursday, Friday
10.00am - 2.00pm (Closed Wednesday)
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