WELLINGTON
SHIRE COUNCIL
The Heart of Gippsland

OUR VISION

Happy people, healthy environment and thriving communities.



ANNUAL REPORT

2021 / 2022





THE MIDDLE OF EVERYWHERE

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1.0 Introduction

1.1 About this Annual Report

Wellington Shire Council is proud to present the 2021/22 Annual Report which focuses on informing our community about how we've performed in closing out the final year of reporting against our *Council Plan 2017-21* and the first year of reporting against our *Council Plan 2021-25* and the *2021/22 Budget*.

This Annual report also fulfills the Council's statutory reporting obligations under the *Local Government Act 1989, Local Government Act 2020* and other relevant legislation.

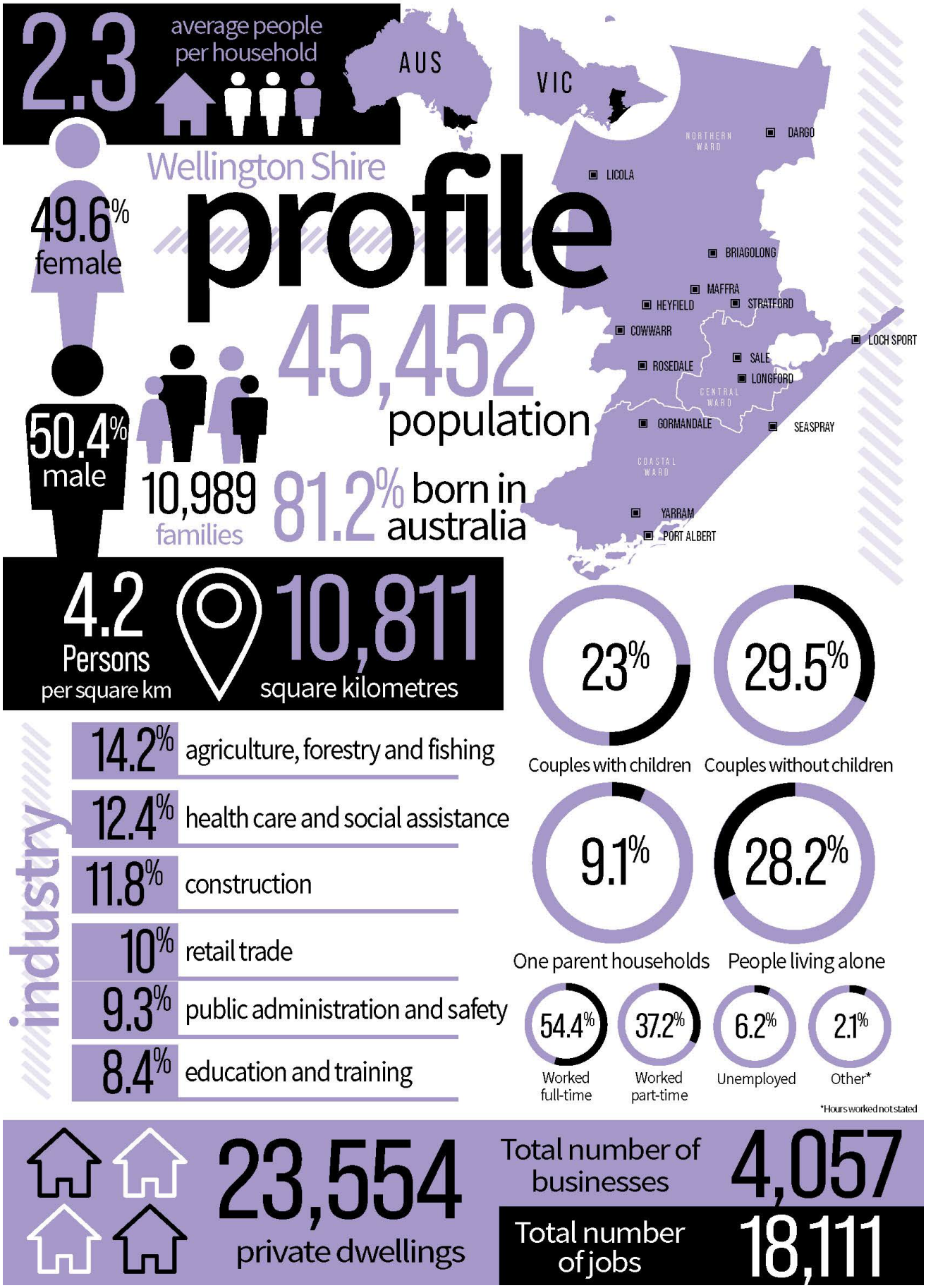
The report provides an overview of 2021/22 operations, and the various accomplishments and challenges throughout the year. It also describes the breadth of our services and operations, comprehensive corporate governance information as well as detailed audited financial statements.

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 2021/22. 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.

This report is available at www.wellington.vic.gov.au.

1.2 Demographic Profile of Council



1.3 Purpose

Vision
"Happy people, healthy environment and thriving communities."

Mission
Working together to make a difference.
We listen and lead to provide quality services that improve life for all.

Values

- **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.
- **Professionalism**: Personal development and meaningful work, being competent, innovative and courageous, focusing on excellence and continuous improvement.
- **Sustainability**: Going above and beyond to demonstrate commitment to leading sustainable practices and encouraging and supporting others to do the same.

1.4 Fast Facts during the reporting period

- 38,787 square metres of sealed local roads reconstructed
- 680,265 square metres of local roads resealed (reseal and asphalt programs)
- 2,516 km of gravel roads graded
- 11,261 km of roadsides slashed
- 2,091 culverts cleared
- 4,308 urban drainage pits cleaned
- 3577 Customer Action Requests (CARS) received for Built Environment Roads team
- General waste – 958,211 collections
- Recycling – 479,113 collections
- 52 applicants successful in receiving Community Assistance Grants to support 105 community facilities projects, programs and events totalling $331,777
- 53 applicants successful in receiving Quick Response Grants
- 908 permits issued for metropolitan residents to attend Wellington properties for bushfire season preparation during 2021 COVID restrictions
- 45 properties failed to comply out of 1070 fire prevention notices issued and received infringement notices
- 48,475 people attended the Gippsland Art Gallery
- 36 exhibitions at the Gippsland Art Gallery
- 81 public programs, workshops and artist talks at Gippsland Art Gallery
- 4,299 students and teachers engaged with the Gippsland Art Gallery Education Program
- Gippsland Art Gallery received 1,075 donated artworks valued at $1,990,392 and 36 cash donations totalling $131,075
- 178,771 library visits

- 220,767 library loans, including eResources
- 9,960 attendees and 920 library programs and events (note: Covid-19 restrictions put limits on the number of attendees to some programs)
- 66,973 WiFi and public computer sessions, 9,574 hours of use
- 2,523 library loans to 805 patrons via 'Click and Collect' and 'Click and Deliver' services during Covid-19 closure (note: 'Click and Collect' and 'Click and Deliver' services ceased in September 2021 as libraries were able to re-open)
- 148,244 Aqua Energy overall visits
- 39,608 visits to our outdoor summer season pools
- Over 2,200 Living Longer Living Stronger (over 50's strength and balance exercise program) visits
- 19,184 swim school attendances
- 83,859 Gippsland Regional Sports Complex visits
- $947,461 Risk & Maintenance subsidies provided across 103 committees of management
- 17,296 tickets sold at The Wedge
- 89 performances of 56 shows presented at The Wedge
- 10 interactive workshops, tours and competitions hosted by The Wedge
- 663 planning permits issued with an estimated value of >$107M
- 45,546 phone calls received in Customer Service
- 17,732 face-to-face visitors in Customer Service
- 1064 animal complaints received
- 405 emergency after-hours incidents attended
- 7782 dogs registered
- 1912 cats registered
- 1267 Building permits issued
- 258 Building complaints received
- 396 food premises inspected
- 1000 street trees planted across the municipality
- 20,000 indigenous plants planted at various sites across the shire

1.5 Highlights of the Year

- Completion of two collaborative tender procurement contracts with East Gippsland Shire Council for provision of ICT Professional Services and ICT Hardware Equipment to achieve improved ICT procurement efficiencies for both councils.
- Completion of new technology rollout to replace council’s aging fleet of desktops and laptops. The new technology will provide staff with added mobility and enable Council staff to work more efficiently.
- Successful application for Rural Councils Transformation Program support for Records Management Transformation. To be delivered within Council's ICT Shared Services MoU with East Gippsland Shire Council.
- NAIDOC Week celebrations at the gallery commenced with a Welcome to Country from Gunaikurnai Elder, Aunty Liz Thorpe, and a traditional Smoking Ceremony performed by Uncle Wayne Thorpe followed by a traditional bush foods morning tea and a flag raising ceremony. The NAIDOC Week exhibition ran from 5 July until 16 July 2021.

- Gippsland Regional Sports Complex continued to host the Gippsland Regional Public Health Unit, supporting their ongoing delivery of COVID-19 vaccinations.
- Multi-purpose development works to Aqua Energy's former creche area were completed to increase utilisation, including increased offerings of Mind Body and Soul classes, training courses and dedicated fitness training space for user groups. Completed works included a connecting door to gym area, new training ICT infrastructure, improved flooring, blinds and clearing of fixed furnishing.
- Successful performances of The Wedge's first in-house production, 42 George Street written by local playwright, actor and director Melesa Eldred. Performed to sold out (Covid Safe capacity) audiences for four wonderful shows with a number of industry professionals making their way down from Melbourne specifically to see this locally created and produced work.
- Emergency recovery work following the June 2021 storm and flood event, with 249 active impacted cases to support.
- Three new Aquatic Education Swim Teachers qualified through our *Swim Teacher In Training* program. The program was developed to combat the ongoing industry shortage of swim teachers across the state, this method of building our workforce supports increased public demand for child and adult water education.
- Between periods of COVID restrictions, 27 children's programs ran in our libraries.
- Click & Collect lending served over 200 people with approximately 480 items during a two-week closure, use of online resources continues to increase (up 14%), and we delivered virtual author talks in conjunction with Latrobe City and East Gippsland libraries - Vikki Petratis and Monica McInerney.
- The Gippsland Art Gallery came out of the state's COVID restrictions on 10 September with a new exhibition 'This is Gippsland' installed in Gallery 1. This sweeping survey of the story of art in Gippsland was designed to complement the Archibald Prize as an introduction to the region for the many tourists expected to visit.
- Bushfire Recovery Victoria and Council facilitated an online 'Community Conversation' for Wellington residents who were impacted by the June event. Twelve community members attended the session along with representatives from Agriculture Victoria, AusNet, Red Cross, DELWP, SES, West Gippsland Catchment Management Authority as well as Bushfire Recovery Victoria.
- Over 120 Young Archie 2021 entries received with 50 chosen to be a part of the exhibition and the remainder being made into a *Young Archie Street Gallery exhibition* to be put up in shop windows in each of our main towns.
- The Wedge kicked off the outdoor *Live at The Wedge* program in September with local "The Voice" star Mick Harrington. The show was sold out in an hour to the permitted 250 patrons.
- Work on The Wedge Masterplan commenced with investment logic mapping undertaken and The Wedge Masterplan Advisory Group reactivated. Both will provide input to the business case and concept design being undertaken as part of master planning for a potential future redevelopment project.
- Healthy Wellington 2021-2025, Council's Municipal Public Health and Wellbeing Plan, was formally adopted in October.
- To compliment the Archibald Prize 2021 experience, a temporary pop-up bar named ArtBar was installed at the outdoor space at the Port of Sale. ArtBar hosted a Friday up late program that ran along-side the late night extended viewing hours in the Gallery. Live music and local food and beverages made for a great night of entertainment at the Port of Sale.
- 908 permits were issued for metropolitan residents to attend Wellington properties for bushfire season preparation during 2021 COVID restrictions.
- The Archibald Prize 2021 Exhibition came to a close with over 26,000 visitors to Sale and Gippsland. The economic impact for the region was a $4.4m injection into the local economy.
- The Wedge launched its 2022 Theater season which was well-attended and showcased a full program for all theatre lovers to look forward to.
- Three key strategic infrastructure planning documents, the Early Years Infrastructure Plan, Community Infrastructure Plan, and the Sporting Infrastructure Plan, were formally adopted by

Council in February. These plans will now guide the future development and provision of community based infrastructure.

- In the first two weeks of March the Maffra Dramatic Society presented “Mamma Mia” to seven sold out audiences at The Wedge. Breaking all previous box office records for a local production, 2,343 patrons attended the show.
- The Yarram Outdoor Pool *(A Warmer Pool for Yarram)* project delivered a membrane clad weather protection shelter (covering both swimming pools; integrated remote controlled café style blinds) as well as a 'green energy' pool water heating system to maintain water temperature to 29 degrees during the summer season. All increased power usage was offset by the installation of solar PV cells.
- The redevelopment of the netball courts at Maffra Recreation Reserve was officially opened by the Hon Tim Bull, Member for Gippsland East in May. The redevelopment included the refurbishment and resurfacing of the reserve's two netball courts and the installation of player shelters and improved amenities.
- Library Services and the Rotary Club of Sale worked together to host a 12 day giant book sale at the Sale Showgrounds to rehome decommissioned library stock. This necessary event raised funds to provide initiatives that will directly benefit library users such as improving Wi-Fi access after hours and regular movie screenings at Library branches.
- The Sale Oval Redevelopment - Stage 2, was officially opened by the Hon Darren Chester MP, Member for Gippsland in June. Works undertaken as part of the project included upgrades to the main football changerooms, umpires changerooms, refurbishment of the netball court, provision of additional changerooms for two teams and umpires, and the Past Players Hill area.
- 130 patrons attended Circling Time with Kucha Edwards at The Wedge in June. The concert was both a celebration of the deeply thoughtful music channelled from the resilience of this big-hearted Mutti Mutti man as well as a sombre reminder of damage done that has not dissipated and still resonates in the lives of Aboriginal people today. The audience was captivated through Kutcha’s story and voice.
- Greening Wellington Plan completed.
- Solar PV program rollout continuing.
- Construction of Nakunbalook Environmental Education Centre completed.
- LED street light replacement program.
- Electronic Vehicle Chargers installed at Yarram.
- The existing four non-compliant tennis courts at the Briagolong Recreation Reserve were redeveloped to meet the Tennis Australia guidelines for club competition. One of the courts will be a multipurpose court to enable netball to be played as well as used as a half-court basketball or soccer court. The project includes LED lighting to the courts. Total project $570,000 with contributions from Victorian Government $250,000, Briagolong Tennis Club $40,000 and Wellington Shire Council rates $280,000.
- Works completed at the Briagolong Recreation Reserve included traffic management, safety upgrades and redevelopment of the Pony Club. Total project $222,808. Commonwealth Government Drought Communities Project $210,208 and LVA $12,600.
- Stephenson Park Changeroom Redevelopment - Upgrades and expansion to the existing changerooms to make them female and family friendly football/cricket player/umpire changerooms. New netball player and umpire changerooms, a multipurpose room with kiosk, storage and public amenities. The $2.2M project has received $800,000 in funding from Victorian Government, $250,000 from the John Leslie Foundation, $50,000 from Stephenson Park user groups and Wellington Shire Council rates $1,097,000.
- Maffra Lawn Tennis Pavilion Upgrade - Clubrooms renovation, refurbishment and expansion of the tennis club rooms incorporating the old swimming hall. Total project $917,830 contributions from LVA $299,830, Maffra Lawn Tennis Club $100,000 and Wellington Shire Council rates $518,000.

1.6 Service Delivery during COVID-19 pandemic

Wellington Shire Council continued to review and adjust provision of some services and events in response to the global COVID-19 pandemic during 2021/22, taking the lead from health authorities, and from Victoria's Chief Health Officer. The majority of Council staff managed to continue to work from home / remotely without major impact to business operations.

1.7 Challenges and Future Outlook

Challenges

Below is an overview of anticipated challenges for the 2022/23 year and beyond mainly due to external factors.

- Contractors and material shortages impacting on the delivery of Council's capital works program.
- The increase of Cyber Security challenges and threats to local government agencies.
- The rise in ICT equipment and software licensing costs.
- The challenge of ensuring ongoing, strong and secured access to facilitate remote working and online services.
- Management of increasing compliance requirements in relation to Data Privacy and the Victorian Protective Data Security Standards.
- Maintaining adequate and sufficient service offerings during the Aqua Energy Redevelopment construction phase.
- Rebuilding public and customer confidence in participating in face-to-face services at leisure and aquatic facilities post COVID-19 impacts, including Learn to Swim, schools swimming program, Living Longer Living Stronger age-friendly program, gym memberships and group fitness class participation at Aqua Energy, as well as contact sport training and competition activities at Gippsland Regional Sports Complex.
- Industry shortages and availability of suitably qualified staff with particular focus on direct-delivery staff in aquatic education and Health and Fitness areas.
- Sourcing and successfully securing funding for The Wedge Redevelopment.
- Securing appropriately qualified or experienced staff in key roles across all Council areas.
- Responding to the implementation timeframes of the recently announced State Government early childhood education changes.

The future

This section lists important projects/operations in the pipeline for 2022/23 year and beyond.

- Installation of electronic vehicle charging stations across the municipality.
- Award and commence construction work for the Aqua Energy Redevelopment, a major capital redevelopment and renewal project for replacement of the 50 year old 25-metre indoor pool and change facilities including a new indoor water play area, 24 hour gym access and family changeroom and amenities upgrades. This $17.5M project will be funded by Wellington Shire Council with contributions from the Australian Government's Local Roads and Community Infrastructure Program ($3.2M), State Government through Sport and Recreation Victoria ($2M) and the John Leslie Foundation ($950,000).
- Redevelopment of the Asset Management System.
- Roundabouts at Lansdowne and Macarthur Streets, Sale and Desailly and Macarthur Streets, Sale.

- Mustons Lane and Coongulla Special Charge Schemes.
- Maffra Structure Plan Traffic Study.
- Implementation and rollout of new Electronic Document and Records Management System (EDRMS) in collaboration with East Gippsland Shire Council as per the State Government's Rural Councils Transformation Program and Council's ICT shared services program.
- Delivery of Datacentre and ICT Infrastructure consolidation program with East Gippsland Shire Council to achieve improved operational efficiencies as per Council's ICT Shared Services Memorandum of Understanding.
- Delivery of Council's Biennial Cyber Security Program for Cyber Audit and Network Security Testing to ensure ongoing business improvements for security and data controls.
- Seek funding to deliver key, high priority, early years and community infrastructure projects from the Yarram and Sale Feasibility Studies.
- Better prepare our remote communities by upgrading key facilities as part of the Remote Emergency Relief Centres project.
- Work with individual communities to develop and implement Local Incident Management Plans (LIMPS) specific to their hazard risk profile.
- Ensure the impact of climate change, particularly increased emergencies, is considered in the development of the new Municipal Emergency Management Plan.
- Undertake pre-planning for future early years and community infrastructure in communities with the greatest demand.
- Develop engagement and participation opportunities, and initiatives for safe and accessible townships to support ageing well in Wellington.
- Renew Council's Access and Inclusion Plan (Disability Action Plan) through engagement in accordance with Healthy Wellington 2021-2025 strategic framework.
- Continue to reduce Council's environmental footprint by replacing old, inefficient, metal halide sports ground lighting with new LED technology.
- Seek funding sources for the Wedge Redevelopment Project to transform our premiere performing arts centre.
- Continue to attract significant curatorial programs and exhibitions that place the Gippsland Art Gallery as a national leader in visual arts and education.
- Library services to expand the current public program increasing access and diversity in the programs offered.
- Continue to look for opportunities to attract and host events at the Port of Sale Precinct to increase exposure to Wellington's Cultural Hub.
- Development and implementation of the Arts and Cultural Strategy 2022-2026.
- Increased engagement with community based arts practitioners and networks.
- Complete detailed design for the Yarram Outdoor Pool water treatment plant upgrade.
- Investigate opportunities for alternative cost-effective models for delivery of leisure facilities and programs, that encourage access and participation across our community.
- In partnership with local community groups, activate and further market the new Yarram Warmer Pool, its programs and the benefits.
- Increase and diversify facility offerings at Gippsland Regional Sports Complex, including major events and social sports programming.
- Advancing a Planning Scheme Amendment to recognise the best available flood information in the Planning Scheme, including sea level rise impacts.
- Preparing for the land use planning impacts associated with planned growth of the renewable energy sector.

- Preparing for the impact of the new Environmental Protection Act (EPA) legislation which came into effect 1 July 2021 on Domestic Wastewater systems.

2.0 The Year in Review

2.1 Mayor's Message

It is my great pleasure to present the Wellington Shire Council Annual Report 2021/2022.

As with the previous two years, this reporting period has presented many challenges related to the Covid-19 pandemic, particularly in the first half of the financial year. But it was also a period of optimism and looking forward. Services opened up and life got back close to pre-Covid normal for most of us. As we emerged from almost two years of restrictions and uncertainty, many of our services returned to face-to-face delivery, we welcomed crowds back into our facilities, and we began the long road towards recovery after such a difficult time for many in our community.

People were itching for a return to normality and they showed up in numbers to some of our big events which we proudly hosted. Of course, our marquee event was the Archibald Prize exhibition which, despite Melbourne being in lockdown for much of it (and wild storms forcing its closure on one evening), was still successful with more than 26,000 visitors and a $4.4m injection into the local economy. Just as popular was the pop-up Art Bar at the Port of Sale which ran alongside the 'Archies' and gave visitors a great option to sample many of our culinary delights. We also hosted the Anzac Weekend Airshow for the first time, which attracted over 11,000 people across the two days and generated a $2.41 million boost to the local economy with 75 per cent of attendees coming from outside the local area. This was a fantastic achievement and we now look forward to hosting the airshow again in 2024.

We welcomed thousands of people back to the various shows at The Wedge and successfully kicked off the outdoor 'Live at The Wedge' program. While our libraries continued to provide the Click & Collect lending service during lockdowns, they also managed the important delivery of programs for children and adults alike whenever it was time to ramp up between periods of COVID restrictions. And after the success of the Archies, the crowds continued to flock to Wellington for a range of exciting experiences. It was also wonderful to see so many events emerge across our shire, including the first Gippsland Rally held in Heyfield, the Young Archie street art exhibition proved popular throughout Maffra and Sale, the Melbourne Kinetic Theatre's 'Beasties' activation entertained kids in Heyfield, Stratford, Maffra, Yarram and Sale, and Parks Week saw hundreds of people visit open spaces in Yarram, Sale and Maffra. Strong community support also poured out for the return of some of our annual events including the Yarram Easter Festival, Heyfield Timber Festival, Tinamba Food and Wine Festival, Yarram Chalk Festival and Maffra Pro Am.

Our 'The Middle of Everywhere' brand continues to grow and thrive. The broader community has really embraced this tourism, business and investment campaign with branded merchandise becoming highly-sought after by locals and visitors alike and being spotted in far-flung places. We are really being put on the map! The Middle of Everywhere brand also sponsored several large-scale events with widespread exposure, eventually leading to the naming rights of the Gippsland Rally.

As is often the case, some of the most important work we were able to achieve came about due to adversity. While we continued the emergency recovery work on 249 active impacted cases following the June 2021 storm and flood event, we were then hit by severe storms in October which were among the worst in 20 years. Thousands of households across Wellington Shire were left without power, many of them for several days. Council teams and emergency workers toiled around the clock in a huge clean-up and relief effort. Our community service groups came out in force, coordinating and cooking meals for people across various communities – Yarram, Devon North, Binginwarri, Seaspray, Loch Sport, Golden Beach and Coongulla. It was truly an incredible effort from the entire Wellington community.

Our community also played its part in helping us form the Council Plan 2021-25, and I congratulate and thank those community members who participated in the process. This is our most progressive Council Plan to date and gives us an excellent guide for our strategic actions, priorities and key projects for the next four years.

Other key highlights of 2021/22 were:

- Completion of the Warmer Pool for Yarram project delivering a weather protection shelter and a pool water heating system to maintain water temperatures at 29 degrees.
- Partnering with the Gunaikurnai to commence work on the Nakunbalook Environmental and Cultural Education Centre in the Lake Guthridge-Guyatt precinct.
- The official opening of Cameron Sporting Complex $9.5 million redevelopment, the largest one-off investment seen in the town of Maffra.
- 99KW solar system installation at the Yarram Hub.
- Upgrades to the Port Albert Rocket Shed including external building works and landscaping.
- Boat ramp upgrades at Seacombe Beach (replacement), McLoughlins Beach (solar lighting) and Manns Beach (car park works).
- Golden Beach Town Green Redevelopment.
- Gordon Street Heyfield Reconstruction – formalisation of tennis club and kindergarten car parking.
- Significant road improvements to Gormandale-Stradbroke Road, Pound Road East, between Yarram and Alberton and Briagolong-Stockdale Road.
- Culvert replacement works at Gentle Annie in Briagolong following storm and flood damage.
- Solar heating replacement at the Stratford and Maffra outdoor swimming pools.
- Macfarlane Street Heyfield streetscape works – enhancements to the front and west of the existing hall.
- Concrete footpaths in Port Albert, Dargo, Gormandale, Wurruk, Stratford, Maffra, Sale and Alberton (start of the Great Southern Rail Trail).
- The redevelopment of several sporting facilities, with a particular focus on ensuring they are female and family friendly, as well as improving accessibility and participation for all people in our community. These include:
    - Maffra Recreation Reserve – redevelopment of two existing netball courts, including player shelters and lighting
    - Briagolong Recreation Reserve – renewal of pony club shed
    - Sale Oval – female and family friendly changeroom redevelopment, refurbishment of the netball court and amenities, improved accessibility, and new amenities near the Past Players Hill
    - Yarram Recreation Reserve – installation of turf cricket wicket and stage one irrigation works
    - Cowwarr Recreation Reserve – LED energy efficient lighting to meet AFL guidelines
    - Maffra Lawn Tennis Pavilion - clubrooms renovation, and the refurbishment and expansion of the tennis club rooms including the removal of old swimming club rooms.
- The commencement of work on The Wedge Masterplan for its future redevelopment.
- Progression of the Aqua Energy redevelopment, with designs being worked in readiness for the construction tender process.
- The installation of an EV charging station in Yarram.
- Continued work on the LED street light replacement program, which is now almost complete.

The past 12 months have again provided us with confidence and reassurance that Councillors and staff at Wellington Shire Council, with the help of our wider community, can meet any challenge thrown at us. We look forward to welcoming continued investment and future population growth in our region with great optimism and hope, while also working to ensure we have the right facilities and services to accommodate this. I thank all I have worked with in this past year – in Council and throughout the community – for their help in making my term as Mayor successful and enjoyable.

Councillor Ian Bye
Mayor

2.2 Financial Summary

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

2.2.1 Performance to Budget

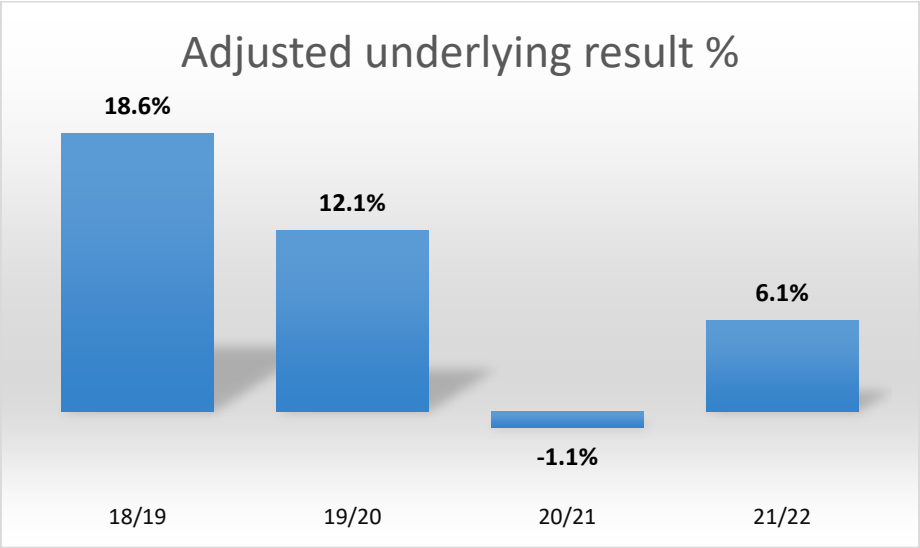
Council finished the year with a surplus of $20.53 million (excludes asset revaluation increment), against a budgeted surplus of $9.75 million, a variance surplus of $10.78 million.

The following major factors influenced this result:

- Council received 75% of its 2022/23 Victoria Grants Commission (VGC) allocation of $11.4 million in April 2022, which will be carried forward into FY 2022/23.
- Non monetary contributions for the recognition of land, drainage, roads and footpaths assets associated with new subdivisions of $3 million. Donated art gallery works of $1 million have also been recognised during the year.
- The largest unbudgeted expense was the repayment of unused grant funding of $1.1 million for the Wellington Coastal Subdivision Strategy with a new agreement effective from 1 July 2021.

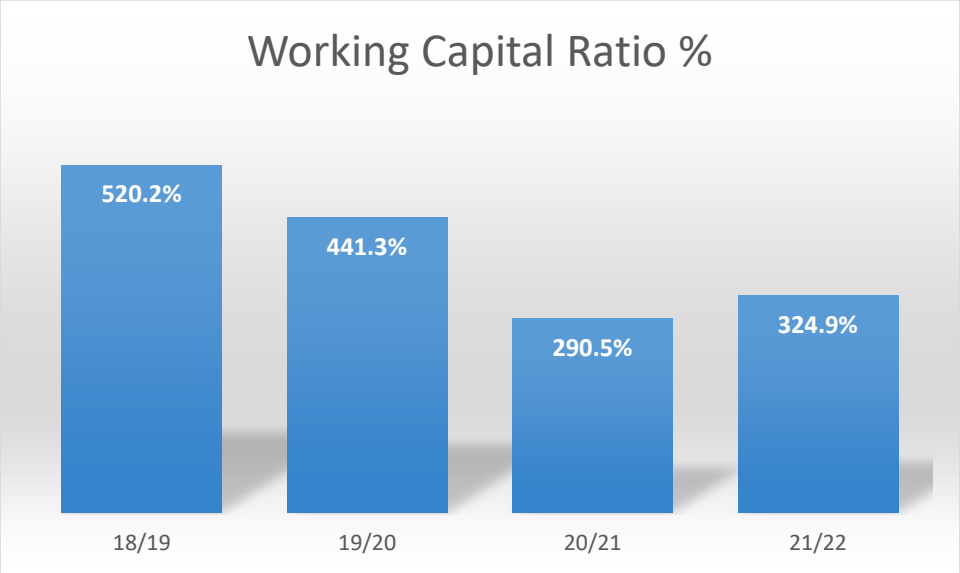
2.2.2 Adjusted Underlying Result:

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 2021/22 adjusted underlying result of 6.1% 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.



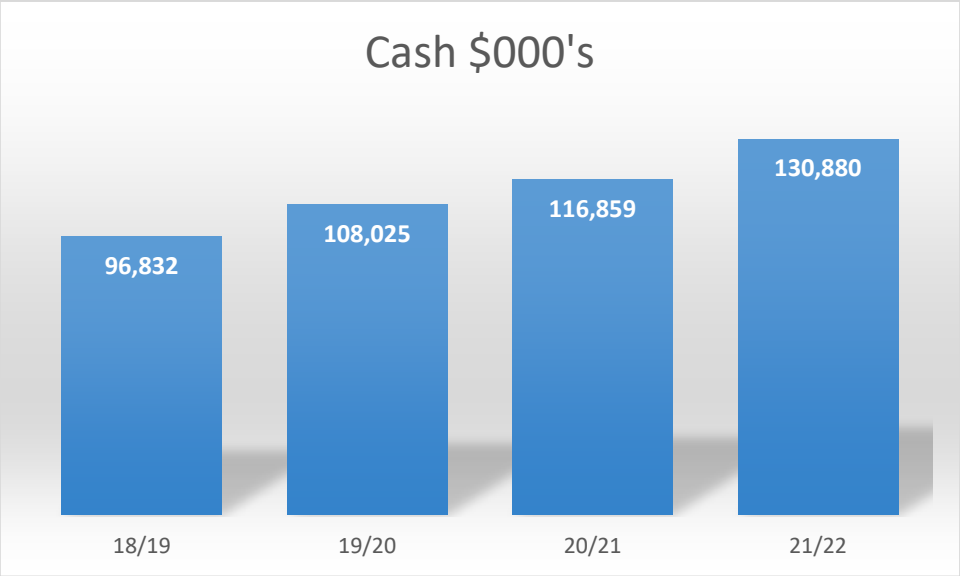
2.2.3 Liquidity

Working capital at the end of the year was $96.26 million or 324.9%, which is higher than the 2021/22 budgeted position of 320.7%. 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 324.9% reflects our strong financial position and is above the expected target band of between 120% and 200%. Ignoring cash, which is restricted for specific purposes, the ratio reduces to 269.1%.



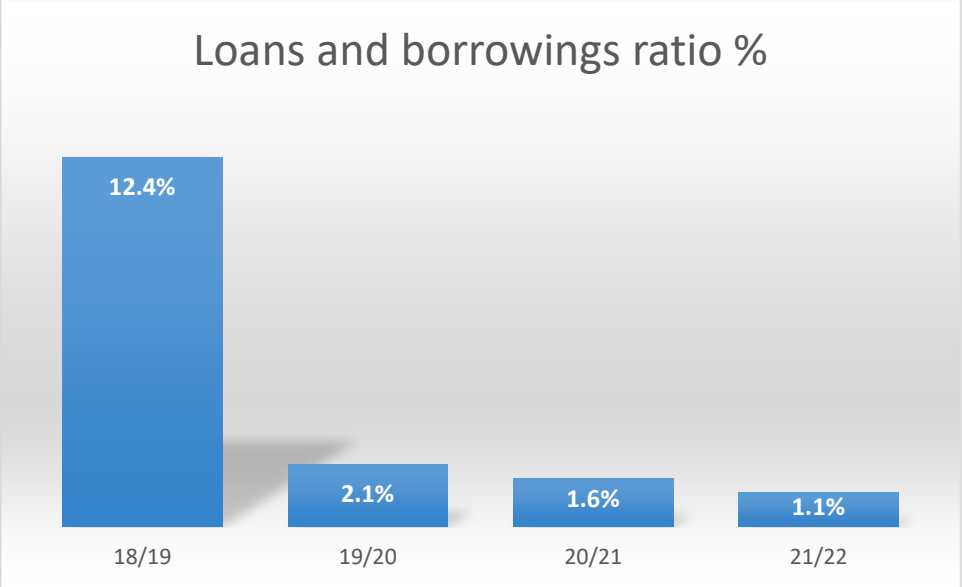
2.2.4 Cash

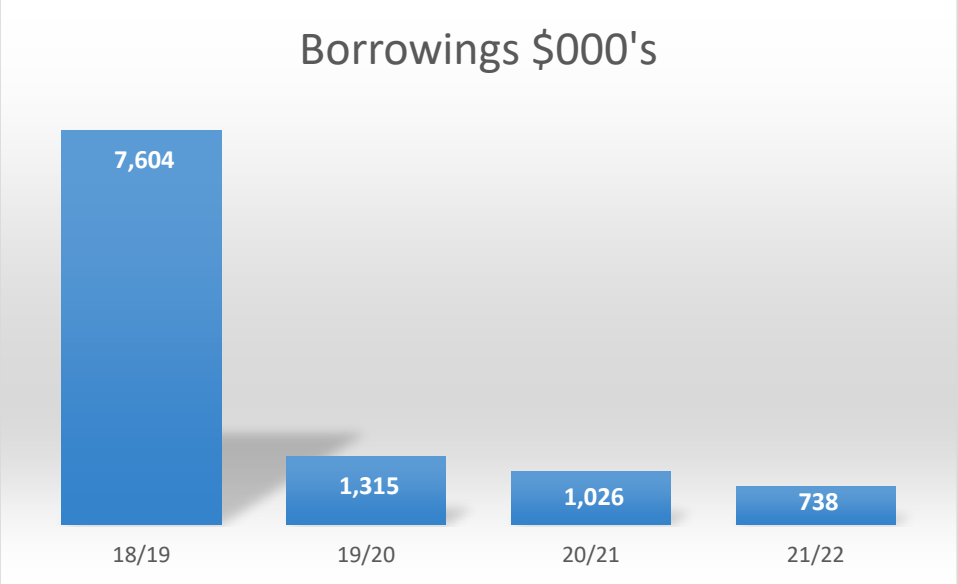
Council's cash including term deposits greater than 90 days' maturity (classified as other financial assets) finished at $130.9 million against a budget of $96.8 million, with $27.0 million reserved for specific purposes in future years. This included completion of carried forward capital works and major operating projects, trust funds and deposits, the 2022/23 Victoria Grants Commission advance and funds for future waste infrastructure projects and major plant purchases.



2.2.5 Obligations

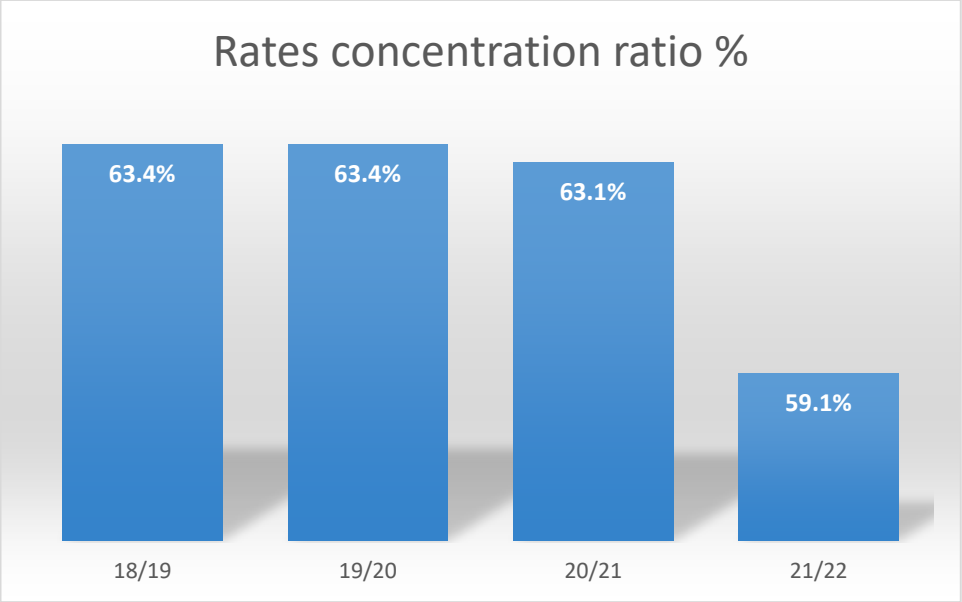
During the 2021/22 year no new loans were secured. At the end of the year, Council's debt ratio was 1.1% well within the expected target band of 0% - 70% and is also in line with Council's Borrowing Strategy of no more than 40% of annual rate revenue. Planned borrowings of $3.3 million were not required.

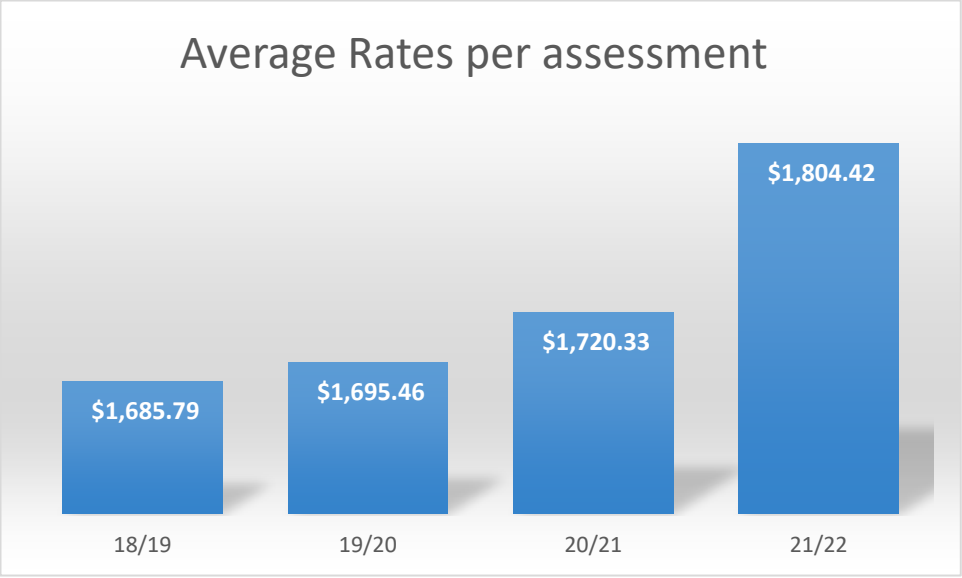




2.2.6 Stability and Efficiency

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 59.1% for the 2021/22 year. Council's average rates per assessment was $1,804.42, an increase of $1.62 per week on the prior year.





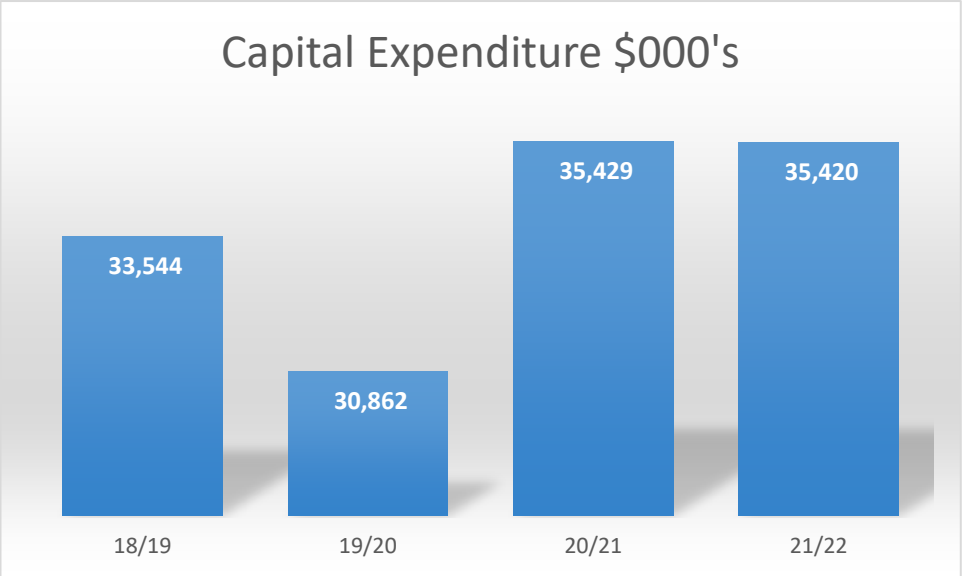
2.2.7 Capital Expenditure

A total of $35.4 million was expended on capital works in 2021-22 with $17.0 million spent on rehabilitating and upgrading roads, bridges and footpaths which included $5.7 million on the asphalt resheeting and rural and urban road reseal program.

Projects completed throughout the year included: Kilmany Landfill Cell 3; Maffra Lawn Tennis Pavilion Redevelopment; Maffra Recreation Reserve Netball Court Redevelopment; Briagolong Recreation Reserve Tennis Court Renewal; Yarram Warmer Pool Project and projects to upgrade the Outdoor Pools Solar Heating at Maffra and provision of pool blankets at Heyfield and Stratford.

Reconstruction of the following road and streets was also undertaken - McMillan Street, Stratford; Gordon Street, Heyfield; Pound Road East Widening, Yarram; Bond Street, Sale; Soldiers Road, Nambrok; Morison Street, Maffra; Roberts Road, Macks Creek. Safety improvements were also carried out on Gormandale-Stradbroke Road, Gormandale.

$1.6 million was also spent on upgrading parks, gardens and various streetscapes across the Shire.



2.3 Description of Operations

Wellington Shire Council is responsible for delivering more than 100 services, from 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 and strategic directions to further improve services and facilities are described in our previous 2017-21 Council Plan (and carried forward in our current 2021-25 Council Plan) and the associated Budget 2021/22 and are reported upon in this document. Refer to the section on 'Our Performance' for more information about Council services.

2.3.1 Major Capital Works

Maffra Recreation Reserve Netball Redevelopment
Redevelopment of two existing netball courts at the Maffra Recreation Reserve to achieve compliance with Netball Victoria 'Local' level of play.
Total project $480,431 contributions from Victorian Government $250,000, Wellington Shire Council rates $195,431 and Maffra Football Netball club $35,000.

Briagolong Recreation Reserve Tennis Court Redevelopment
Redevelop the existing four non-compliant tennis courts at the Briagolong Recreation Reserve to meet the Tennis Australia guidelines for club competition. One of the courts will be a multipurpose court to enable netball to be played as well as used as a half-court basketball or soccer court. The project includes LED lighting to the courts.
Total project $570,000 with contributions from Victorian Government $250,000, Briagolong Tennis Club $40,000 and Wellington Shire Council rates $280,000.

Briagolong Recreation Reserve traffic management and Pony Club items
The project comprises of traffic management, safety upgrades and redevelopment of the Pony Club.
Total project $222,808. Commonwealth Government Drought Communities Project $210,208 and LVA $12,600.

Sale Oval Changeroom
Redeveloped the home and away football/cricket and netball change rooms and amenities to meet the AFL/Netball/Cricket Facilities Guidelines. New football and netball umpire change rooms and trainers' facilities will be constructed within the footprint of the existing building.
Total project $1,630,000 with contributions of $880,000 from Federal Government, $225,000 from the John Leslie Foundation and Wellington Shire Council rates $525,000.

Stephenson Park Changeroom Redevelopment
Upgrades and expansion to the existing changerooms to make them female and family friendly football/cricket player/umpire changerooms. New netball player and umpire changerooms, a multipurpose room with kiosk, storage and public amenities.
The $2.2M project has received $800,000 in funding from Victorian Government, $250,000 from the John Leslie Foundation, $50,000 from Stephenson Park user groups and Wellington Shire Council rates $1,097,000.

Maffra Lawn Tennis Pavilion Upgrade
Clubrooms renovation, refurbishment and expansion of the tennis club rooms incorporating the old swimming hall.
Total project $917,830 contributions from LVA $299,830, Maffra Lawn Tennis Club $100,000 and Wellington Shire Council rates $518,000.

Yarram Outdoor Pool *(A Warmer Pool for Yarram)*
The project delivered a membrane clad weather protection shelter (covering both swimming pools; integrated remote controlled café style blinds). As well as a 'green energy' pool water heating system to maintain water temperature to 29 degrees during the summer season. All increased power usage was offset by the installation of solar PV cells.
Total project: $950,869, with contributions of $250,000 from Victorian Government (SRV), $300,000 from the Federal Government, $61,000 from the Yarram Community (Rotary Club of Yarram) and $339,869 from Wellington Shire Council rates.

Seasonal Outdoor Pools CCTV
Installation of CCTV System at Seasonal Outdoor Pools to provide surveillance during the outdoor pools season.
Total project: $39,176, fully funded by Wellington Shire Council rates.

Stratford Pool Pool Blankets
Installation of pool blankets, in order to supplement the solar heating and enhance the community experience of the Stratford Outdoor Pool.
Total project: $75,031, fully funded by Wellington Shire Council rates.

2.3.2 Major Changes

- COVID closures and restrictions impacted Council's aquatic and leisure facilities, resulting in significant revenue loss from suspended and cancelled memberships to around 80% of pre-COVID levels, with adult sports participation levels significantly dropping too.
- Guaranteed opening hours added at all Wellington Outdoor Pools. Following feedback from the community, Leisure Services operated its outdoor pools from midday to 3pm, regardless of the forecast temperature during the peak season, which captured school holiday periods.
- Industry workforce shortages in Health and Leisure sector as a result of COVID impacts, significantly impacted leisure offerings, with water education and gym services mostly affected.
- Following a number of emergency events during the previous two years, Council's organisational structure was temporarily altered to create a standalone Emergency and Recovery business unit. Emergency Management and Recovery functions have since been reintegrated into the previous structure.
- Release of new planning database software has impacted on efficiency of decision making.
- In July 2021 EPA increased its powers to prevent harm to public health and environment from pollution and waste. The impact will be on the health department in relation to domestic wastewater management systems and additional council officer compliance powers.
- COVID and Working from Home impact on day-to-day business.

2.3.3 Major Achievements

- Council has successfully undertaken two collaborative tender procurement contracts with East Gippsland Shire Council for provision of ICT Professional Services and ICT Hardware Equipment to achieve improved ICT procurement efficiencies for both councils.
- Completion of new technology rollout to replace council’s aging fleet of desktops and laptops. The new technology will provide staff with added mobility and enable Council staff to work more efficiently if working remotely.
- Successful application for Rural Councils Transformation Program support for Records Management Transformation. To be delivered within Council's ICT Shared Services MoU with East Gippsland Shire Council.
- Successful delivery of the ICT MoU requirements with East Gippsland Shire Council for ICT Shared Services.
- New Shared Business Systems Agreement with East Gippsland for the implementation of CIVICA at East Gippsland Shire Council to support improved business efficiencies and alignment to shared services objectives with Wellington.

- New Datacentre Agreement with East Gippsland Shire Council for Datacentre and ICT Infrastructure consolidation to achieve improved ICT operational efficiencies and alignment to shared services objectives.
- Council approved the Wurruk Development Plan which provides for the future release of more than 1200 residential lots.
- Council adopted the Maffra Structure Plan to provide for the future urban growth of the township.
- Council secured State Government funding to undertake the Wellington Renewable Energy Impact and Readiness Study.
- Council secured State Government funding to establish the Local Development Strategy projects/teams for Heyfield and Yarram.
- Establishment of the Wellington Renewable Energy Forum (bimonthly online meetings).
- Council secured State Government funding to complete two feasibility studies to support the emerging and expanding broiler industry (multigrain feed mill & broiler processing).
- Advocacy, support and facilitation of numerous renewable energy project developments to invest in Wellington (offshore wind x4, onshore wind, hydrogen fuel cell manufacturing, solar farms and other).
- Successful delivery of the inaugural ANZAC Airshow Weekend event (April 2022) which attracted 11,000 attendees.
- Continued implementation, growth and engagement with The Middle of Everywhere brand, website and app promoting Wellington as a place to explore, live, play, work and invest.
- Successful delivery of Farming for Success #2 (March 2022) - a single day Conference showcasing innovation, emerging markets, and growth in agriculture.
- Adoption of Wellington Shire Community Local Law June 2021 – incorporated all bylaws into a single document. Aligned with the Community Local Law, Community Impact Statements were developed as explanatory documents to improve consistency, clarity, and transparency for those affected by the Local Law.
- The Archibald Price 2021 exhibition was hosted at the Gippsland Art Gallery with over 26,000 visitors to Sale and Gippsland. The economic impact for the region was a $4.4m injection into the local economy.
- The pop-up ArtBar complimented the 6-week run of the Archibald Prize 2021 exhibition and continued through the 2021/22 summer attracting crowds to the Port of Sale Precinct.
- Completion of The Wedge Redevelopment Business Case.
- Launch of The Wedge 2022 Theatre Season with a full program after 2 very difficult years in the national theatre industry due to COVID closures and lockdowns.
- The Wedge presented Live@THEWEDGE music program with overwhelming support and positive feedback (return of live music in an outdoor format).
- After continued COVID closures and lockdowns all six Library branches were able to reopen to full service and welcome the community back into the much-loved branches.
- Successfully secured $2M through State Government (SRV) 2021-22 Local Sports Infrastructure Fund as contribution towards the Aqua Energy redevelopment.
- Council progressed the Aqua Energy Redevelopment Detailed Design phase, in preparation for construction phase. This $17.5M project will be funded by Wellington Shire Council with contributions from the Australian Government's Local Roads and Community Infrastructure Program ($3.2m), State Government, Sport and Recreation Victoria ($2M) and the John Leslie Foundation ($950,000).
- Gippsland Regional Sports Complex was utilised as a COVID Community Vaccination Centre in partnership with Latrobe Regional Health.

- Attraction of major sporting events at Gippsland Regional Sports Complex including professional boxing event 'Wildfighter Round 8' in partnership with 'Wildfighter Pro' and the 'Middle of Everywhere' campaign.
- Wellington Leisure Services extended their public training offerings to cater to East Gippsland.
- Community Based Bushfire Management program formally recognised by winning the Victorian Government section of the 2022 Resilient Australia Awards. Council partnered with Latrobe City Council, DELWP and CFA to deliver this program in Briagolong, Seaton and Glenmaggie.
- Review of Council's Community Assistance and Quick Response Grants was completed. Resulting in a simplified application process and increased grant amounts from 2022/23.
- Received $314,000 in federal and state government funding to support volunteer committees in reactivating their facilities following a number of emergencies and COVID-19.
- Completion of the Yarram Early Years Infrastructure Feasibility Study.
- Secured over $1.6M in federal and state funding to support our communities in their recovery from multiple emergencies and to prepare for future ones.
- Installed Electric Vehicle (EV) Charger at Yarram.
- Continued to roll out Solar PV across multiple sites.
- Planted 1,000 street trees as part of Council's ongoing development of the Urban Forest.
- Greening Wellington Plan completed driving further investment in Green Infrastructure in urban centres.
- Completed construction of the Nakunbalook Environmental Education Centre.
- Completed annual Electric Line Clearance Program in line with Energy Safe requirements.
- Purchased land in Maffra for the new Material Recovery Facility (Transfer Station).
- Completed further upgrades to the Sale Botanic Gardens.
- Sale Football Netball Club Redevelopment
- Streetlight LED changeover
- Urban Biodiversity Enhancement
- Botanical gardens furniture renewal
- Ross Street Reserve upgrade
- Cowwarr Streetscape Masterplan
- York Street Refurbishment
- Town Entry Improvement Program
- Cunninghame Street Intersection Upgrade
- Yarram Regent Theatre
- Yarram Warmer Pool
- Urban Paths Program
- Maffra Lawn Tennis
- Cameron Street Recreation Reserve Upgrade
- Davis Street Heyfield Streetscape Works
- Port Albert Street Sealing Scheme

- Boggy Creek Special Charge Scheme
- McMillan Street, Special Charge Scheme Stratford
- Railway Avenue Street redevelopment, Yarram
- Guthridge Parade Special Charge Street Scheme
- Maffra Library Roof Replacement
- Briagolong Recreation Reserve Tennis Courts Redevelopment
- Manns Beach Carpark Redevelopment
- Golden Beach Carpark Redevelopment
- Baseball lights upgrade Stephensons Park
- Maffra Youth Play Precinct
- Yarram Youth Play Precinct
- Maffra Recreation Reserve Netball Court and Lighting Upgrade
- Seacombe Boat Ramp Upgrade
- North Sale Development Area Drainage Strategies commenced
- Gormandale-Stradbroke road safety improvements
- Asphalt Resheet Program
- Road Reseal program
- Gravel Road Reconstruction Program
- Emergency Works on weather events
- 'The Middle of Everywhere' campaign was a Finalist in the
    - 2021 Mainstreet Australia Digital and/or Traditional Marketing Award for Promotion of a Program Initiative, Activity or Event and
    - The Economic Development Awards of Excellence for Economic Development Marketing & Promotion.

2.3.4 Economic Factors

The COVID-19 pandemic has continued to cause many facilities to be closed and a considerable number of staff to work from home.

With competition for contracting services and the supply chain delays flowing from COVID-19 restrictions and impacts of weather events, the progress of planned projects has been difficult.

Government programs to stimulate the economy have diverted attention away from some budget or planned programmed areas to meet grant obligations.

Interest rates on term deposits are at an all-time low restricting income from the treasury functions.

Rates debt collection has improved after the lifting of COVID-19 lockdowns.

3.0 Our Council

3.1 Municipality Profile

Wellington is geographically the third largest municipality in Victoria, covering an area of 10,811 square kilometres. Easily accessible from Melbourne via road or rail, travel time is a convenient 2.5 hours.

Traditionally, the Wellington region was marketed as the 'Heart of Gippsland', in that it was ideally placed for everything Gippsland has to offer. Wellington extends from the Great Dividing Range and Victoria's High Country, through rich irrigated flats and pristine grazing land, to the internationally significant Gippsland Lakes and wetlands and the Ninety Mile Beach and Bass Strait.

While that is still true, Council now markets the Wellington region as 'The Middle of Everywhere', due to its enviable location in the middle of everything any resident, visitor, tourist or investor could ever want or need.

The most recent population data from the Australian Bureau of Statistics indicates that there are many that agree that Wellington is 'The Middle of Everywhere', with the population growing from 43,928 in 2018 to 45,452 in 2021. Council continues working to ensure there is a supply of new residential and industrial land to encourage current and future growth.

Wellington is renowned for its quality public spaces, including parks and gardens and public buildings and infrastructure. A drawcard is top quality facilities for sport, health and regional shopping. The Port of Sale precinct continues to bring together the very best in arts and culture, with The Wedge Performing Arts Centre, Gippsland Art Gallery, Sale library, meeting areas, cafes and youth spaces such as the skate park and broader outdoor precinct.

Gippsland Regional Sports Complex offers outstanding facilities including indoor basketball/multi-use courts, state-of-the-art hockey precinct, outdoor netball courts, meeting rooms and kiosk. Aqua Energy offers indoor and outdoor swimming pools, gym, group fitness and a café. We are looking forward to the commencement of the Aqua Energy Redevelopment in the coming months.

Wellington also boasts some of the best schools in Gippsland across public and private primary and secondary, vocational training and further education. TAFE Gippsland recently opened a new campus just a stone's throw away from the Port of Sale precinct, offering a wide range of programs.

Just over 14% of the Wellington population works within the agricultural/forestry/fishing sectors, with a wide range of other local opportunities ranging from manufacturing and construction to retail, mining, public sector and education, community services, arts and recreation.

Wellington is also the location of RAAF Base East Sale, a major air and ground training base and home to the famous Roulettes aerobatic team. Training units include No 1 Flying Training School, Air Mission Training School, Central Flying School, Officer Training School and the School of Air Traffic Control, as well as Headquarters Air Academy.

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 pilot and aircraft maintenance engineers, as well as being a leading facility for aviation education.

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 gas 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 (MID), 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.

Wellington is also set to become a major renewable energy hub, with the establishment of several projects in different stages of progress.

Wellington 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 Fax: (03) 5142 3501

Email: enquiries@wellington.vic.gov.au

Yarram Service Centre

156 Grant Street, Yarram VIC 3971

Telephone: (03) 5182 5100 Fax: (03) 5182 6264

3.3 Councillors

Cr Ian Bye (Mayor)



Central Ward

Terms Elected: 2016, 2020

M: 0476 000 146

E: ianb@wellington.vic.gov.au

Cr Marcus McKenzie (Deputy Mayor)



Coastal Ward

Terms Elected: 2020

M: 0448 482 509

E: marcusm@wellington.vic.gov.au

Cr Garry Stephens



Coastal Ward

Terms Elected: 2016, 2020

M: 0476 000 157

E: garrys@wellington.vic.gov.au

Cr Scott Rossetti



Central Ward

Terms Elected: 2008, 2012, 2016, 2020

M: 0419 366 686

E: scottr@wellington.vic.gov.au

Cr Carolyn Crossley



Northern Ward

Terms Elected: 2012, 2016, 2020

M: 0409 495 833

E: carolync@wellington.vic.gov.au

Cr Gayle Maher



Coastal Ward

Terms Elected: 2016, 2020

M: 0476 000 162

E: gaylem@wellington.vic.gov.au

Cr Jill Wood



Central Ward

Terms Elected: 2020

M: 0448 573 297

E: jillw@wellington.vic.gov.au

Cr John Tatterson



Northern Ward

Terms Elected: 2020

M:0448 433 036

E: johnta@wellington.vic.gov.au

Cr Carmel Ripper



Northern Ward

Terms Elected: 2016, 2020 (elected on countback following passing of Malcolm Hole)

First meeting 18 May 2021

M: 0457 056 436

E: carmelr@wellington.vic.gov.au

4.0 Our People

4.1 Organisational Structure

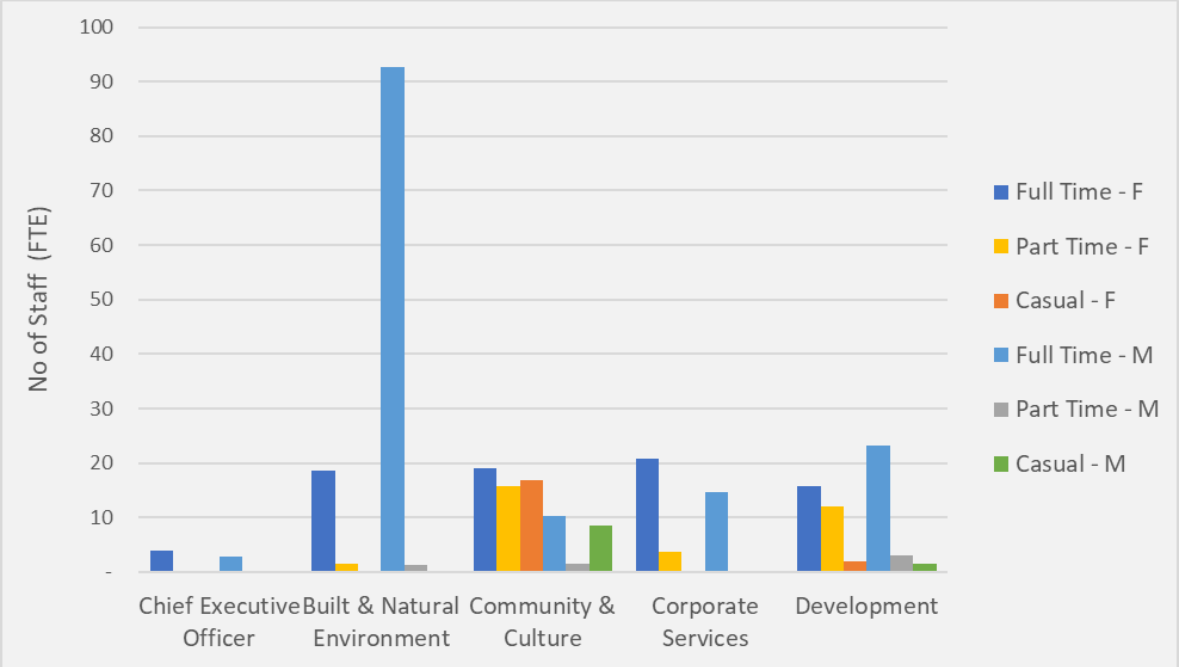
Council is the governing body that appoints a Chief Executive Officer. The Chief Executive Officer has responsibility for the day-to-day management of operations in accordance with the strategic directions of the Council Plan. Four General Managers and the Chief Executive Officer form the Corporate Management Team (CMT) and lead the organisation.



4.2 Council Staff

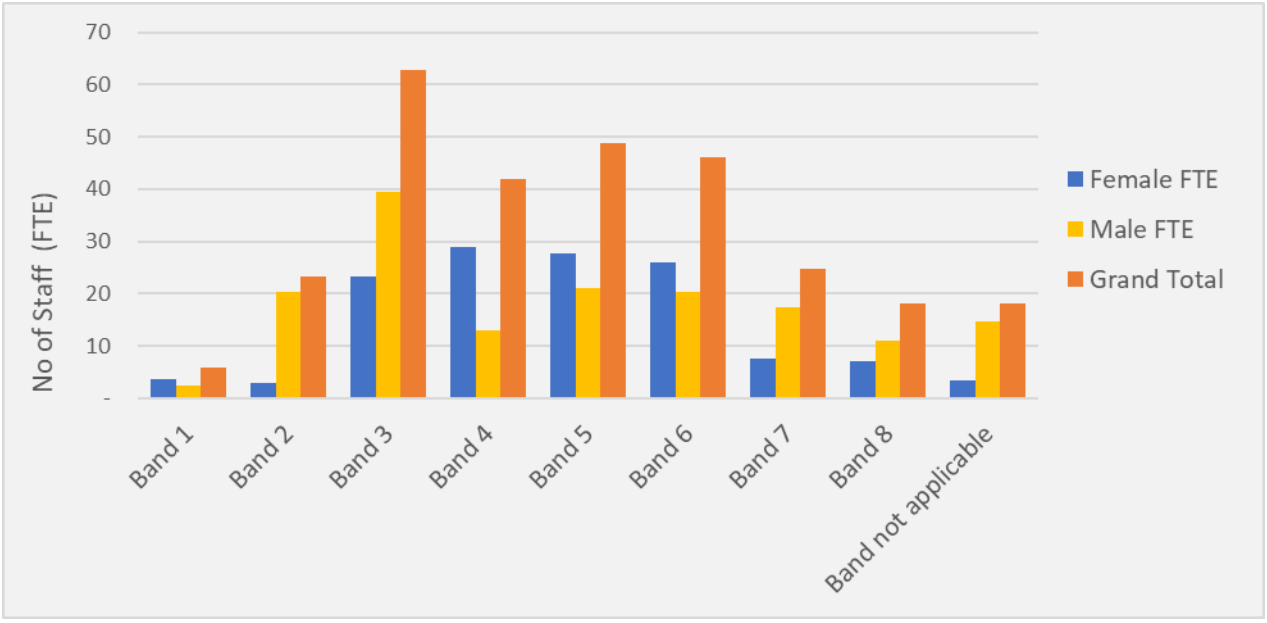
A summary of the number of full time equivalent (FTE) Council staff by organisational structure, employment type and gender:

Division	Gender			
	Status code	F	M	Total
Chief Executive Officer	Full Time	4.00	2.81	6.81
Built & Natural Environment	Full Time	18.50	92.63	111.12
	Part Time	1.62	1.33	2.95
Community & Culture	Full Time	19.10	10.34	29.44
	Part Time	15.74	1.48	17.22
	Casual	16.81	8.48	25.29
Corporate Services	Full Time	20.75	14.70	35.45
	Part Time	3.81		3.81
Development	Full Time	15.85	23.25	39.10
	Part Time	11.96	2.96	14.92
	Casual	1.89	1.47	3.36
Grand Total		**130.02**	**159.45**	**289.48**



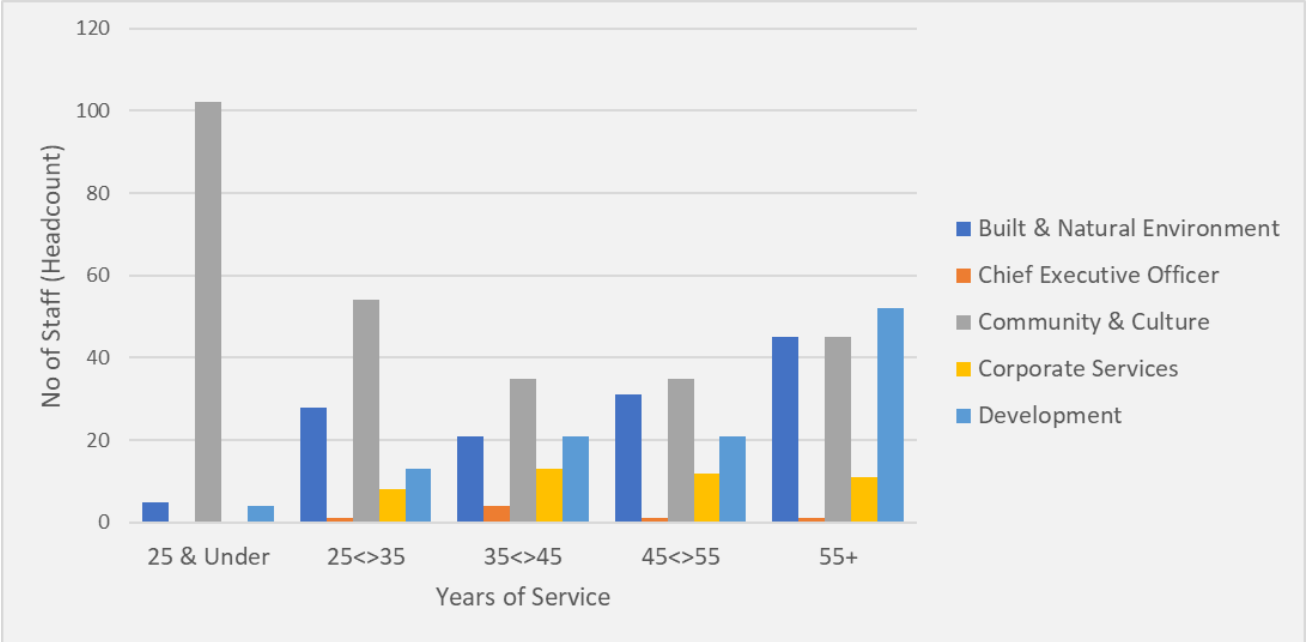
A summary of the number of full time equivalent (FTE) staff categorised by employment classification and gender:

Employee Classification	Female FTE	Male FTE	Total
Band 1	3.52	2.27	5.78
Band 2	2.89	20.24	23.14
Band 3	23.27	39.50	62.77
Band 4	28.91	12.98	41.89
Band 5	27.74	21.15	48.89
Band 6	25.87	20.18	46.06
Band 7	7.42	17.37	24.80
Band 8	7.00	11.00	18.00
Band not applicable	3.40	14.76	18.16
Grand Total	**130.02**	**159.45**	**289.48**



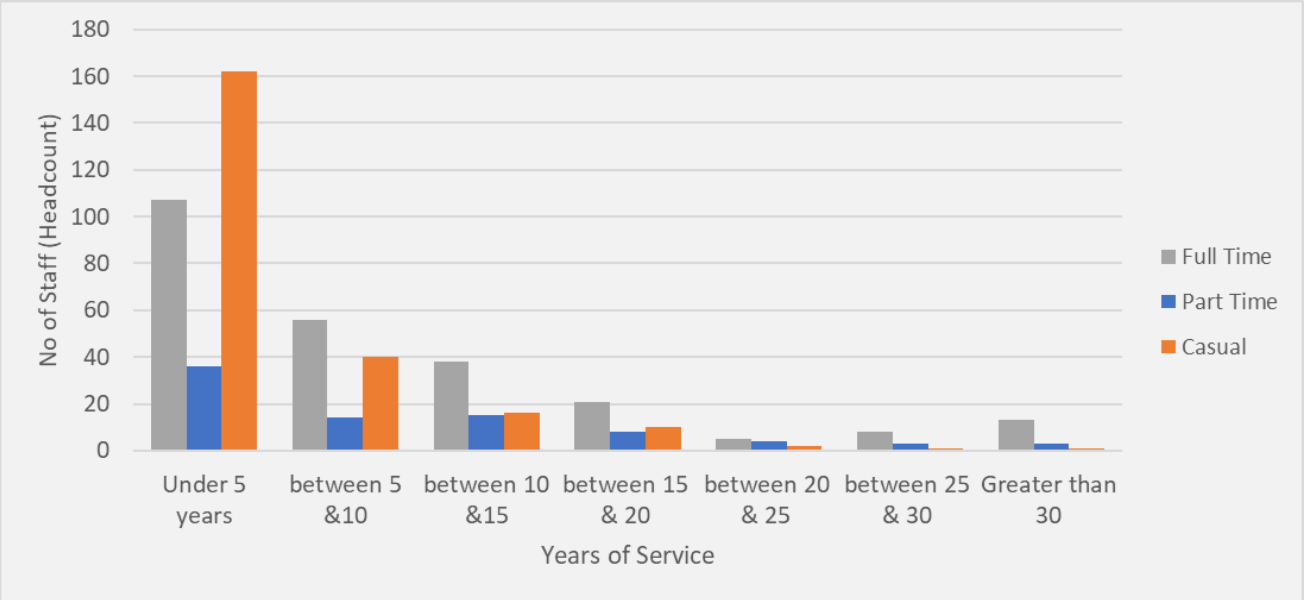
A summary of age spread of staff by headcount:

	25 & Under	25<>35	35<>45	45<>55	55+
Built & Natural Environment	5	28	21	31	45
Chief Executive Officer		1	4	1	1
Community & Culture	102	54	35	35	45
Corporate Services		8	13	12	11
Development	4	13	21	21	52
Grand Total	111	104	94	100	154



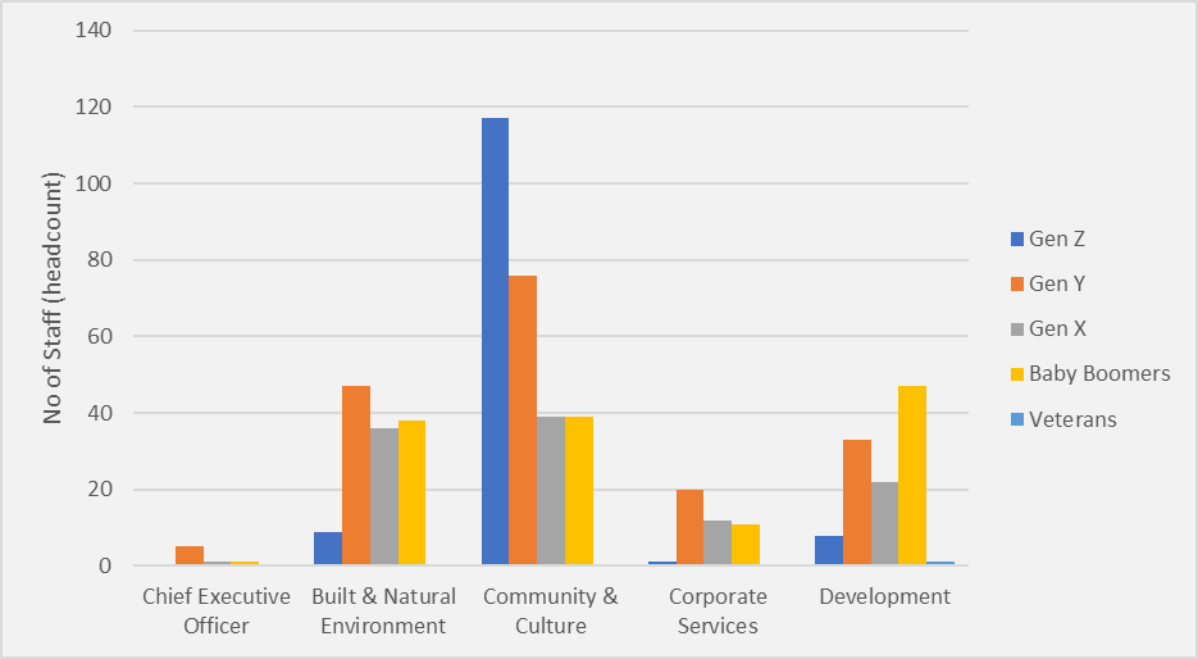
Years of service summary by headcount:

	Under 5 years	between 5 &10	between 10 &15	between 15 & 20	between 20 & 25	between 25 & 30	Greater than 30
Casual	162	40	16	10	2	1	1
Full Time	107	56	38	21	5	8	13
Part Time	36	14	15	8	4	3	3
Grand Total	**305**	**110**	**69**	**39**	**11**	**12**	**17**



Our workforce by generation:

	Gen Z (born 1995 onwards)	Gen Y (born 1977-1994)	Gen X (born 1966-1976	Baby Boomers (born 1946-1965	Veterans (born before 1946
Chief Executive Officer		5	1	1	
Built & Natural Environment	9	47	36	38	
Community & Culture	117	76	39	39	
Corporate Services	1	20	12	11	
Development	8	33	22	47	1
Total	**135**	**181**	**110**	**136**	**1**



4.3 Equal Employment Opportunity

Wellington Shire Council believes in inclusivity, diversity, fairness, and equity. This means that the ideas, aspirations and needs of all our people are considered and valued in our workplace. Wellington Shire Council is committed to access and equity for all its employees and we encourage a workplace where everyone can be themselves.

We care about creating a workplace where our employees feel valued, respected and empowered and we are committed to providing equal opportunity regardless of gender identity, ethnicity, disability, sexual orientation, different backgrounds or life stage.

This includes providing equal access to jobs and development opportunities and ensuring there is no discrimination or harassment in the workplace.

Wellington Shire Council supports flexible and accessible working arrangements for all. This includes people with a disability, Aboriginal and Torres Strait Islanders, culturally, religiously, and linguistically

diverse people, young people, older people, women and people who identify as gay, lesbian, bisexual, transgender or intersex.

Employees must treat others fairly and with respect for diversity. This extends to the way that Council employees treat customers, contractors, representatives, and volunteers during the undertaking of their duties.

We seek an 'access for all' working environment to promote a culture in which people of all abilities can thrive.

Wellington Shire Council has policies and processes in place to ensure that employees are aware of both employer and employee obligations in relation to the *Equal Opportunity Act 2010* and the *Human Rights & Equal Opportunity Commission Act 1986*.

4.4 Our Volunteers

Volunteers are vital to our organisation as they deliver great services to our community. Our volunteers contribute their valuable time and skills across many different areas of the organisation. With their help, council can deliver much needed services and programs to the Wellington Shire community.

For individuals, volunteering provides an opportunity to be involved in activities reflecting their interests and using their skills, while building a stronger and connected community. Council provides a supportive and safe working environment for volunteers.

Volunteers at Wellington Shire Council must:

- Provide a National Police Record Clearance
- Provide a Working with Children Check including acknowledging the Child Safe Standards
- Undertake a Volunteer Induction Program and training as required
- Acknowledge that volunteering is an unpaid community service.

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.

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.	18	>112 hours per week
Art Gallery Guides	Deliver education programs and workshops for kindergarten, primary and secondary schools and community groups.	5	= 19 hours per week
Art Gallery Attendants	Greet visitors, provide security and provide basic customer service within the gallery space.	30	= 10 hours per week
Friends of Sale Botanic Gardens	Attend monthly gardening days at the Sale Botanic Gardens.	24	>10 hours per month

Volunteer service	Main duties	Volunteer number	Volunteer hours
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
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.	16	>360 hours per year
Wellington Shire Youth groups: • 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.	14	>1,140 hours per year
• Propellor FReeZA group	Provide opportunities for young people to perform and experience music events.	17	>448 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

Volunteering in Wellington website Volunteering at Wellington Shire Council | Wellington Shire Council (applynow.net.au) provides information for people looking for volunteer opportunities in Wellington.

4.5 Other Staff Matters

4.5.1 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 shows the total number of employees who undertook online training during the 2021/22 year.

Course Title	Target Audience	Number of Staff
Approaching An Employee You're Concerned About	Self-Enrolment	13
Child Safe Standards	All Staff	283
Communicating With People Who Have Communication Difficulties	Select Staff	37
Community Engagement Awareness	All Staff	221
Completing the 2015/16 Performance Appraisal	Select Staff	1
Completing the 2016/17 Performance Appraisal	Select Staff	1
Contractor Safety	Select Staff	64
Day One Induction Occupational Health and Safety	New Staff	53
Fraud and Corruption Awareness	All Staff	239
How to complete the 2017/18 Performance Appraisal	Select Staff	1
Human Resources	All Staff	59
Human Rights	All Staff	284
Immunisation Team Induction	Select Staff	5
Infection Control	Select Staff	33
Information and Communication Technology	All Staff	56
Interview Panellist Training	Select Staff	90
Introduction to Customer Service	All Staff	113
Managing Mental Health Risks at Work	Self-Enrolment	1
Mental Health Awareness	Select Staff	4
Occupational Health and Safety Awareness	All Staff	144
OH&S Leadership - Quiz	Select Staff	3

Course Title	Target Audience	Number of Staff
Prevention of Alcohol and Drug Use in the Workplace	All Staff	267
Prevention of Workplace Bullying and Harassment	All Staff	232
Prevention of Workplace Bullying and Harassment - for Managers and Supervisors	Select Staff	51
Procurement Awareness	All Staff	263
Procurement Delegations	Select Staff	125
Pulse - Corporate Planning and Reporting	Select Staff	1
Record Keeping and Privacy	All Staff	259
Returning To The Workplace During COVID-19	All Staff	65
Sexual Harassment	All Staff	371
Welcome to Wellington	New Staff	62

The table below highlights a sample of the instructor led training undertaken as of 30 June 2022:

Course Title	Target Audience	Number of Staff
Aligning for High Performance Team Building Workshop	Select Staff	22
Animal Management and Handling Workshop	Select Staff	2
Conflict Management for COVID Conversations	Select Staff	15
Contractor Management (Face to Face)	Select Staff	29
Cultural Awareness - GLaWAC	Select Staff	29
Emergency Management Training	Select Staff	6
Emergency Management: Emergency Management Liaison Officer EMLO Workshop 2022	Select Staff	6
Emergency Management: Emergency Management Support Team Workshop 2022	Select Staff	12
Emergency Management: MEMO Discussion Exercise 2022	Select Staff	7
Emergency Management: Municipal Recovery Manager MRM Workshop 2022	Select Staff	8
Fear Free Shelter Program	Select Staff	7
Introduction to Personal Support Training for ERC Staff	Select Staff	10
Prevention of Alcohol and Drug Use in the Workplace - Refresher: 2021-2022 (Face to Face)	All Staff	229

Course Title	Target Audience	Number of Staff
Sexual Harassment (Face to face)	All Staff	430

The table below highlights a sample of the compliance training staff attended off site as of 30 June 2022:

Course Title	Target Audience	Number of Staff
Chemcert Training Course	Select Staff	4
Control Persons Using Batons	Select Staff	7
Control Traffic with Stop Slow Bat	Select Staff	24
Elevated Work Platform	Select Staff	1
Enter and Work in Confined Spaces	Select Staff	4
Health and Safety Representative	Select Staff	2
Implement a Traffic Management Plan (RIIWHS302D)	Select Staff	24
Municipal Fire Prevention Officer (MFPO)	Select Staff	1
Operate and Maintain Chainsaws	Select Staff	27
Provide First Aid	Select Staff	50
Provide First Aid Update (CPR Refresher)	Select Staff	59
Responsible Service of Alcohol	Select Staff	2

4.5.2 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
- Sustainability

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 67 staff members celebrated and received Service Awards for the 2021/22 year.

Years of service	Staff members	
>40 years	Pamela Roberts	
>35 years	David Bartle	
>30 years	Fiona Smith	
>25 years	Daniel Macey Lynette Ogilvie	Cheryl Hicks
>20 years	Mark Durrant Sandra Rech Daniel Gall Dianne Semmens	Amanda Edgar Tegan Reid Judith Kurec
>15 years	Peter Griffiths Shane O'Keefe	Bradley McCahon Kathryn Jones
>10 years	Andrew Wolstenholme Cassandra Sandeman James Blythe Peta Crawford David Morcom Brett Tippet Kate Dyer Gavin Molden	Nicholas Ross Mark Coleman Vanessa Ebsworth Andrew Thomson Mirranda Francis Sharon Willison Margaret Tomkins
>5 years	Paul May Petra Szabo Lachlan Craft Louis Howard Mitchell Leeds Morgan Mayne Lachlan Shepherd Philip Jeffreys Richard Curtain Katrina Gilmore Avit Vaghela James Brown Kimberley Wright Daniel Howe Brendon Low Luke Cassidy Samantha Nock Amber Burnett	Jacinta Kuhnell Lucy Spooner Ashlea Higgins Daniel Hua Matthew Manning Priyansha Narayan Bodye Darvill Allison Norfolk Gina Doolan Gerard Callinan Debra Vickers Louise Lambourn Bronwyn Dalton Abbey Kinnish Michael McGrath David Giles Rhonda Morris

4.5.3 Gender Equality and Prevention of Violence Against Women

The Wellington Shire Council Gender Equality Action Plan (GEAP) 2021-2025 was submitted in July 2022 and forms part of a Council strategy that will support Wellington Shire to be a more inclusive and gender diverse place to live and work. Our GEAP outlines our long-term plan in relation to gender equality, diversity and inclusion and details our objectives and what we will undertake to meet our obligations under the *Gender Equality Act 2020*.

Wellington Shire Council's Leadership Group completed 3 X 2-hour online sessions. The sessions were to educate, support and start to develop internal leaders for driving gender equality within our organisation and start to apply a gender lens over our polices, projects or procedures:

- Understanding our commitment and responsibility to the Gender Equality Act as an organisation
- 4 step processes of Gender Impact Assessment (GIA), discussing the role of a GIA Officer/Lead
- Creating and enabling a GIA environment.

Wellington Shire Council is committed to addressing the impact of violence in the community by raising awareness through the organisation and working in partnership with Family Violence Support Services. Violence against women does not mean only physical violence. It is much broader and includes sexual, emotional, psychological and financial abuse.

As an organisation we support the Prevention Violence Against Women (PVAW) strategy included with our 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.

4.5.4 Health and Safety

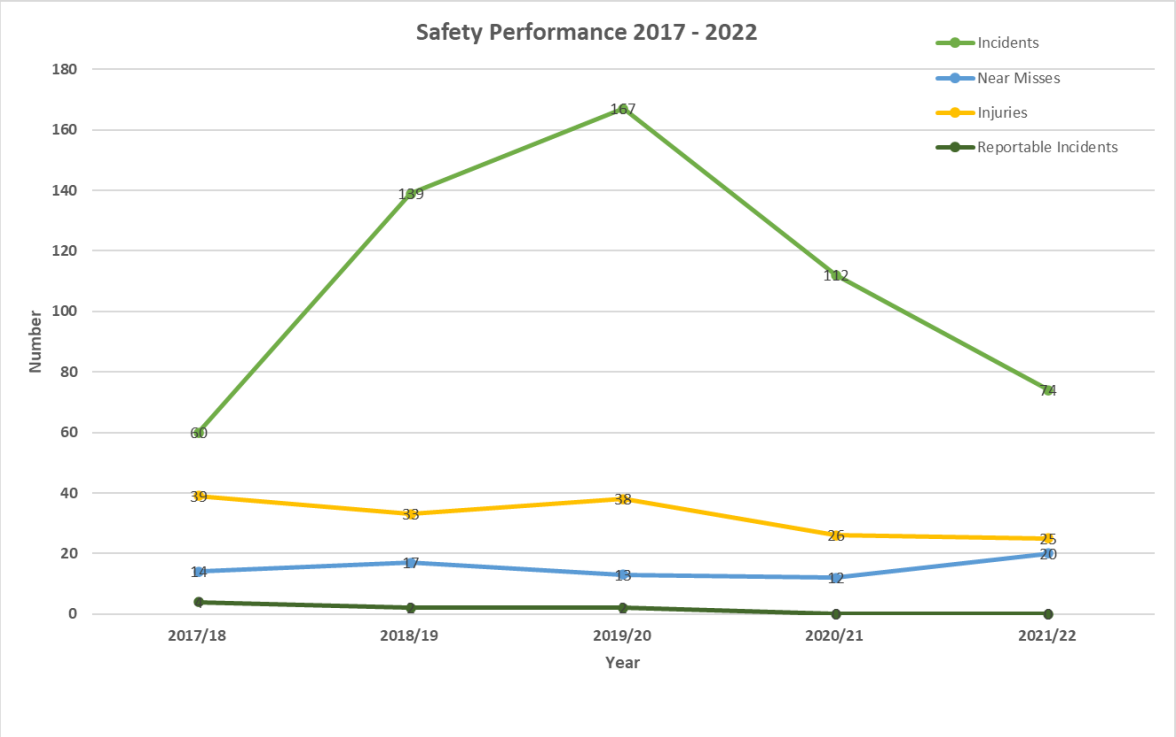
Wellington Shire Council recognises its legal and moral obligations, under the *Occupational Health & Safety Act* and associated regulations, to provide a safe work environment for all staff, volunteers, contractors and visitors. During 2021-22, Council continued to implement processes designed to achieve its OH&S objectives and saw a renewed momentum around developing and fostering a positive safety culture.

WSC continues to respond to the challenging circumstances being experienced with the ongoing impacts of COVID-19, while at the same time, persisting with the implementation of health and safety policies and procedures to achieve both regulatory compliance and industry best practice.

Further development of the OHS Management System remains a high priority, with the following achievements a highlight of the past year:

- alignment of all documentation to the new International Standard, ISO 45001:2018;
- an emphasis on internal auditing and inspection requirements; and
- greater engagement on OH&S issues with all levels of staff.

A key focus for the future will be the inclusion of lead indicators as benchmarks to measure safety performance to proactively respond to potential hazards and risks. Actions for strengthening OHS management identified through our external OHS Audit program continue to be monitored and implemented.



4.5.5 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.

Employee Engagement survey - The Pulse
Previously our organisation received an overall engagement score of 73% with a 60% participation rate for our employee engagement survey "The Pulse". In September 2022 we will be conducting our 2nd survey. We will benchmark these results against our last survey hoping to see a rise in engagement scores within particular areas including an increase in participation rates from the previous year. We aim to share relevant feedback with our leadership team to enable them with their teams to create action plans to help increase future engagement across the organisation.

Promoting employee social inclusion:
Wellington Shire Council 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. This year we participated in Social Lunch events such as Soup, Pizza, Roast Meat rolls and Footy colours day. We held a successful Trivia Night and enjoyed hot cross buns with our Easter hamper raffle.

Wellness page - SharePoint
We continuously provide updates on our Wellness page for staff to access valuable information relating to their health and wellbeing.

Our Wellness Page features 4 categories

- **Support Services**
    - Family Violence, Mental Assessment Tools, Suicide prevention, interactive YouTube videos on how to spot the signs that someone might be struggling.

- **Wellbeing**
    - Strong focus on mental health and wellbeing, support services including Lifeline and Beyond blue, e-magazines with comprehensive tips and advice on health and wellbeing, lifestyle, money and work as well as ways to tackle the obstacles faced with COVID-19.
- **Wellness**
    - Health and fitness tips, recipes and gardening tips, sleep health and exercise to help with work/life balance.
    - In addition, 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.
- **Social**
    - A one stop shop of what's happening in the Shire and surrounding areas, upcoming events, ideas/activities for the weekend.

We aim to reinvigorate our Health and Wellness Program in 2022/23 with the purpose to engage our employees, ignite our culture and connect our people.

4.5.6 Child Safe Standards

Wellington Shire Council is committed to child safety, takes a proactive approach towards child safety and has a zero-tolerance towards child abuse.

A Child safe organisation fosters and demonstrates openness, this creates a culture in which staff, volunteers, members, parents and children feel confident, enabled and supported to safely disclose child safety or wellbeing concerns.

Council is committed to achieving compliance through the implementation and monitoring of the Child Safe Standards. Council seeks to establish an informed, transparent, safe, and accountable organisation and is committed to preventing child abuse, identifying risks early, as well as removing and reducing these risks.

All allegations and safety concerns will be treated seriously and consistently with our robust policies and procedures.

While maintaining a culture of safety is everyone's responsibility, all employees, contractors, and volunteers who have direct contact with children are required to have a current *Working with Children Check.* These roles have been selected based on legislative requirements and a Child Safe Standards risk assessment.

Council respects and acknowledges the principles of cultural safety and inclusion of children from diverse backgrounds and the safety and inclusion of children with a disability, and the principles that support the safety of all children.

4.5.7 Recruitment Trends

As an organisation, it is important to track recruitment statistics to identify market shortfalls and improvements. Wellington Shire Council identified our key 'hard to fill' roles within each service area across the organisation. Professional positions such as planning, engineering, building surveyors, commercial property officers, management accountants and governance officers have noticeably had an impact on recent recruitment trends.

- Total number of external recruitment campaigns for the year: 95
- Number of internal recruitment campaigns for the year: 44
- Total number of applications received for external recruitment campaigns: 1105
- Employee turnover rate: 15.1%

To assist us in building skills and capabilities for the future, we are committed to ensuring that we continue to source and build upon our local talent by offering multiple traineeships, work experience placements and internships across Council.

4.5.8 Workforce Plan

The Workforce Plan is directly linked to the Wellington 2031 Community Vision and Council Plan 2021-25. The Vision outlines the long-term plan for the Wellington Shire Council, where the Council Plan 2021-25 details the four-year objectives and projects to meet the vision of Wellington 2031. For both the strategic and operationalisation of the above plans, it is key that we have a flexible and agile Workforce that has the skills, capacity, and knowledge to deliver the required outcomes.

To plan for a workforce and enable our Council to achieve delivery of services we wanted to:
- Identify strategies or activities that may have an impact on delivering our Council Plan; and
- Identify current and predicted workforce challenges and gaps in capabilities to enable us to address these challenges.

As part of our data analysis, which included a SWOT analysis and seeking the views and experience of key managers and staff, it was highlighted that there are some workforce and development gaps.

The gaps identified include:
- Ageing workforce
- Pay parody gaps with other employers in local area
- Lack of career pathways (in some areas)
- Difficulties in attracting and retaining key staff in key and highly sought-after roles
- Lack of infrastructure to attract potential employees e.g., housing availability
- Challenges in succession planning
- Competition in the Labour Market – loss of key staff in particular roles
- Need for flexible work practices
- Ongoing requirement of professional development opportunities
- Expectations of employees from different generations.

On that basis we will work to attract, recruit and assist staff in developing the capabilities and skills needed to be a diverse, high performing workforce that facilitates career pathways across an outcomes focused organisation.

5.0 Our Performance

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 2021/22 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 *Know Your Council* website (www.knowyourcouncil.vic.gov.au).

5.1.2 Community Satisfaction Survey

The annual Local Government Community Satisfaction Survey provides additional information to provide insight into the community's satisfaction with council services and assist with service planning and delivery. The annual Local Government Community Satisfaction survey ensures Council is able to track change over time as well as compare with other similar councils.

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.

Our 2022 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 59 state-wide.

The three areas that the survey participants highlighted Council performing particularly well in are, arts centres and libraries, planning and building permits and population growth.

Council also scored significantly higher results compared to other large rural councils in the areas of recreational facilities, appearance of public areas and informing the community.

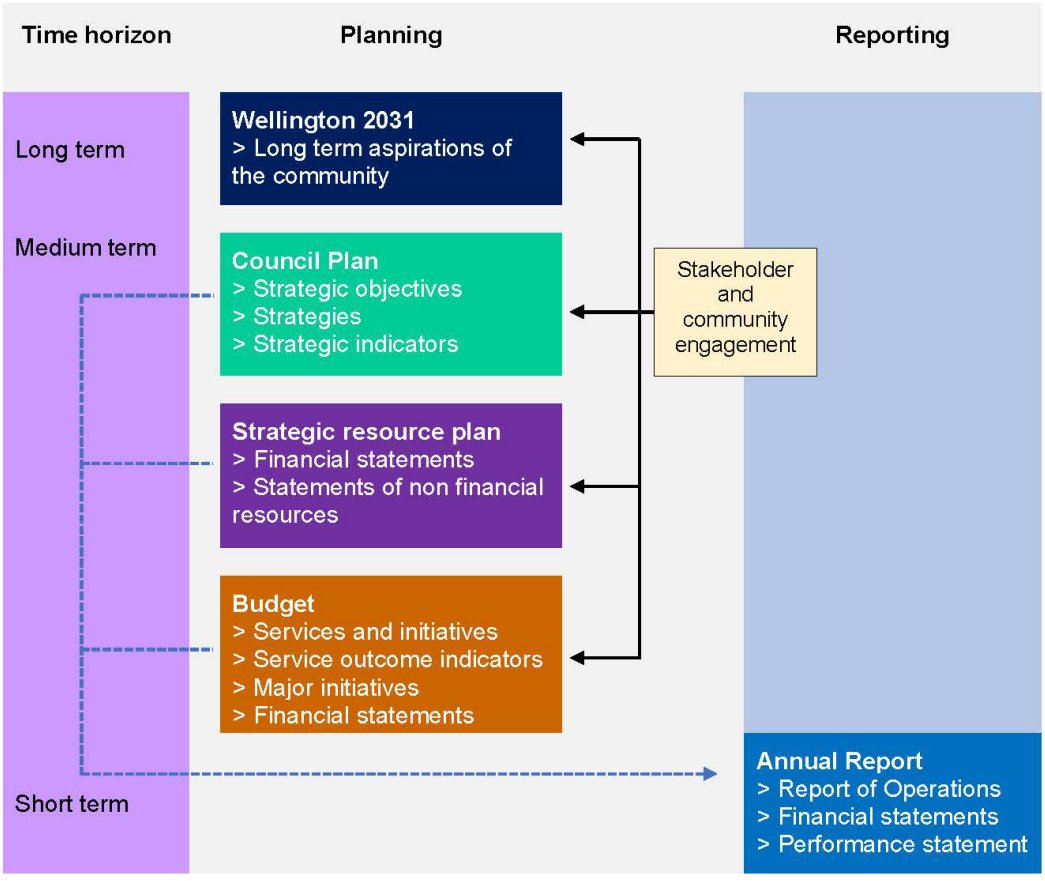
A summary of core Community Satisfaction Survey Results is shown below. For more information about Council's Community Satisfaction Survey results, please contact the Coordinator Social Planning and Policy on 1300 366 244.

Summary of Core Measures

Performance Measure	Wellington 2022	Wellington 2021	Large Rural 2022	State-wide 2022
Overall performance	62	64	55	59
Community Consultation (Community consultation and engagement)	55	58	51	54
Advocacy (Lobbying on behalf of the community)	59	57	51	53
Making Community Decisions (Decisions made in the interest of the community)	59	61	51	54
Sealed Local Roads (Condition of seald local roads)	54	65	45	53
Customer Service	69	71	67	68

5.1.3 Reporting against the *Council Plan 2017-21* and *Annual Budget 2021/22*

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.



We continuously kept the community informed about our progress and performance through our website, social media, fortnightly digital newsletter 'The Edit', 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 finalising the various strategies identified in the 2017-21 Council Plan.

5.2 Council Plan

The Wellington Shire Council Plan 2017-21 included six themes, each comprised of strategic objectives and initiatives for achieving these themes, including strategic indicators for monitoring achievement.

The following details the six themes of the Wellington Shire Council Plan 2017-21 and corresponding strategic objectives.

Theme	Strategic Objectives
Communities 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.	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.
Services & Infrastructure 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.	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.

Theme	Strategic Objectives
Natural Environment Wellington's natural environment and landscape is clean, diverse, beautiful, accessible and protected.	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.
Lifelong Learning Wellington has a broad choice of local training, education and holistic learning and development options that lead to meaningful employment and personal fulfilment.	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.
Economy 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.	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.
Organisational 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.	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 2021/22 year is reported against each theme and strategic objective to demonstrate how Council performed in finalising the 2017-21 Council Plan. Performance is measured as follows:

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

- Progress in relation to the major initiatives identified in the budget
- Services funded in the budget and the persons or sections of the community who are provided those services
- Results against the prescribed service performance indicators and measures.

5.3.1 Theme 1 – Communities

The following strategic indicators details Council's performance against the Council Plan 2017-21.

Strategic Indicator in 2017-21 Council Plan	Council Responsibility Level	Target	2021/22 Result
Satisfaction with enforcement of Local Laws	Control	64%	65% Large rural average 64%
Community satisfaction with Emergency and Disaster Management	Influence	74%	69% Large rural average 66%
Percentage of annual Municipal Health and Wellbeing Action Plan items achieved	Control	>75%	100%
Percentage of annual Action Plan items achieved for the Wellington Youth Strategy.	Influence	>75%	No actions as this strategy finished at the end of 2021 and is now part of *Healthy Wellington.*
Monitor utilisation and diversity of usage of Council's community facilities	Monitor	Monitor numbers	Ongoing process across all community facilities
Total value of Community Assistance Grants distributed annually	Control	Monitor annual total	Community Assistance Grants $331,777

Definitions: 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

The following summary summarises the progress of Council's other major initiatives identified in the 2021/22 budget as at, 30 June 2022, and undertaken outside of the 2017-21 Council Plan.

Major Initiatives	Progress	Status
Deliver legislated responsibilities for adoption of the Municipal Public Health and Wellbeing Plan 2021-25 (Healthy Wellington) and finalisation of implementation plan.	Healthy Wellington adopted by Council in October 2021.	Complete (100%)
Complete Aqua Energy Redevelopment project detailed design to progress to 'investment-ready' status ahead of future available funding opportunities.	Detailed Design anticipated to be complete early August 2022	Progressing (90%)
Complete the Local Laws review to ensure that	The Community Local Law &	Complete

Major Initiatives	Progress	Status
Local Laws are accessible and clear to the community, reduce the regulatory burden on business and assist Council in achieving better policy outcomes.	Community Impact Statement was successfully implemented in June 2021.	(100%)
Rollout the Complaint Handling Strategy (aligned with the Complaint Handling Framework).	Not progressing due to incompatibility with current IT platform.	Not Progressing

The following statement provides information in relation to the services funded in the 2021/22 budget and the persons or sections of the community who are provided the service as at 30 June 2022.

Service Area	Description of services provided	Net Cost Actual Budget Variance $000
Social Planning & Community Committees	The Social Planning & Community Committees teams provide opportunities for communities to work in partnership with local government to achieve identified priorities. These teams work 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. Services include: • Social Policy and Planning • Access and Inclusion • Youth Liaison • Art Development • Community Engagement • Community Committees ***Initiatives*** • *Deliver legislated responsibilities for review and redevelopment of Council's disability action plan and finalisation of implementation plan. (Progressing – 25%)* • *Deliver recommendations from the 2021 review of Council funding allocation to home and community care. (Complete – 100%)* • *Develop and roll out new agreement templates for community-managed facilities that define all roles and responsibilities and are easier for committees to use, as identified in the Community Managed Facilities Strategy. (Progressing – 15%)* • *Develop user / hire fees and financial management guidelines for communication to all applicable facilities as identified in the Community Managed Facilities Strategy. (Progressing – 10%)* • *Review management models and commence transition of appropriate Council direct-managed facilities to community-managed model - Sale Oval, Stephenson Park, Stead Street*	1,600 1,924 (324)

Service Area	Description of services provided	Net Cost Actual Budget Variance $000
	Oval, Lions Park, Wurruk Recreation Reserve, Sale Velodrome, Baldwin Reserve and Gwen Webb Centre. (Progressing – 10%) • *Deliver Centralised Registration Enrolment Scheme Project – Phase 1 investigating feasibility of introducing shire-wide centralised registration system and/or enrolment for state-funded kindergartens. (Completed – 100%)*	
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. They ensure Council owned recreation facilities are managed sustainably, are fully utilised and accessible to people of all abilities. ***Initiatives*** • *Provide targeted local promotion for the pre-season launch and ongoing 'active season' marketing of the new Yarram Warmer Pool, its programs and the benefits. (Progressing – 50%)* • *Develop and deliver a detailed action plan for the provision of a comprehensive schools learn to swim program, which aligns with the learning outcomes of the Victorian Curriculum. (Complete – 100%)* • *Introduce new programming in the redeveloped multi-use (creche) space at Aqua Energy with the timetabling of scheduled professional development training programs and increased provision of 'Mind and Body' style group fitness classes. (Progressing – 80%)* • *Provide three targeted program options to address social inclusion outcomes and/or to address requirements of diverse demographic groups within the Wellington community. (Completed – 100%)*	1,102 805 297
Municipal Services	The Municipal Services unit works with people to ensure the life, health and safety of the community is maintained through educating and enforcing Environmental Health (including food safety support programs), Building and Local Laws regulations and animal management services. ***Initiatives*** • *Review the Domestic Animal Management Plan (DAMP). (Complete – 100%)* • *Undertake a Tender process for the Council Pound to ensure the management and administration are provided as required by the Contract. (Complete – 100%)* • *Development of a Wellington Shire Council Health Newsletter to better inform the public about the operations of Council's health department. (Complete – 100%)*	1,491 1,704 (213)

Service Area	Description of services provided	Net Cost Actual Budget Variance $000
	• *Completion of the Swimming Pool and Spa new legislation process to align with the new requirements, including registrations fees, forms and ongoing compliance. (Complete – 100%)* • *Conduct an external audit of the Domestic Wastewater Management Plan (DWMP) and report findings/outcomes to Council. (Complete – 100%)* • *Commence a process of Registration of category 1 aquatic facilities as per requirements of the Public Health and Wellbeing Regulations 2019. (Complete – 100%)*	
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*** • *Coordinate municipal level response, relief and recovery for the ongoing COVID-19 Pandemic. (Progressing)*	312 343 (31)

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

Service / *indicator* / measure	Results				Comments
	2019	2020	2021	2022	
Aquatic Facilities					
Service standard *Health inspections of aquatic facilities* [Number of authorised officer inspections of Council aquatic facilities / Number of Council aquatic facilities]	1.00	1.00	1.00	1.00	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 were inspected at least once in 2021/22.
Utilisation *Utilisation of aquatic facilities*	5.72	4.20	3.57	3.70	The combined number of visits recorded at Wellington Shire Council's indoor and outdoor aquatic facilities during 2021/22 was 166,890. This equates to an average of 3.70 aquatic

Service / ***indicator*** / measure	**Results**				**Comments**
	2019	**2020**	**2021**	**2022**	
[Number of visits to aquatic facilities / Municipal population]					facility visits, per Wellington Shire resident, for the year. Operation of Council's indoor aquatic facility (Aqua Energy) was impacted by the mandated COVID-19 closure of aquatic and leisure facilities. This affected attendances, and subsequent revenue sources, from July until a partial reactivation of facilities in October, with full resumption of services achieved in November 2021. The loss of attendances is estimated to be between 60-65,000.
Service cost *Cost of aquatic facilities* [Direct cost of aquatic facilities less income received / Number of visits to aquatic facilities]	New in 2020	$8.52	$10.79	$9.03	During 2021/22, Wellington Shire Council's indoor and outdoor aquatic facilities operated at a cost to Council of $ 1,507,285 and recorded 166,890 visitors. This resulted in an average cost per visitation of $9.03. Operation of Council's indoor aquatic centre (Aqua Energy) was impacted by the mandated COVID-19 closure of aquatic and leisure facilities. This affected attendances, and subsequent revenue sources, from July until a partial reactivation of facilities in October, with full resumption of services achieved in November 2021. Lost revenue is estimated at approximately $640k and loss of attendances are estimated to be between 60-65,000.
Animal Management					
Timeliness *Time taken to action animal management requests* [Number of days between receipt and first response action for all animal management requests / Number of animal management requests]	1.28	1.16	1.18	1.10	Local Laws officers responded to 1,064 domestic animal management requests during the reporting period, with an average initial response time of 1.1 days. Animal management requests included lost, wandering or nuisance pets, animal welfare concerns, dog attacks, reports of dangerous or menacing dogs and reports of illegal pet breeding activities.

Service / ***indicator*** / measure	**Results**				**Comments**
	2019	**2020**	**2021**	**2022**	
Service standard *Animals reclaimed* [Number of animals reclaimed / Number of animals collected] x100	67.84%	68.74%	71.38%	71.69%	544 domestic animals were collected by our Local Laws officers during the reporting period. 390 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	25.17%	27.82%	25.37%	Through the dedicated work of Victorian Animal Aid Trust, 138 unclaimed animals (or 25% of animals collected) were successfully rehomed during the reporting period, in addition to 390 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	$14.65	$17.82	$19.99	Direct animal management costs for the reporting period have been calculated at $901,610 with a cost per head of population of $19.99. While this figure sits near the middle of the expected range, it is higher than last year due to general cost increases.
Health and safety *Animal management prosecutions* [Number of successful animal management prosecutions / Number of animal management prosecutions] x 100	New in 2020	100.00%	100.00%	100.00%	Wellington Shire Council undertook 9 animal management prosecutions for serious dog attacks during the reporting period. All of them were successful.

Service / *indicator* / measure	Results				Comments
	2019	2020	2021	2022	
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]	4.50	2.58	1.00	1.00	Council received a total of 11 food complaints in 2021 which is unchanged from the previous reporting period. 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. To minimise any further risk to the community, Council is committed to responding to food safety complaints as a priority. This is demonstrated by the 2021 results showing all food safety related complaints were responded to within 1 day.
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	70.10%	97.06%	75.65%	100.00%	The restricted trading during 2021 due to the Covid –19 pandemic made it challenging for the Environmental Health Officers to conduct their inspections as some premises had significantly reduced trading hours. However, despite this, Council prioritised the assessments of food premises and achieved 100% for this indicator for the calendar year.
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]	$351.76	$371.59	$402.31	$420.88	Direct cost of Council's food safety program per all registered and notifiable food premises is $420. The cost of delivering food safety service has remained steady during the last couple of years.

Service / *indicator* / measure	Results				Comments
	2019	2020	2021	2022	
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 a food premises] x100	94.12%	100.00%	96.15%	100.00%	For the 2021 calendar year, there were 28 non-compliance notifications with 28 followed up. This is a 100% follow up of all major or critical non-compliances identified at registered food premises for the reporting period.

5.3.2 Theme 2 – Services & Infrastructure

The following strategic indicators details Council's performance against the Council Plan 2017-21.

Strategic Indicator in 2017-21 Council Plan	Council Responsibility Level	Target	2021/22 Result
Community satisfaction with condition of local streets and footpaths.	Control	55%	54% Large rural average 51%
Community satisfaction with planning permits	Control	58%	60% Large rural average 46%
Total annual value of municipal development	Influence	Monitor annual total	Wellington $163,890,555 Victorian rural average $22,053,979
Percentage of sealed local roads that are below the renewal intervention level set by Council and not requiring renewal	Control	Monitor percentage	99.72%

Definitions: 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

The following summary summarises the progress of Council's other major initiatives identified in the 2021/22 budget as at, 30 June 2022, and undertaken outside of the 2017-21 Council Plan.

Major Initiatives	Progress	Status
Deliver the York Street Streetscape Upgrade works scheduled for 2021/22.	Remaining works to be delivered 22/23.	Complete (100%)
Finalise the production of a business case and concept design for redevelopment options of The Wedge Performing Arts Centre.	The business case has been completed and we are now seeking investment from State and Federal Government.	Complete (100%)
Prepare a Growth Management Strategy for the municipality to support housing growth and infrastructure investment in appropriate locations.	Not yet commenced.	Not commenced
Implement the Residential Stocktake Charette to support housing availability across the main towns in the municipality	Forward funding of infrastructure policy adopted by Council to help support/activate future residential development	Complete (100%)
Continue to progress preparation for the Aqua Energy Redevelopment by completing the detailed design documentation and secure external funding.	Significant progress with the Aqua Energy Redevelopment. Council officers and contracted architects progressed the Aqua Energy Redevelopment detailed design process, in preparation for construction phase. This has included successful attraction of $2M State Gov (SRV), $3.2M Federal Funding (LRCIP) and $950,000 from community (JLF) funding. Still awaiting outcome of Building Better Regions Federal funding application ($4.3M).	Progressing (90%)

The following statement provides information in relation to the services funded in the 2021/22 budget and the persons or sections of the community who are provided the service.

Service Area	Description of services provided	Net Cost Actual Budget Variance $000
Assets and Projects	The Assets and Projects unit manages a diverse range of services for Council including the implementation and management of capital projects across the organisation in the order of $41M to $50M per annum and providing asset management and information systems and support.	2,194 4,283 (2,089)
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 planning for new infrastructure development opportunities and managing Council's road	8,935 10,384 (1,449)

Service Area	Description of services provided	Net Cost Actual Budget Variance $000
	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*** • *Progress the priority actions (subject to funding) recommended by the Maffra Drainage, Flood and IWM plan and the North Sale End Point Treatment Investigation Report. (Progressing – 33%)* • *Investigate options for disposal and/or reuse of materials and road maintenance activities and update process for these activities. (Not Progressing)* • *Implement actions of the Internal Road Management Plan 2020 audit. (Complete – 100%)* • *Commence development of a professional development plan for engineering and technical staff across the Built Environment and Assets and Projects Team. (Progressing – 42%)*	
Arts & Culture	The Wedge, as part of the Arts & Culture unit, seeks to assist in the development of a vibrant and 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*** • *Plan for and deliver Port Fest, a community event in November 2021 that promotes and activates the Port of Sale and the services on offer at the precinct. (Not Progressing)*	959 813 146
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 well-designed development that meets required standards. ***Initiatives*** • *Complete a structure plan and associated developer contribution plan for Maffra to support the future urban growth of the township. (Complete – 100%)* • *Facilitate preparation of a development plan for the Wurruk Growth area (subject to a private request) to support well planned housing growth. (Complete – 100%)* • *Implement the Port of Sale Masterplan to support and encourage the integrated and high quality development of the Port of Sale*	328 1,878 (1,550)

Service Area	Description of services provided	Net Cost Actual Budget Variance $000
	precinct. (Progressing – 25%) • *Undertake an annual statutory planning customer survey to support continuous improvement initiatives. (Not Progressing)* • *Advance private rezoning requests in North Sale and Longford to support future urban growth in these areas. (Progressing – 25%)* • *Prepare a Development Plan for the industrial precinct adjacent to West Sale airport to support integrated and high quality development. (Progressing – 25%)* • *Prepare an industrial supply strategy and supporting rezoning of land in Yarram to support future industrial growth and development in the township (subject to State Government funding support). (Progressing – 25%)* • *Review the State Government's development of a Coastal Strategy and consider implications for future preparation of Amendment C99 (updated flood overlays). (Not Progressing)*	
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*** • *Completion of changeroom redevelopment project at Stephenson Park. (Progressing – 95%)* • *Completion of changeroom redevelopment project and associated works at Sale Oval. (Complete – 100%)*	2,333 2,223 110

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

Service / ***indicator*** / measure	**Results**				**Comments**
	2019	**2020**	**2021**	**2022**	
Roads					
Satisfaction of use *Sealed local road requests* [Number of sealed local road requests / Kilometres of sealed local roads] x100	9.65	11.12	15.58	26.17	The number of customer action requests for local sealed roads has significantly increased in the 2021/22 financial year. The increase in requests can likely be attributed to weather events with increased rainfall which occurred across the 2021/22 financial year, including a number of emergency events for storms and flooding. This resulted in Wellington Shire's road maintenance crew engaging and prioritising emergency works on multiple occasions during the severe weather events. Council's scheduled maintenance works were at times delayed due to these priority works, which has also likely contributed to the increased additional customer requests compared to previous years.
Condition *Sealed local roads maintained to condition standards* [Number of kilometres of sealed local roads below the renewal intervention level set by Council / Kilometres of sealed local roads] x100	99.89%	99.97%	99.97%	99.68%	The percentage of roads below the set intervention level is at 99.68%. This is slightly lower than the previous year's figure of 99.97%. Wellington Shire has assessed the latest data for its local roads, and the addition of the most current information on our road condition has resulted in a marginal decrease in the overall percentage figure for Council's sealed road condition. Council is continuing its investment in its road network through capital reconstruction and rehabilitation projects, as well as through preparation works for its annual road sealing program.

Service / ***indicator*** / measure	**Results**				**Comments**
	2019	**2020**	**2021**	**2022**	
Service cost *Cost of sealed local road reconstruction* [Direct cost of sealed local road reconstruction / Square metres of sealed local roads reconstructed]	$55.97	$59.74	$41.22	$44.83	The cost of sealed local road reconstruction has increased compared to the previous financial year. Similar to the 2020/21 financial year, the 2021/22 road reconstruction that took place was mostly in rural areas. The increase in cost can primarily be attributed to a rise in the cost of materials and the scarcity of contractors due to ongoing large scale arterial road works, as well as large-scale flood and storm emergency recovery works which were undertaken in 2021/22 across the region.
Service Cost *Cost of sealed local road resealing* [Direct cost of sealed local road resealing / Square metres of sealed local roads resealed]	$3.89	$4.22	$4.03	$3.67	Wellington Shire Council procures both its urban and road sealing services in a cost-effective manner. In 2021/22, the unit rate for cost per square metre of road sealing has reduced compared to 2020/21. This lower rate was the result of low bitumen prices at the time of tendering.
Satisfaction *Satisfaction with sealed local roads* [Community satisfaction rating out of 100 with how council has performed on the condition of sealed local roads]	56.00	59.00	65.00	54.00	The 2022 Community Satisfaction Survey shows a decrease from the previous year in residents' satisfaction rating for Wellington Shire's sealed local roads. This result is still nine points higher than the average for similar large rural councils. The decrease in satisfaction could be attributed to damages in the road and the road reserves during severe weather events in the second half of 2021. In addition, Wellington Shire's road maintenance crew had to engage in emergency works on multiple occasions during the severe weather events and as a result, some scheduled maintenance works were delayed. In our experience the general public are rarely able to distinguish which roads are managed by RRV and

Service / *indicator* / measure	Results				Comments
	2019	2020	2021	2022	
					Wellington Shire and this may have also contributed to the lower rating. Wellington Shire Council is responsible for a road network of 3,115km, where 1,534km are sealed and 1,581km 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]	39.00	37.00	41.00	43.00	Council achieved a result of 43 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 74 days.
Service standard *Planning applications decided within required time frames* [(Number of regular planning application decisions made within 60 days) + (Number of VicSmart planning application decisions made within 10 days) / Number of planning application decisions made] x100	97.58%	96.67%	96.69%	90.95%	The statutory timeframe for issuing planning permits is 60 days for regular applications and 10 days for Vic Smart applications. Council has achieved good results with 88.4% of regular applications and 95.9% of Vic Smart applications being decided within specified time frames, compared to the Rural Average of 64.2% and 78.2% respectively. (Source: Wellington-June 2022 Planning Permit Activity Monthly Report produced by Department of Environment, Land, Water and Planning).
Service cost *Cost of statutory planning service* [Direct cost of the statutory planning service / Number of planning applications received]	$1,857.42	$1,524.14	$1,286.83	$1,320.09	Costs to deliver the statutory planning service in 2021/22 were similar to the year prior.

Service / *indicator* / measure	Results				Comments
	2019	2020	2021	2022	
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%	100.00%	100.00%	0.00%	Council effectively consults with permit applicants and objectors prior to making planning decisions to try and limit the need for VCAT hearings. In 2021/22 only one review was sought at VCAT, which was able to be resolved via consent orders (i.e. no formal VCAT hearing was required).

5.3.3 Theme 3 – Natural Environment

The following strategic indicators details Council's performance against the Council Plan 2017-21.

Strategic Indicator in 2017-21 Council Plan	Council Responsibility Level	Target	2021/22 Result
Community satisfaction with the appearance of public areas	Control	74%	70% Large rural average 67%
Community satisfaction with waste management	Control	67%	67% Large rural average 65%
Community satisfaction with Council's slashing and weed control activity	Control	53%	45% Large rural average 44%
Monitor participation rates of Council's Sustainable Living Education Program	Control	Monitor participation rates	1847 participants

Definitions: 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

The following summary summarises the progress of Council's other major initiatives identified in the 2021/22 budget as at, 30 June 2022, and undertaken outside of the 2017-21 Council Plan.

Major Initiatives	Progress	Status
Deliver LED streetlight project.		Progressing (95%)

Major Initiatives	Progress	Status
Develop Urban Forest (Greening Wellington) Strategy including Design Standards, Technical Specifications, Green Infrastructure Guidelines and community consultation process to drive continuous improvement in the management of this key asset class. Embed in Policy.		Progressing (70%)

The following statement provides information in relation to the services funded in the 2021/22 annual budget and the persons or sections of the community who are provided the service.

Service Area	Description of services provided	Net Cost Actual Budget Variance $000
Natural Environment & Parks	The Natural Environment & 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*** • *Collaborate with other business units to develop an Environmentally Sustainable Design Policy for new and renewal of Council buildings/structures to assist in meeting targets as articulated in the Environmental Sustainability Strategy. (Progressing – 50%)*	4,121 7,241 (3,120)
Wellington Coast Subdivision Strategy	The Wellington Coast Subdivision Strategy Project Manager is responsible for implementing the Ninety Mile Beach Plan Voluntary Assistance Scheme. Expenditure is funded through unspent State Government grant funding carried forward.	1,228 - 1,228

The following information provides the results of this strategic objective's service performance indicators and measures, including where required, an explanation of material variations.

Service / ***indicator*** / measure	**Results**				**Comments**
	2019	**2020**	**2021**	**2022**	
Waste Collection					
Satisfaction *Kerbside bin collection requests* [Number of kerbside garbage and recycling bin collection requests / Number of kerbside bin collection households] x1000	38.85	47.50	46.39	43.33	Council receives requests for damaged or stolen bins to be replaced, uncollected bins to be collected, and additional bins to be provided. In 2021/22, we received a total of approximately 43 requests per 1,000 households. The 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	1.62	1.74	1.91	4.13	Over 1.56 million bin lifts were performed during 2021/22 as part of Wellington Shire's waste collection service which operates within a defined collection boundary within the 11,000km2 municipality. 645 bins were reported as missed during 2021/22 and we are working with the Contractor to reduce this number.
Service cost *Cost of kerbside garbage bin collection service* [Direct cost of the kerbside garbage bin collection service / Number of kerbside garbage collection bins]	$67.40	$69.26	$83.34	$84.94	Wellington Shire's kerbside collection includes the weekly garbage waste collection service of 19,941 bins across the municipality. Additional services for residents in Wellington Shire, not incorporated in this cost, include an annual hard waste collection service, a no charge green waste disposal month and a fortnightly recycling bin collection service.
Service cost *Cost of kerbside recyclables collection service* [Direct cost of the kerbside recyclables bin collection service / Number of kerbside recyclables collection bins]	$68.49	$73.05	$77.93	$81.54	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.

Service / ***indicator*** / measure	**Results**				**Comments**
	2019	**2020**	**2021**	**2022**	
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	35.71%	35.26%	31.45%	33.51%	More than 3,800 tonnes of recyclable material were diverted from landfill in 201/22. That's an average of 134kg of recyclables per collection household in Wellington Shire, a reduction of 44kg per household when comparing to 20/21 figures. Council is currently tendering for a kerbside green waste collection service which will increase the future diversion rate from landfill.

5.3.4 Theme 4 – Lifelong Learning

The following strategic indicators details Council's performance against the Council Plan 2017-21.

Strategic Indicator in 2017-21 Council Plan	**Council Responsibility Level**	**Target**	**2021/22 Result**
Maintain or increase the proportion of residents with post school qualifications of some sort relative to the Gippsland average	Monitor	>51.6%	Wellington – 59.1%* Gippsland – 60.4%* ** Previous year's result, 2021/22 data not available yet.*
Increase participation at Council's libraries	Influence	Monitor participation rates	178,771 library visits
Increase participation at Council's Arts and Culture facilities	Control	Monitor participation rates	Art Gallery 48,475 The Wedge 17,296

Definitions: 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

The following summary summarises the progress of Council's other major initiatives identified in the 2021/22 budget as at, 30 June 2022, and undertaken outside of the 2017-21 Council Plan.

Major Initiatives	Progress	Status
Plan for and present the major loan exhibition The Archibald Prize at the Gippsland Art Gallery in October 2021	The Archibald Exhibition was hosted at the Gippsland Art Gallery with over 26,000 visitors to Sale and Gippsland. The economic impact for the region was a $4.4m injection into the local economy.	Complete (100%)

The following statement provides information in relation to the services funded in the 2021/22 budget and the persons or sections of the community who are provided the service.

Service Area	Description of services provided	Net Cost Actual Budget Variance $000
Arts & Culture	The Art Gallery and Libraries, as part of the Arts & 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*** • *Invest in and collaborate with local artists to produce locally grown work for the enjoyment of our own patrons and to create opportunities for taking that work further afield while developing skills within our community. (Complete – 100%)* • *Update Council's Arts and Culture Strategy to provide continuing direction on community arts development and the performing, visual and literary arts. (Progressing – 50%)*	1,831 1,523 308

The following information provides the results of this strategic objective's service performance indicators and measures, including where required, an explanation of material variations.

Service / ***indicator*** / measure	**Results**				**Comments**
	2019	**2020**	**2021**	**2022**	
Libraries					
Utilisation *Physical library collection usage* [Number of physical library collection item loans / Number of physical library collection items]	2.70	2.17	1.94	1.97	COVID 19 lockdowns and restrictions had a significant effect on the loan of physical items from Wellington Libraries. Following the end of lockdowns and restrictions, we saw an increase in loans of physical items of 2.8%, however, it will be some time before they are returned to pre-pandemic levels. These measures also exclude eResource loans of which we saw an increase in loans of 11.5%.
Resource standard *Recently purchased library collection* *[Number of library collection items purchased in the last 5 years / Number of library collection items] x100*	54.46%	45.27%	46.18%	55.76%	With the effects of COVID 19 closures and restrictions allowing staff to dedicate more time to collection maintenance, the age of stock within our collections is starting to improve. There have been significant improvements to our non-fiction collections with older and irrelevant or obsolete stock removed from the collection and replaced with more relevant and up to date resources. There has also been an increase in investment in eResource collections which have grown in demand since the start of the pandemic.

Service / *indicator* / measure	Results				Comments
	2019	2020	2021	2022	
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	14.11%	13.35%	12.02%	10.68%	Wellington Libraries were able to re-introduce in person services and programming including regular Childrens' and school holiday programming. COVID 19 closures and restrictions have had a significant effect on active memberships with vaccine mandates seeing many regular library members stop utilising library services. New memberships have been holding steady since the beginning of the pandemic but are an average of 35% lower than pre-pandemic levels. Visits to library branches has seen an increase of 43% on the 2020-2021 financial year which could be attributed to the re-opening of libraries and easing of COVID-19 restrictions.
Service cost *Cost of library service per population* [Direct cost of the library service / Population]	New in 2020	$20.31	$32.74	$31.11	Wellington Shire Library facilities continued to provide value for services across the Shire offering a wide variety of resources and activities to the community. COVID-19 restrictions and closures reduced staffing and operational expenditures however as closures ceased and restrictions eased, expenditures began to increase.

5.3.5 Theme 5 – Economy

The following strategic indicators details Council's performance against the Council Plan 2017-21.

Strategic Indicator in 2017-21 Council Plan	Council Responsibility Level	Target	2021/22 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	4,057 businesses

Strategic Indicator in 2017-21 Council Plan	Council Responsibility Level	Target	2021/22 Result
Maintain or increase estimated resident population relative to Gippsland population	Influence	> 41,965 residents	45,092 residents
Maintain or increase Gross Regional Product (GRP) relative to Gippsland GRP	Influence	$2.32b GRP	$4.146B GRP (13.6% up from 2020/21 result)
Maintain or increase visitor numbers by type/duration	Influence	Monitor Destination Gippsland data	No international visitors Domestic overnight visitors 332,000 Domestic day trips 353,000 Total visitors 686,000 Domestic visitor nights 888,000
Maintain lower unemployment rate than the Gippsland Average.	Influence	Monitor ABS data	Wellington 4.9% Gippsland 5.8%

Definitions: 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

The following summary summarises the progress of Council's other major initiatives identified in the 2021/22 budget as at, 30 June 2022, and undertaken outside of the 2017-21 Council Plan.

Major Initiatives	Progress	Status
Develop a combined economic development strategy, integrated with a growth management strategy which seeks to achieve net zero emissions by 2040 goal.	Growth Management Strategy yet to progress due to other priorities	Not Progressing
Implement The Middle of Everywhere marketing campaign.	Establishment, implementation, growth and engagement with The Middle of Everywhere brand, website & app promoting Wellington as a place to explore, live, play, work & invest.	Progressing - Ongoing

The following statement provides information in relation to the services funded in the 2021/22 annual budget and the persons or sections of the community who are provided the service.

Service Area	Description of services provided	Net Cost Actual Budget Variance $000
Business Development	Council's Business Development service aims to support business growth and employment, lifestyle opportunities and a vibrant tourism sector. ***Initiatives*** • *Oversee new 12 month Memorandum of Understanding (MoU) between Central Gippsland Tourism (CGT) and Council which commenced April 1 2021 and track CGT progress against Key Performance Indicators in MoU and report back to Council quarterly. (Complete – 100%)* • *Effectively manage and operate the Gippsland Regional Livestock Exchange to Council's satisfaction and provide an annual report to Council highlighting key performance indicators. (Complete – 100%)* • *Oversee the development of Council aerodromes including completion of the Yarram Aerodrome Master Plan, facilitating new development and transitioning towards new Civil Aviation Safety Authority (CASA) standards for aerodromes. (Progressing – 75%)* • *Continue to implement the final stages of the 2020-22 Action Plan associated with the current Wellington Shire Economic Development Strategy and commence the development of a 2022- 2027 strategy. (Not Progressing)* • *Participate in the Project Control Group and complete works relating to the mooring access improvements the Port of Sale West Bank Project. (Progressing)* • *Secure and confirm revised funding structure proposed under Food & Fibre Gippsland to continue Agribusiness Promotions & Strategy role. (Not Progressing)* • *Secure funding for the extension of the Great Southern Rail Trail from Hedley to Alberton to increase visitation and business opportunities in adjacent areas. (Complete – 100%)* • *Secure events to Wellington Shire to stimulate the local economy, raise the region's profile and increase visitation. (Ongoing)*	1,363 1,380 (17)

5.3.6 Theme 6 – Organisational

The following strategic indicators details Council's performance against the Council Plan 2017-21.

Strategic Indicator in 2017-21 Council Plan	Council Responsibility Level	Target	2021/22 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%	55% (Large rural average 51%)
Maintain or increase satisfaction with advocacy on behalf of the community to other organisations and levels of government	Control	57%	59% (Large rural average 51%)
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%	59% (Large rural average 51%)
Maintain or increase overall staff engagement ratings	Influence	69% engagement	73% engagement (From 2020 - engagement survey is undertaken every 2nd year)

Definitions: 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

The following summary summarises the progress of Council's other major initiatives identified in the 2021/22 budget as at, 30 June 2022, and undertaken outside of the 2017-21 Council Plan.

Major Initiatives	Progress	Status
Develop and implement a Leadership Development program for all staff.	A number of training programs have been facilitated by external Consultants for Community and Culture and are scheduled for Built and Natural Environment to meet emerging skill requirements. Permission obtained from Victorian Government to use their capability framework.	Progressing (40%)
Progress the acquisition from State Government for both the	Discussions with traditional owners and the State Government are advancing to try and unlock the former Sale High School and Specialist School site.	Progressing (25%)

Major Initiatives	Progress	Status
former Sale High School and Specialist School and former Sale Police Station sites.		

The following statement provides information in relation to the services funded in the 2021/22 annual budget and the persons or sections of the community who are provided the service.

Service Area	Description of services provided	Net Cost Actual Budget Variance $000
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.	2,542 2,918 (376)
Communications and 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*** • *Upgrade Council's abilities to produce high quality video messaging to improve our communications processes and enhance our social media channels. (Ongoing)*	466 506 (40)
Information Services	The Information Services unit provides centralised and integrated information services and new and emerging technologies to assist Council to reach the 2030 Vision. ***Initiatives*** • *Manage the rollout completion of Microsoft Teams (council's new phone and video conferencing system) to the entire organisation to ensure compliant, compatible and secure communications to support council business operations. (Complete – 100%)* • *Manage the implementation of business improvements as outlined in the Review of Systems, Controls and Processes against Cyber Risk. (Progressing – 80%)* • *Manage the business requirements of the ICT Memorandum of Understanding between Wellington and East Gippsland Shire Council to ensure ongoing business improvements and operational efficiencies. (Complete – 100%)* • *Plan and manage the sentencing, storage, archiving and disposal of Council Records in accordance with the Records Act 1973. (Complete – 100%)*	2,610 4,095 (1,485)

Service Area	Description of services provided	Net Cost Actual Budget Variance $000
People & Capability	The People & Capability unit provides expert and responsive advice and services in the areas of Human Resources, Learning & Development, Occupational Health & Safety and Risk Management. ***Initiatives*** • *Implement an enhanced Performance Review process for all staff. (Progressing – 20%)* • *Develop a Workforce Management Plan to address the human resourcing (succession) and recruitment requirements while meeting relevant Access and Inclusion plan outcomes. (Complete – 100%)* • *Update OH&S Strategic Action Plan (2021-25) to align with ISO 45001 guidelines. (Progressing – 20%)* • *Develop a Gender Equality Action Plan as per the Gender Equality Act 2020. (Complete – 100%)*	2,521 3,071 (550)
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*** • *Roll out a Contract Management module across the organisation to automate the contract lifecycle. (Progressing – 75%)*	2,296 1,809 487
Business Development	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*** • *Progress the sale of Council's surplus land in accordance with policy and standards of best practice. (Progressing – Ongoing)*	(434) 85 (519)
Municipal Services	The Customer Service team, as part of the Municipal Services unit, provides responsive, quality customer service to all stakeholders. ***Initiatives*** • *Develop and Deliver a Customer Service Strategy. (Progressing – Ongoing)*	479 499 (20)

The following information provides the results of this strategic objective's service performance indicators and measures, including where required, an explanation of material variations.

Service / ***indicator*** / measure	**Results**				**Comments**
	2019	**2020**	**2021**	**2022**	
Governance					
Transparency *Council decisions made at meetings closed to the public* [Number of Council resolutions made at meetings of Council, or at meetings of a delegated committee consisting only of Councillors, closed to the public / Number of Council resolutions made at meetings of Council or at meetings of a delegated committee consisting only of Councillors] x100	3.79%	1.94%	2.69%	4.21%	Wellington Shire Council made 261 resolutions during the 2021/22 financial year. Of those decisions, 250 or 95.78 % were made in meetings open to the public. Council maintains transparent processes in order that the community is informed by and engaged with Council business. Additionally, all meetings open to the public are broadcast live via Council's website and made available via an online video archive. Council actively strives to make few decisions in closed session to ensure transparency and accountability to the community in its decision making.
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]	57.00	57.00	58.00	55.00	As per the 2022 Local Government Community Satisfaction Survey results, Wellington Shire Council is performing four points higher than the large rural council average for community engagement.
Attendance *Councillor attendance at council meetings* [The sum of the number of Councillors who attended each Council meeting / (Number of Council meetings) × (Number of Councillors elected at the last Council general election)] x100	92.27%	92.13%	95.65%	92.75%	Wellington Shire Councillors' commitment to actively serve the community is reflected in its 92.75% attendance rate at the 22 ordinary Council meetings and one unscheduled Council meeting held in 2021/22. The easing of COVID-19 restrictions saw the return to in person Council meetings from 1 March 2022. With the extension of the Ministerial Good Practice Guideline for Virtual Meetings Council has embraced a hybrid Council meeting model, combining in person and virtual

Service / *indicator* / measure	Results				Comments
	2019	2020	2021	2022	
					attendance. This flexibility has allowed Councillors to continue to effectively participate in Council meetings while balancing a return to in person Councillor engagements across the shire.
Service cost *Cost of elected representation* *[Direct cost of the governance service / Number of Councillors elected at the last Council general election]*	$43,897.79	$42,221.29	$36,776.85	$45,334.88	The 2020/21 costs were lower than previous years due to pandemic lockdowns requiring Councillors to conduct meetings virtually and to limit travel. The 2021/22 costs are more reflective of pre COVID times and include an increase legislated by the Victorian Independent Remuneration Tribunal, effective from 18 December 2021. This increase has been applied to the existing Mayor and Councillor allowances and a new category has been added to provide Deputy Mayors with a dedicated allowance. Wellington Shire Council has a Mayor, Deputy Mayor and Councillors and thus all allowance categories apply.
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]	58.00	58.00	61.00	59.00	Council's participation in the 2022 Local Government Community Satisfaction Survey detailed a change of two points in the community satisfaction rating with the way Council has performed in making decisions in the interests of the community. However, Council has performed eight points higher than the large rural average and five points higher compared to state-wide average.

5.3.7 Retired service performance indicators

Retired indicators *Service / indicator / measure*	Results			
	2019	**2020**	**2021**	**2022**
Aquatic Facilities				
Service cost *Cost of indoor aquatic facilities* [Direct cost of indoor aquatic facilities less income received / Number of visits to indoor aquatic facilities]	$4.47	Retired in 2020	Retired in 2020	Retired in 2020
Cost of outdoor aquatic facilities [Direct cost of outdoor aquatic facilities less income received / Number of visits to outdoor aquatic facilities]	$21.41	Retired in 2020	Retired in 2020	Retired in 2020
Animal Management				
Service cost *Cost of animal management service* [Direct cost of the animal management service / Number of registered animals]	$65.83	Retired in 2020	Retired in 2020	Retired in 2020
Health and safety *Animal management prosecutions* [Number of successful animal management prosecutions]	5	Retired in 2020	Retired in 2020	Retired in 2020
Libraries				
Service cost *Cost of library service* [Direct cost of the library service / Number of visits]	$5.37	Retired in 2020	Retired in 2020	Retired in 2020
Efficiency				
Revenue level *Average residential rate per residential property assessment* [Residential rate revenue / Number of residential property assessments]	$1,371.08	Retired in 2020	Retired in 2020	Retired in 2020
Obligations				
Asset renewal *Asset renewal compared to depreciation* [Asset renewal expense / Asset depreciation] x100	96.48%	Retired in 2020	Retired in 2020	Retired in 2020

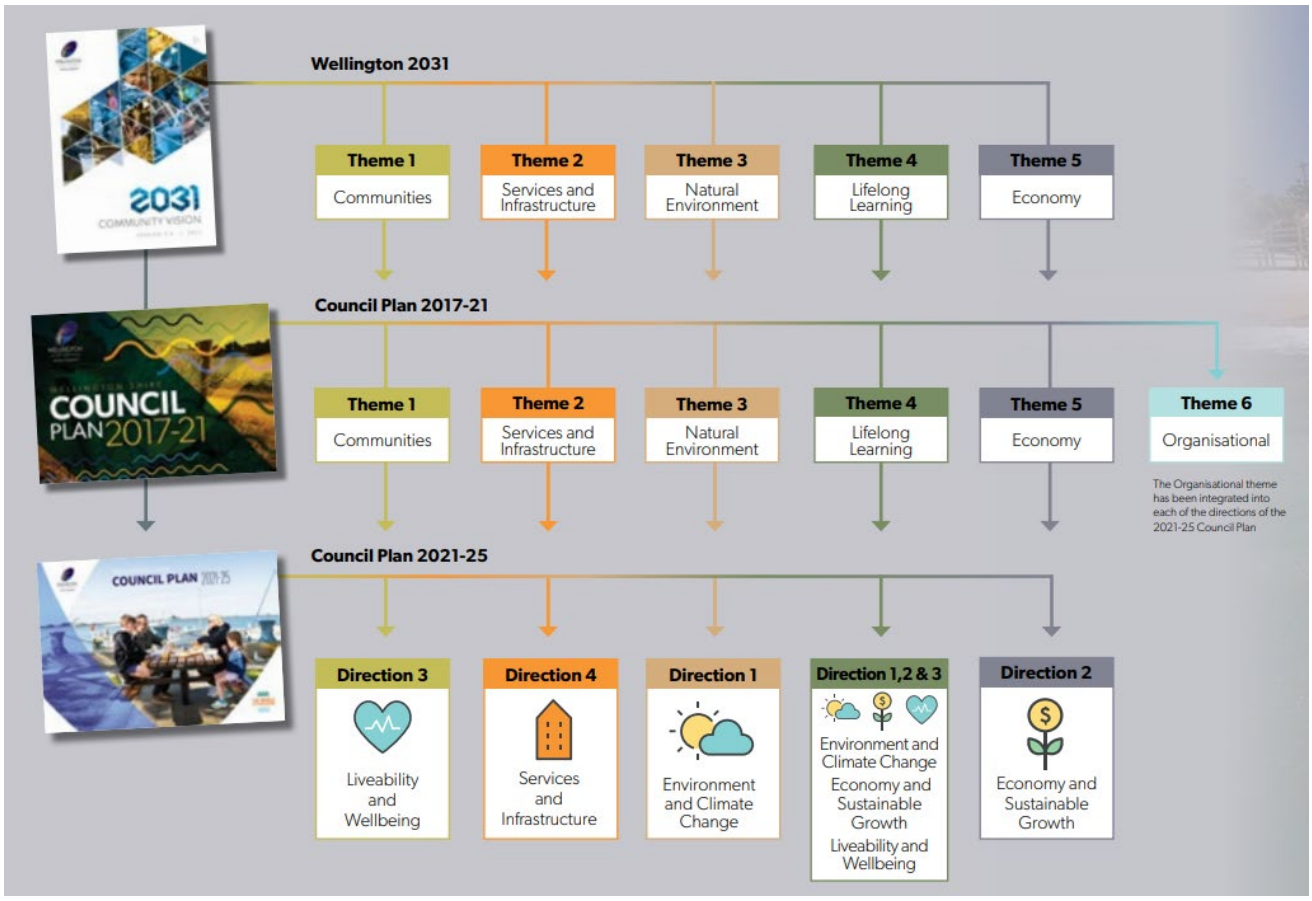
5.3.8 Council Plan 2021-25

Council adopted the new Council Plan 2021-25 on 19 October 2021. The Council Plan sets the strategic actions, priorities and key projects for Council to deliver over the next four years. It was developed with significant community consultation during 2021 and aligns with the long-term goals the community have expressed in the Wellington 2031 Community Vision.

The Council Plan centres around five priority areas:

- Climate Change
- Economy in transition
- Partnering with Gunaikurnai
- Sustainable population growth and housing choice and
- Better access to key services.

The following table illustrates how the Themes from Council Plan 2017-21 transition to the Strategic Directions in the Council Plan 2021-25.



The Wellington Shire Council Plan 2021-25 identifies four Strategic Directions, each of which contain the Outcomes we want by 2025 as follows. Our progress against the Indicators of Success within each Strategic Direction is included.

Strategic Directions	Outcomes we want by 2025
Environment and Climate Change *We are a climate resilient community with sustainable practices and places.*	1.1 A climate and disaster resilient community. 1.2 Assist community to transition to a low carbon economy via adoption of sustainable practices and renewable energy. 1.3 The natural environment is valued, protected and accessible. 1.4 Council is an environmental steward with a reducing carbon footprint.

Strategic Directions	Outcomes we want by 2025	
Indicators of Success:		
Community Satisfaction with Council Performance in Environmental sustainability **Baseline:** 59/100 (2020) **2025 Target**: Higher than large rural Councils		62/100
Percentage of Tree Canopy cover within Town Boundaries **Baseline:** 20% **2025 Target**: 1.5% improvement		Not due till 2025
Solar penetration rate – the percentage of electricity generation from solar facilities (SDG 7.2.1) **Baseline:** 21% (2018) **2025 Target:** 50% Source: Australian PV Institute		27.7% (6941 dwellings with PV)
Wellington Shire community greenhouse gas emissions intensity (emissions per person) (SDG 13.2.2) **Baseline:** 31.3 tonnes per person (2019) **2025 Target:** Equal to or better than Gippsland average Source: Co2 Emissions Community Snapshot		30.66
Percentage of households located within 400m of quality open space (SDG 11.7.2) **Baseline:** 73% (2014) **2025 Target**: 85%		Due 2023. Will be measured as part of updated Public Open Space Plan to be completed 2023.
Domestic travel visitor numbers to Wellington Shire (SDG 8.9) **Baseline**: 750,000 (2020) **2025 Target:** 2% increase		686,000 (source: National Visitors Survey from Tourism Research Aus)
Corporate Greenhouse Gas emissions (aiming for zero net emissions by 2040) (SDG 13.2.2) **Baseline:** 5244 tonnes of carbon equivalent emissions (2017/18) **2025 Target:** 23% reduction		4221 (19% decrease from 2018)
Percentage waste diversion rate from kerbside collection (SDG 12.5) **Baseline:** 35% (2019-20) **2025 Target:** 65%		33.5%
Economy and Sustainable Growth *We are a growing, sustainable and prosperous community.*	2.1 A diverse economy that creates jobs and opportunities. 2.2 A community that has the capacity and skills to meet our economic needs. 2.3 An increase in variety of housing choice to support equitable access to housing. 2.4 Infrastructure investment is targeted to maximise jobs and housing growth.	
Indicators of Success:		
Annual growth rate of real Gross Regional Product (GRP) (SDG 8.2.1) **Baseline:** $3.652B (2020) **2025 Target:** Equal to or better than average		2021 GRP $3.898B (as per REMPLAN)

Strategic Directions	Outcomes we want by 2025	
Unemployment rate by sex, age and education level (SDG 8.5.2) **Baseline:** 5.5% (June 2021) **2025 Target:** Equal to or better than average		4.9% (March 2022 Quarter)
Destinations of Wellington Year 12 or equivalent completers six months after leaving school (SDG 8.6.1) **Baseline:** 7.8% unemployed, 46.9% further study, apprenticeships/trainees 10.2% **2025 Target:** 5% unemployed, 56% further study Source: Dept of Education and Training 'On Track' data		9.3% unemployed 44% further study 10.7% apprenticeships/ trainees
Number of dwellings across the Shire (SDG 11.3) **Baseline**: 23,383 dwellings (2021) **2025 Target**: 24,790 dwellings (2026 projection)		23,554 dwellings (source ID profile)
Number of new housing units built in the municipality (SDG 11.1.1) **Baseline**: 520 houses/units (2021) **2025 Target**: +26 beds Source: Dept of Families, Fairness & Housing		Data not available at this time
Wellington Shire total % population increase (SDG 11.3) **Baseline**: 44,770 (2020 estimate) **2025 Target**: Approximately 1% increase per annum		45092 ABS population estimate 0.72% increase
Liveability and Wellbeing *We are a liveable, engaged and supported community.*	3.1 An inclusive, diverse and resilient community. 3.2 An actively engaged community. 3.3 Opportunities for everyone to work, learn, create, play and share. 3.4 Improved access to and participation in support services focusing on those who are vulnerable including: young children, youth, people living with a disability and seniors.	
Indicators of Success:		
Community satisfaction with perception of diversity and accessibility in the community (SDG 10.2) **Baseline**: Not currently measured **2025 Target**: Identify baseline. Continual improvement on WSC score. Source: Community Satisfaction Survey		Indicator being reviewed
Community satisfaction with Council decisions (SDG 16.7.2) **Baseline**: 58/100 (2020 large rural was 52) **2025 Target**: Continual improvement on WSC score		59/100
Community satisfaction with Council engagement (SDG 16.7.2) **Baseline**: 57/100 (2020 large rural was 54) **2025 Target**: Continual improvement on WSC score		55/100
Community satisfaction with level of Council lobbying (SDG 16.7.2) **Baseline**: 57/100 (2020 large rural was 53) **2025 Target**: Continual improvement on WSC score		59/100

Strategic Directions	Outcomes we want by 2025	
Participation rates in kindergarten for 4 year olds (SDG 4.2.2) **Baseline**: 91.89% (2020) **2025 Target**: Better than Gippsland average Source: Dept of Education and Training		Participation rate 89.9% Enrolment rate is 98.7%
Active library members in municipality (SDG 4.6) **Baseline**: 13% (2019-20) **2025 Target**: 15%		10.68%
Participation at Council-run performing arts events (SDG 4.7) **Baseline**: 21,300 visits **2025 Target**: Increase by 2%		17,296 visits
Participation in Gippsland Art Gallery programs and events (SDG 4.7) **Baseline**: 39,600 visits (2018-19) **2025 Target**: Increase by 2%		48,475 visits
Availability of NDIS services within Wellington Shire to meet service demand (SDG 10.2) **Baseline**: 49% of NDIS funding used by participants (2020) **2025 Target**: 80% Source: NDIS Demand Map		Data not yet available
Proportion of children attending Maternal and Child Health 3.5 years ages and stages visit (SDG 3.8) **Baseline**: 71.3% (2017) **2025 Target**: 90% Source: Dept of Education and Training		Yarram & District Health Service 52% Central Gippsland Health 45%
Services and Infrastructure *We are a connected community with access to the services and infrastructure we require.*	4.1 A financially sustainable, high performing organisation. 4.2 Services deliver operating efficiencies and best value. 4.3 Well planned and sustainable towns, facilities and infrastructure that service community need. 4.4 Safe and well-used transport connections across all modes of travel.	
Indicators of Success:		
Working capital (Current assets as a percentage of current liabilities) (SDG 16.6) **Baseline**: 299.58% (Similar Councils 2019-20) **2025 Target**: Better than similar councils		326.58%
Loans and borrowings as a percentage of rates (SDG 16.6) **Baseline**: 18.73% (Similar councils 2019-20) **2025 Target**: Better than similar councils		1.13%
Community satisfaction rate with Council's overall performance (SDG 16.6.2) **Baseline**: 62/100 (2020 large rural was 55) **2025 Target:** Continual improvement on WSC score		62/100
Reduction in the Wellington Shire retail vacancy rate (SDG 11.a) **Baseline**: 6.7% (2021)* **2025 Target**: 10% ** Baseline corrected from 11.40%*		6.0%

Strategic Directions	Outcomes we want by 2025
% of Community Managed Facilities accessibility audit recommendations delivered (SDG 9.1) **Baseline**: 5% of items (2020) **2025 Target**: 10% each year	10%
Community satisfaction with condition of sealed local roads (SDG 9.1) **Baseline**: 47/100 (2020 large rural council average) **2025 Target**: >52/100	54/100
Increase in kilometres of active travel routes in Wellington Shire as identified under the urban paths plan (SDG 11.2) **Baseline**: 259km (2021)* **2025 Target**: Increase by 2km of paths annually Source: Internal data ** Baseline corrected from 237km*	264km

6.0 Governance, Management and Other Information

6.1 Governance

Wellington Shire Council is constituted under the *Local Government Act 2020* 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 various 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 introduction of the *Local Government Act 2020* has provided an opportunity for Council to revise its good governance framework as the Act is principles-based thus removing unnecessary regulatory and legislative prescription. The following five principles have guided the development of the Act and thus the revision of Council policies, processes and strategies:

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.

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 ensures that Councils deliver services to the community that are equitable, accessible, good value and meet the needs of their diverse communities.

6.1.1 Meetings of Council

Council conducts open public meetings on the first and third Tuesday of each month. Members of the community are usually welcome to attend these meetings and observe from the gallery however due to ongoing COVID-19 restrictions, this only resumed from the 1 March 2022 Council meeting. During this time, Council continued to provide a suitably safe alternative for community interaction and engagement by providing an online webform for members of the public to email through any questions or comment (general or relating to a particular agenda item) for Council to read out on their behalf during the next scheduled Council meeting and have since reopened and welcomed our community back into the public gallery.

Wellington Shire Council also streams live video and audio of Council Meetings and Unscheduled Council Meetings. Recently recorded meetings or earlier meetings can be accessed via Council's web page at Meeting Minutes and Agendas (wellington.vic.gov.au).

Council held the following meetings during 2021/22:

- 22 Ordinary Council Meetings
- One Unscheduled Council Meeting.

6.1.2 Councillor Meeting Attendance 2021/22

The following table provides a summary of Councillor attendance at Council meetings and Unscheduled Council meetings for the 2021/22 financial year. Due to ongoing COVID-19 restrictions, Council continued with fully virtual Council meetings until 1 March 2022 so that all Councillors were able to continue to participate equally in Council meetings. From 1 March 2022, Council transitioned to a hybrid model, allowing Councillors to attend virtually or return to in person attendance.

Councillor (6 July 2021 to 3 November 2021)	Ordinary Council Meeting	Unscheduled Council Meeting	Total
Cr Garry Stephens (Mayor)	9	0	9
Cr Scott Rossetti (Deputy Mayor)	9	0	9
Cr Ian Bye	9	0	9
Cr Carolyn Crossley	9	0	9
Cr Marcus McKenzie	8	0	8
Cr Gayle Maher	8	0	8
Cr Carmel Ripper	9	0	9

Councillor (6 July 2021 to 3 November 2021)	Ordinary Council Meeting	Unscheduled Council Meeting	Total
Cr John Tatterson	9	0	9
Cr Jill Wood	9	0	9

Councillor (16 November 2021 to 21 June 2022)	Ordinary Council Meeting	Unscheduled Council Meeting	Total
Cr Ian Bye (Mayor)	12	1	13
Cr Marcus McKenzie (Deputy Mayor)	13	1	14
Cr Carolyn Crossley	10	1	11
Cr Gayle Maher	10	1	11
Cr Carmel Ripper	12	1	13
Cr Scott Rossetti	11	1	12
Cr Garry Stephens	13	1	14
Cr John Tatterson	13	1	14
Cr Jill Wood	11	0	11

6.1.3 Special Committees

Under section 65 of the *Local Government Act 2020* the Council may establish one or more Community Asset Committees, made up of any combination of Councillors, Council staff and other individuals or organisations.

The following list provides all current Community Asset Committees of Wellington Shire Council with their purpose and Councillor representation where a Councillor has self-nominated. These committees were previously known as Section 86 Committees under *the Local Government Act 1989*.

Special Committee	Councillors	Officers	Purpose
Briagolong Recreation Reserve Committee	No Council Representative	1	To protect, promote and develop the Briagolong Recreation Reserve.
Cameron Sporting Complex Committee	Cr John Tatterson	1	To protect, promote and develop the Cameron Sporting Complex, Maffra.
Gordon Street Reserve Committee	Cr Carmel Ripper	1	To protect, promote and develop the Gordon Street Reserve.
Maffra Recreation Reserve Committee	Cr John Tatterson	1	To protect, promote and develop the Maffra Recreation Reserve.

Special Committee	Councillors	Officers	Purpose
Newry Recreation Reserve Committee	No Council Representative	1	To protect, promote and develop the Newry Recreation Reserve.
Sale Performance Space Fundraising Committee	Cr Carolyn Crossley	3	To maintain a public fund into which the public may contribute towards the construction, maintenance, upgrade and expansion of Wellington Shire 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 Wellington Shire Council owned cultural spaces and facilities. To coordinate fundraising activities on behalf of Wellington Shire Council owned cultural spaces and facilities. To obtain all necessary permits and approvals required for eligible fundraising activities. To retain the registration of the Sale Performance Space Donations Fund on the Register of Cultural Organisations for the purposes of the Income Tax Assessment Act 1997 (Commonwealth), ensuring that those cultural activities and projects accepted meet the definition of the "organisation's principal purpose" in the Register of Cultural Organisations Guide.

Advisory Committees:

- Audit & Risk Committee
- CEO Performance Review Committee
- Gippsland Art Gallery Advisory Group
- Gippsland Regional Sports Complex User Group Committee
- Place Names Committee
- Port of Sale Masterplan Implementation Steering Committee
- Remuneration Committee
- Strategic Land Use Planning Projects Review Group
- The Wedge Advisory Group
- Wellington Youth Service Network (WYSN)
- Wellington Shire Youth Council

Committees of Other Organisations (Delegates):

- Gippsland Climate Change Network Incorporated
- OneGippsland
- Gippsland Local Government Waste Forum
- Municipal Association of Victoria (MAV)

- National Timber Council Association Inc
- South East Australian Transport Strategy (SEATS)
- Timber Towns Victoria

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

- Municipal Public Health and Wellbeing Partnership Group
- Wellington Shire Municipal Emergency Management Planning Committee (MEMPC)
- Wellington Living Well During COVID-19 Municipal Committee
- Business Boost Reference Group (Business Recovery Sub-Committee)
- Wellington Renewable Energy Forum

6.1.4 Code of Conduct

Section 139 of the *Local Government Act 2020* relates to the Councillor Code of Conduct and details the standards of conduct expected to be observed by Councillors. These are supported by the Local Government (Governance and Integrity) Regulations 2020 and may include any other matters which the Council considers appropriate. The Code was reviewed, revised and adopted by Council on 16 February 2021.

Wellington Shire Council's Councillor Code of Conduct sets out the minimum standards of conduct expected to be observed by Councillors in the course of performing their duties and functions as Councillors as required under the Act and the Regulations.

The Councillor Code of Conduct is prescribed by the Regulations to assist Councillors by:

a. Providing understanding and guidance for compliance with the Standards of Conduct; and
b. Enabling Councillors to recognise how the Standards of Conduct enhance the Code of Conduct in directing them in fulfilling their statutory duties.

Wellington Shire Council's Councillor Code of Conduct will assist Councillors in adhering to the Standards of Conduct by:

- setting out the standards of conduct expected of elected representatives;
- endeavouring to foster good working relations between Councillors to enable a collegiate environment to work constructively together in the best interests of the Wellington Shire;
- mandating Councillor conduct designed to build public confidence in the integrity of local government;
- setting out the internal resolution procedure for dealing with misconduct and alleged contravention of the Councillor Code of Conduct;
- setting out processes for the purpose of resolving internal disputes involving Councillors;
- facilitating contribution toward the strategic direction of the council through the development and review of key strategic documents of the council, including the Council Plan; and
- including other matters relating to the conduct of Councillors, which are considered to be appropriate.

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 arises when an individual has an interest that could improperly influence, or be seen to influence, their decisions or the performance of their Council duties. Conflicts can be actual, potential or perceived and can be general or material in nature. 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 2021/22, three conflicts of interest were declared at Council and Special/Unscheduled Council and Committee meetings.

Date of Declaration	Councillor	Conflict of Interest - Council Meetings
7 December 2021	Councillor Ian Bye	Material (Direct) - s128 - Item 12.4 LRCIP - Round 3
14 April 2022	Councillor Gayle Maher	General (Perceived) - s127 - Item 15.1 Road Discontinuance Side Road & Rear – 110-112 Grant Street, Yarram
21 June 2022	Councillor John Tatterson	Material (Potential) - s128 - Item 15.4 C115 & P542/21 - North Sale Area 11 Rezoning and Subdivision Proposal

6.1.6 Councillor Allowances

In accordance with section 39 of the *Local Government Act 2020*, Councillors are entitled to receive an allowance while performing their duty as a Councillor. The Mayor and Deputy Mayor are also entitled to receive a higher allowance.

The Victorian Independent Remuneration Tribunal was established in 2019 under the *Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019* (VIRTIPS Act) to support transparent, accountable and evidence-based decision-making in relation to the remuneration of elected officials and public sector executives in Victoria. It sets the limits for all allowances paid to Mayors, Deputy Mayors and Councillors, 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. This determination took effect on 18 December 2021, the Mayor, Deputy Mayor and Councillors had any allowances backdated accordingly.

For the period 1 July 2021 to 17 December 2021, the Councillor annual allowance upper limit for a category two Council (as defined by the *Local Government Act 1989*) was fixed at $26,245 per annum and the allowance upper limit for the Mayor was $81,204 per annum. For the period 18 December 2021 to 30 June 2022, Councillors were paid an annual allowance of $30,024, the Deputy Mayor an annual allowance of $48,235 and the Mayor an annual allowance of $96,470.

This table contains a summary of the allowances paid to each Councillor during the 2021/22 year.

Note: Allowances include an amount equivalent to a superannuation contribution of 10%.

Councillor	Term of Office during the financial year	Allowance $
Cr Ian Bye	1 July 2021 to 30 June 2022 *(Mayor 3 November 2021 to 30 June 2022)*	67,696 (Mayor) 9,729 (Councillor)

Councillor	Term of Office during the financial year	Allowance $
Cr Carolyn Crossley	1 July 2021 to 30 June 2022	31,092
Cr Marcus McKenzie*	1 July 2021 to 30 June 2022 *(Deputy Mayor 3 November 2021 to 30 June 2022)*	13,646 (Councillor) 28,148 (Dep. Mayor)
Cr Gayle Maher	1 July 2021 to 30 June 2022	31,092
Cr Carmel Ripper	1 July 2021 to 30 June 2022	31,092
Cr Scott Rossetti	1 July 2021 to 30 June 2022 *(Deputy Mayor 1 July 2021 to 2 November 2021)*	31,092
Cr Garry Stephens	1 July 2021 to 30 June 2022 *(Mayor 1 July 2021 to 2 November 2021)*	30,101 (Mayor) 21,861 (Councillor)
Cr John Tatterson	1 July 2021 to 30 June 2022	31,092
Cr Jill Wood	1 July 2021 to 30 June 2022	31,092
Total ($)		357,735

*****Note that the Deputy Mayor allowance commenced from 18 December 2021*

6.1.7 Councillor Expenses

In accordance with section 40 of the *Local Government Act 2020,* Council is required to reimburse a Councillor for expenses incurred whilst performing his or her duties as a Councillor. Council is also required to adopt and maintain a policy in relation to the reimbursement of expenses for Councillors. The policy provides guidance for the payment of reimbursements of expenses and the provision of resources, facilities and other support to the Mayor and Councillors to enable them to discharge their duties.

Council also publishes in its Annual Report the details of the expenses, including reimbursement of expenses for each Councillor and member of a Delegated Committee paid by the council.

The details of Councillor expenses for the 2021/22 year are shown below.

Councillors	Travel $	Car Mileage $	Child Care $	Info and Comm. $	Conf. and Training $	Total $
Cr Ian Bye *(01/07/21 - 02/11/21)* *(03/11/21 - 30/06/22)* *(Mayor from 03/11/21)*	498	5,655	-	431	-	929
Cr Carolyn Crossley *(01/07/21 - 30/06/22)*	1,742	1,474	-	466	1,205	3,413
Cr Marcus McKenzie *(01/07/21 - 02/11/21)* *(03/11/21 - 30/06/22)*	6,310	-	-	758	2,582	9,650

Councillors	Travel $	Car Mileage $	Child Care $	Info and Comm. $	Conf. and Training $	Total $
(Deputy Mayor from 03/11/21)						
Cr Gayle Maher *(01/07/21 - 30/06/22)*	2,691	-	-	554	7,440	10,684
Cr Carmel Ripper *(01/07/21 - 30/06/22)*	2,295	-	-	334	260	2,889
Cr Scott Rossetti *(Deputy Mayor from 01/07/21 - 02/11/21)* *(03/11/21 - 30/06/22)*	575	-	-	158	2,905	3,638
Cr Garry Stephens *(Mayor from 01/07/21 - 02/11/21)* *(03/11/21 - 30/06/22)*	2,307	-	-	554	896	3,757
Cr John Tatterson *(01/07/21 - 30/06/22)*	-	-	-	376	307	684
Cr Jill Wood *(01/07/21 - 30/06/22)*	-	-	-	376	-	376

6.2 Management

Council continues to implement statutory and better practice improvements to strengthen its management framework. Having strong governance and management frameworks leads to better decision making by Council. The *Local Government Act 2020* 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), Ms Sarah Heath and Mr Tony Smith and two Councillors. Former independent members Mr Frank Evans and Ms Kiah Cashman resigned from the Committee during the 2021/22 financial year. 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 five occasions during 2021/22, 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 2021/22 year are summarised below.

In **September 2021** the Committee:

- Adopted in-principle the 2020/21 financial and performance statements in accordance with legislative requirements;
- Received an update on the Gender Equality Act 2020
- Received a report on the review of Council policies
- Received an update on the Ombudsman's Report: Investigation into how local councils respond to ratepayers in financial hardship
- Reviewed the VAGO Report: Responses to Performance Audit Recommendations: Annual Status Update
- Considered the introduction of a question form by the Committee;
- Received a report on Related Party Transactions;
- Received a report on the Chief Executive Officer's credit card expenditure;
- Received a report on the reimbursements made to Councillors and members of delegated Committees;
- Received Council's Protective Data Security Plan Insights Report from the Office of the Victorian Information Commissioner; and
- Received an update on Audit & Risk Committee membership.

In **November 2021** the Committee:

- Received and noted the internal audits on -
    - Financial Systems Controls (Accounts Payable/Accounts Receivables) including data interrogation
    - Occupational Health and Safety and
    - Follow Up Review;
- Received a report on the review of Council policies;
- Reviewed and agreed to proposed changes to the Audit & Risk Committee Charter;
- Received a summary of the Gifts Register;
- Received the IBAC Research Report: Corruption risks associated with government funded human services delivered by community service organisations; and
- Received the Local Government Inspectorate Report: Personal interest returns: Encouraging disclosure and increasing transparency.

In **March 2022** the Committee:

- Elected Chris Badger as Chair of the Committee;
- Received and noted the internal audit on the review of Organisational/Legislative Compliance;
- Received and noted the VAGO Assurance Review on Council Waste Management Services;

- Received and noted the VAGO Report: Results of 2020-21 Audits: Local Government
- Received an update on Council's response to the VAGO Report: Sexual Harassment in Local Government;
- Received an update on the establishment of the new Organisational Performance and Governance team;
- Received a report on Related Party Transactions.
- Received a report on the review of Council policies; and
- Received a report on the Chief Executive Officer's credit card expenditure.

In **May 2021** the Committee:

- Received and reviewed the External Audit Strategy as provided by Crowe;
- Received and reviewed the draft Strategic Internal Audit Plan;
- Received an update on the status of outstanding Audit Findings;
- Received a report on the review of Council policies;
- Received a report on changes to Accounting policies/Accounting Standards;
- Received a report on a Fair Work Ombudsman's audit of industry allowance;
- Reviewed the evaluation of Audit & Risk Committee performance by each member;
- Received a report on the draft Budget 2022/23; and
- Received a summary of the Gifts Register.

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 2021/22 was undertaken with the following reviews conducted:

- Financial Systems Controls (including Data Interrogation) - September 2021
- Occupational Health and Safety - November 2021
- Follow Up Review - November 2021
- Organisational/Legislative Compliance - February 2022

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. The auditors conducted audits of Council's Financial Statements and Performance Statement for 2020/21 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 2021 and May 2022 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 2021/22:

- Council has continued to review its insurance profile, policies and cover for 2021/22, working 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.
- A review of Council's Business Continuity Plan was undertaken which will ensure Council can continue to offer critical services to our community in the event of any major disruptions that effect 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 under section 55 of the Act outlining council's commitment to engaging with the community on matters of public interest)	✓	Community Engagement Policy was reviewed on 21 December 2021. The next scheduled review for this policy is December 2022, as there was no need to update policy due to the Strategy not requiring any changes.

Governance and Management Items	Assessment	
2. **Community engagement guidelines** (guidelines to assist staff to determine when and how to engage with the community)	✓	Community Engagement Guidelines were reviewed on 21 December 2021. The next scheduled review for this policy is December 2022, as there was no need to update policy due to the Strategy not requiring any changes.
3. **Financial Plan** (plan under section 91 of the Act outlining the financial and non-financial resources required for at least the next 10 financial years)	✓	Financial Plan 2021/22 - 2030/31 adopted in accordance with section 91 of the Act. Date of adoption: 19 October 2021
4. **Asset Plan** (plan under section 92 of the Act setting out the asset maintenance and renewal needs for key infrastructure asset classes for at least the next 10 years)	✓	Asset Plan 2021-25 adopted in accordance with section 92 of the Act. Date of adoption: 19 October 2021
5. **Revenue and Rating Plan** (plan under section 93 of the Act setting out the rating structure of council to levy rates and charges	✓	Revenue and Rating Plan 2021-2024 adopted in accordance with section 93 of the Act. Date of adoption: 1 June 2021
6. **Annual budget** (plan under section 94 of the Act setting out the services to be provided and initiatives to be undertaken during the budget year and the funding and other resources required)	✓	Adopted in accordance with Section 94 of the Act. Date of adoption: 7 June 2022
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: 21 December 2021
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: 21 December 2021
9. **Municipal emergency management plan** (plan under section 20 of the *Emergency Management Act 1986* for emergency prevention, response and recovery)	✓	Maintained in accordance with Section 60 of the *Emergency Management Act 2013*. For review by the Wellington Municipal Emergency Management Planning Committee in 2022. Date of operation: 2020-2023
10. **Procurement policy** (policy under section 108 of the Act outlining the principles, processes and procedures that will apply to the purchases of goods and services by the Council)	✓	Procurement Policy included in Council Policy Manual. Date of operation of current policy: 21 December 2021.
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)	✓	Plan in operation. Desktop review planned for February 2023.
12. **Disaster recovery plan** (plan setting out the actions that will be	✓	ICT Disaster Response and Recovery Plan in operation since 2016.

Governance and Management Items	Assessment	
undertaken to recover and restore business capability in the event of a disaster)		Date of testing: 22 March 2022
13. **Risk management framework** (framework outlining council's approach to managing risks to the council's operations)	✓	Framework in operation. Date of operation: 30 June 2019. Currently being reviewed.
14. **Audit & Risk Committee** (advisory committee of council under sections 53 and 54 of the Act)	✓	Continuation of existing Audit & Risk Committee endorsed in accordance with section 53 of the Act. Date of endorsement: 1 September 2020.
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 report** (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)	✓	Report presented 4 August 2020.
18. **Quarterly budget reports** (quarterly reports to council under section 97 of the Act, comparing actual and budgeted results and an explanation of any material variations)	✓	Reports presented to the Council in accordance with Section 97(1) of the Local Government Act 1989. Date reports presented: 17 August 2021, 19 October 2021, 15 February 2022, 19 April 2022.
19. **Risk reporting** (six-monthly reports of strategic risks to council's operations, their likelihood and consequences of occurring and risk minimisation strategies)	X	In conjunction with the Audit & Risk Committee Council is working on an updated Risk Management Framework and a review of its strategic and operational risks.
20. **Performance reporting** (six-monthly reports of indicators measuring the results against financial and non-financial performance, including performance indicators referred to in section 98 of the Act)	✓	Reports presented to the Council in accordance with Section 98 Local Government Act, 1989. Date reports presented: 17 August 2021, 19 October 2021, 15 February 2022, 19 April 2022
21. **Annual report** (annual report under sections 98 and 99 of the Act containing a report of operations and audited financial and performance statements)	✓	Considered at a meeting of Council on 16 November 2021.

Governance and Management Items	Assessment	
22. **Councillor Code of Conduct** (Code setting out the standards of conduct to be followed by councillors)	✓	Reviewed in accordance with Section 139 of the Act. Date reviewed: 16 February 2021
23. **Delegations** (documents 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 11(7) of the Act and a register kept in accordance with sections 11(8) and 47(7) of the Act. Date reviewed: 19 October 2021
24. **Meeting procedures** (Governance Rules governing the conduct of meetings of council and delegated committees)	✓	The Governance Rules (the Rules) adopted in accordance with section 60 of the Act on 1 September 2020 remain in force. The Rules are being revised throughout July/August 2022 for adoption and commencement on 2 September 2022, to align with updated legislation incorporating virtual meetings.

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



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David Morcom
Chief Executive Officer
Dated: 23 November 2022



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Cr Ian Bye
Mayor
Dated: 23 November 2022

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

The Public Transparency Policy is a requirement of section 57 of the *Local Government Act 2020* and has been developed to ensure Wellington Shire Council gives effect to the public transparency principles outlined in the Act. Under this new policy, Council is committed to the principles of public transparency and commits to making all Council information publicly available, except where the information is 'confidential information' as defined under section 3(1) of the Act, unless Council has determined by resolution that the information should be made publicly available, confidential by virtue of any other Act or such that making it publicly available, would be contrary to the public interest.

Under the Act (and, in some cases, the *Local Government Act 1989*), there are specific provisions for certain information to be made publicly available, namely:

- Council and Delegated Committee Meeting Agendas and Minutes
- Local Laws and any documents incorporated
- Council Plan
- Strategic Resource Plan
- Budget
- Annual Report
- Councillor Code of Conduct
- Procurement Policy
- Register of Interests
- Council Policies
- Summary of Election Campaign Donation Returns
- Personal Interests Returns of Councillors and Nominated Officers.

Council will also make the following Council information available on request to ensure the community are informed and can benefit from access to information regarding Council's functions and operations:

- Authorised Officers
- Delegations
- List of all Leases
- List of Donations and Grants
- Travel Register
- Details of Chief Executive Officer reappointment and total remuneration.

Under various other Acts administered by Council, the following information will be made publicly available:

- Subject to the specified requirements of the *Planning and Environment Act 1987*, the following may be inspected (note that charges may apply):
    - Approved Planning Scheme Amendments
    - Panel Reports
    - Planning Permits/Applications
    - Submissions/objections
    - Planning Register
    - Planning Scheme
- Register of Building Permits and Occupancy Permits
- Copies of Building Permits, plans and documentation (by application from the property owner or persons authorised by the property owner only, charges will apply)
- Register of Animal Registrations

- Register of Public Roads
- Freedom of Information Part II Statement

6.4.2 Best Value Principles and Continuous Improvement

Council ensures that *Best Value Principles* apply to our services so that they:

- 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 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 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 2031
- Identifying the service delivery with **best possible quality and value** for money through linking the community vision- Wellington 2031 with the Council Plan 2021-25 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 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

In 2021 Wellington Shire Council adopted its revised Community Engagement Strategy and Community Engagement Policy to include a new, deliberative engagement approach.

Deliberative engagement is an approach to decision-making where citizens consider facts from multiple points of view, talk with each other to think critically about options and enlarge their perspectives, opinions and understandings.

Council's engagement approach means a stronger onus on Council collaborating deliberatively with community and having a two-way conversation about important areas of our work and is balanced by greater community responsibility in the co-design of strategies, plans and projects.

During 2021-22, to support deliberative engagement, we have built on current community engagement tools through our new online engagement website, '*Your Wellington Your Say*'.

Since its launch in February 2021, *Your Wellington Your Say* has had 18,754 visitors, gained 833 active registered users and 30 Council projects have utilised the website to support and strengthen community engagement.

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:

- Raise awareness of carers and support for carers via Council's Facebook Group Page – Be Kind Wellington
- Recognition of Carers through awareness raising activities such as Volunteers Week 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 Mental Health Priority area (increase social connection objective).
- 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

Section 186 of the *Local Government Act 1989* required Councils to seek public tenders or expressions of interest where the estimated value of works and services exceeded certain financial thresholds. It was

repealed on 1 July 2021. Sections 108 and 109 of the *Local Government Act 2020* establish a new framework for councils procuring goods, services and works.

Section 108 requires councils to prepare and adopt a procurement policy. This policy must specify the principles and processes applying to the procurement of goods, services and works. Amongst other things, the procurement policy must promote open and fair competition and provide value for money.

Section 109 requires:

- Council to comply with its procurement policy: and
- The CEO to ensure that any report to council recommending entering into a procurement contract also considers opportunities for collaboration with other councils or public bodies.

Under the new Act, there are no pre-specified financial thresholds above which councils must seek tenders. Council is to specify its own thresholds within its procurement policy.

Under council's procurement policy, council did not enter into any contracts valued above $250,000 for goods, services or 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 a 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 a current Wellington Access and Inclusion Plan 2017 – 2022 and accompanying action plan which incorporates a Disability Action Plan. Council has commenced reviewing this plan, with the intention of formally adopting a new plan in the second half of 2023.

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.

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

- Continued use of the Low Cost No Cost guide. This guide can be accessed via Council services at libraries and Council buildings and community health services such as hospitals, community centres and neighbourhood houses.
- Accessibility audit of community facilities, including senior citizens centres and kindergarten services across Wellington Shire. Information obtained from audits informed further access and inclusion needs for Council's community facilities and early years facilities.
- Accessibility audit for playgrounds used where applicable in update and refurbishment of playgrounds to include inclusive play.

- Inclusion of equality (gender, racial, language spoken, age, religion, preferences, all-abilities, socio-economic) as one of four health priorities in Municipal Public Health and Wellbeing Plan (Healthy Wellington 2021 – 2025).

6.4.7 Domestic Animal Management Plan

On 19 October 2021, Wellington Shire Council endorsed the 2021-2025 Domestic Animal Management Plan. The primary objective of the plan is to guide the community towards the goal of responsible pet ownership and assist Wellington Shire to achieve a professional, consistent and proactive approach to domestic animal management practices.

The 2021-2025 plan was developed with the following key considerations in mind:

- Promote and encourage the responsible ownership of cats and dogs
- To ensure that people comply with the requirements of the *Domestic Animals Act 1994*, the regulations and any related legislation
- To minimise the risk of attacks by dogs on people and other animals
- To address the over-population and high euthanasia rates for cats and dogs
- To encourage the registration and identification of cats and dogs
- To minimise the potential for dogs and cats to create a nuisance
- To effectively identify all declared dangerous dogs, menacing dogs and restricted breed dogs in the shire and to ensure those dogs are kept in compliance with requirements of the *Domestic Animals Act*
- To ensure domestic animal businesses are identified and regulated
- To respond to any emergency involving people and their pets.

The 2021 - 2025 Domestic Animal Management Plan was submitted to the Executive Director, Animal Management Welfare Victoria, who made the following comment: "*Overall, the plan is very detailed in most of its objectives and associated items, being easily measurable and with realistic timeframes for completion."*

Over the 2021-22 financial year:

- 1,064 animal management requests were received, with an average initial response time of 1.1 days.
- 390 lost pets were reunited with their owners.
- 138 unwanted animals were successfully rehomed.
- 7,712 dogs and 1,892 cats were registered, a slight increase from last year.
- 184 barking/nuisance dog complaints investigated and resolved
- 9 serious dog attack matters successfully prosecuted in the Magistrates' Court
- 14 infringements issued for non-serious dog attacks.

The first annual review of the plan is due by 4 December 2022.

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 ($30.60 - 2022/2023), unless entitled to fee waiver. Access charges are also payable under the Act prior to the release of documents processed under Freedom of Information (FOI). These are charges for search time, providing supervision of inspection of documents and or photocopying charges, where applicable.

Council encourages applicants to log onto their website www.wellington.vic.gov.au prior to lodging a FOI request to view publicly available documents, the Freedom of Information (FOI) Part 11 Statement or to contact the Freedom of Information Officer by phoning (03) 5142 3057. By contacting the FOI Officer, applicants can discuss their request and assistance may be provided to enable clear descriptions and timeframes for which the requested documents relate, and/or provided details on how the documents can be obtained outside of the Act.

Council's Freedom of Information Part II Statement is a document, required under Section 7 of the *Freedom of Information Act 1982*, which describes Council's powers and functions, the documents and information maintained by Council and the ways in which people can view or access copies.

Wellington Shire Council's Freedom of Information Policy is also published on Council's website www.wellington.vic.gov.au and the Office of the Victorian Information Commissioner (OVIC) website www.ovic.vic.gov.au also includes information for individuals on how to make an FOI request, how to request an amendment, exempt documents and more.

FOI 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.

Ms Denise Teo, Coordinator Governance and Council Business is authorised under Section 26(1) of the *Freedom of Information Act 1982* (the 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.

From 1 July 2021 to 30 June 2022, Wellington Shire Council received seven (7) Freedom of Information requests.

Summary of FOI requests	
New requests	7
Access granted in full	3
Access granted in part	3
Requests not finalised at the end of the reporting period	0

Summary of FOI requests	
Withdrawn	0
Requests processed outside of the *Freedom of Information Act*	1
Requests – no documents existed	2
Others: not processed, not proceeded with (request never clarified)	0
Application fees collected	$180.60
Access charges collected	$244.35
Access charges not paid (processed documents not collected)	0
Freedom of Information requests transferred to another agency to whom the requested documents relate	0

Summary of FOI Appeals	
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)	0
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	N/A

6.4.10 Privacy and Data Protection

The *Privacy and Data Protection Act 2014* applies to Victorian government departments, Ministers, local councils, statutory offices, government schools, universities, and TAFEs. The Act also applies to contracted service providers in the private sector and not-for-profit organisations when they handle personal information on behalf of a Victorian public sector organisation.

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* (PDPA) and the requirements of the *Health Records Act 2001* (Vic).

In keeping with the PDPA, Council will only collect personal information where it is necessary to perform Council functions or when required by law. Wellington Shire Council protects personal information from misuse, loss, inappropriate access and disclosure in accordance with the requirements of the Act's ten Information Privacy Principles.

In Victoria, individuals also have the right to know why their information is being collected, how an organisation handles their personal information and to which third parties their information may be

disclosed. Council uses Privacy Collection Statements on forms and documents to inform individuals why they are collecting personal affairs information and how it will or may be used.

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 under the *Privacy and Data Protection Act 2014.*

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

Individuals also have the right to make a privacy complaint if they have concerns about how an organisation has handled their personal information. If an individual believes that Council has breached their privacy rights, they should first make a complaint to Wellington Shire Council's Privacy Officer to try to resolve the issue. If they aren't satisfied with the way Council deals with their concerns, they can then make a complaint to the Office of the Victorian Information Commissioner (OVIC) who will attempt to resolve the matter.

Detailed information on the requirements of the *Privacy and Data Protection Act 2014* including the privacy complaints process is available on the OVIC website www.ovic.vic.gov.au.

Council is always readily available to assist with general privacy enquiries and privacy concerns which can be made to Council's Privacy Officer by phoning (03) 5142 3112 or by emailing enquiries@wellington.vic.gov.au.

No privacy breaches were reported to Wellington Shire Council in 2021/2022.

6.4.11 Public Interest Disclosure Procedures

The *Public Interest Disclosures Act 2012* superseded the *Protected Disclosure Act 2012* in 2020 and Council reviewed and adopted the associated policy at the 21 December 2021 Council meeting. This updated legislation 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/council/public-interest-disclosures-process.

During the 2021/22 year, no disclosures were made to the Public Interest Disclosure Coordinator or to the 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.

Council has no approved Development Contribution Plan Overlays in the Wellington Planning Scheme and hence there are no such reports in 2021/22.

6.5 Other Operational Information

6.5.1 Grants Distributed

6.5.1.1 Community Assistance Grants 2021/22

Fifty-two (52) applicants were successful in receiving Community Assistance Grants, totalling $246,230.99 (details below).

Organisation	Project title	Amount funded
Loch Sport Business & Tourism Association Inc,	Annual Loch Sport NYE Fireworks Display	$5,000.00
City of Sale Eisteddfod Society Inc	City of Sale Eisteddfod	$5,000.00
Gippsland Water Dragons Inc	Gippy Gallivant	$5,000.00
Heyfield & District Vintage Machinery Group Inc	Heyfield Vintage Machinery Rally 2022	$5,000.00
Lake Wellington Yacht Club Inc	Marlay Point Family Fair	$3,540.00
Stratford on Avon Shakespeare Association	2022 Shakespeare on the River Festival	$5,000.00
Riviera Triathlon Club	Maffra Triathlon	$5,000.00
Anglican Parish of Avon	Avon Anglican Family Fun Fair	$4,000.00
Wines of Eastern Gippsland	Tinamba Food & Wine Festival	$5,000.00
Golden Paradise Beach Ratepayers & Residents Assoc	2022 Golden Beach End of Summer Surf Festival	$5,000.00
Yarram Agricultural Society	2021Yarram Agricultural Show	$5,000.00
Arthouse Gippsland	Inward Goods Festival	$5,000.00
GippSport	Streetgames Skate Park Competitions	$4,795.50
Stratford Dog Agility Inc	Storage Improvement Project	$5,000.00
Port Albert Mechanics Institute Hall	Safety & Security lighting	$4,869.20
Heyfield & District Vintage Machinery Group Inc	Multi-purpose shed project	$5,000.00
Newry Golf Club	Enhance the Newry Golf Course	$4,000.00

Organisation	Project title	Amount funded
Stratford Courthouse Inc	Courthouse Sound System Upgrade	$5,000.00
Maffra Lawn Tennis Club	MLTC continuation plan	$5,000.00
George Gray Centre	All abilities - sensory garden project	$5,000.00
Yarram Regent Theatre Committee of Management Inc	Comfort For All	$5,000.00
Munro Public Hall Committee of Management	Munro Hall improvement project	$5,000.00
Stratford on Avon Shakespeare Association	10th Anniversary Celebration of The Stratford Arts Trail	$5,000.00
Maffra Dramatic Society Inc	Mamma Mia!	$5,000.00
Maffra Golf Club	Clubhouse Renovation	$5,000.00
Yarram & District Cricket Club Incorporated	Cricket Pitch Covers & Inflatable Cylinder	$5,000.00
Woodside & District Football Netball Club	Kitchen Dishwasher	$5,000.00
Paradise Golden Beach Senior Citizens Club Inc	Seniors staying Social	$5,000.00
Port Albert Progress Association	NYE Twilight Market & Fireworks	$5,000.00
Yarram Eisteddfod	Yarram Eisteddfod 2022	$4,160.00
The Hive Community Collective Incorporated	Heesco Art Class & Mural Install	$5,000.00
Yarram & District Traders & Tourism	The Hero Round Table Yarram 2022	$5,000.00
Nambrok Public Hall & Recreation Reserve	Family Friendly Showers	$5,000.00
Gormandale Football Netball Club	Install netting behind the goals	$5,000.00
Sale Pistol Club	Off Grid Power Improvement	$5,000.00
Port Albert Water Sports & Safety Centre committee	Solar panel installation	$5,000.00
Briagolong Community House	Supplies Storage	$3,337.50
Golden Paradise Beach Ratepayers & Residents Assoc	3x3 Basketball court seating	$5,000.00
Maffra Neighbourhood House	Maffra Neighbourhood House sustainability project	$3,974.79
Briagolong & District Pony Club	Off Grid Sustainable Energy Solution	$5,000.00

Organisation	Project title	Amount funded
Munro Public Hall Committee of Management	Kitchen Improvements	$3,998.00
Rosedale Bowling Club Inc	Green Banks Refurbishment	$5,000.00
A Better Life for Foster Kids Inc	Trailer to transport furniture & goods to foster homes.	$4,233.00
409 Squadron Australian Air Force Cadets RAAF Base East Sale	Upgrade Aircraft Flight Simulator Training	$4,873.00
Maffra Golf Club Inc	Plan for computerised watering system	$5,000.00
Yarram Genealogy Group Inc.	Purchase & installation of View Scan device	$2,990.00
Sale Tennis Club Inc	Sale Tennis Club Strategic Plan	$5,000.00
Port Albert Water Sports & Safety Centre committee	Purchase of light, healthy, safe seating	$4,100.00
Wurruk Community House Inc	Wurruk Food Pantry	$5,000.00
Workforce Plus Inc	Garden & workshop access	$3,360.00
Denison Recreation Reserve Committee Inc	Equestrian Arena Refurbishment	$5,000.00
Port Albert Maritime Museum Inc	Collection Digitisation Project	$5,000.00
52 APPLICATIONS	**TOTAL**	**$246,230.99**

6.5.1.2 Quick Response Grants 2021/22

Fifty (50) applicants were successful in receiving Quick Response Grants, totalling $84,046.76 (details below).

Organisation	Project title	Amount funded
Airly Clydebank Public Hall Inc	Safer Airly Clydebank Public Hall	$2,000.00
Sale Tennis Club Inc	2021 Victorian Seniors Tennis Tournament	$2,000.00
The Hive Community Collective Inc	Spring Holiday Activity Weeks	$2,000.00
Gippsland Retrieving Club Inc	Gippsland Retrieving Club Classic Gundog Trial	$2,000.00
The Country Women's Association of Victoria Inc. North Gippsland Group	North Gippsland CWA Arts & Craft Exhibition	$2,000.00
The Rotary Club of Sale	Rotary Race the Rubeena 2022	$2,000.00
Rosedale Neighbourhood House	Carols in the Park	$2,000.00

Organisation	Project title	Amount funded
Golden Paradise Beach Ratepayers & Residents Assoc	End of Year Celebration	$800.00
Nambrok Hall & Recreation Reserve COM	Community Night	$2,000.00
Segue Community Hub & Arts Cafe Inc.-Court Film Society subcommittee	Court Film Society season	$2,000.00
Boisdale-Briagolong Football Netball Club	Boisdale Community Day	$2,000.00
Port Albert Progress Association	Festival of Small Halls	$2,000.00
Rotary Club of Yarram Inc.	Rotary Art Show	$2,000.00
Port Albert Mechanics Institute Committee of Management	An Evening by the Bay	$1,800.00
East Gippsland Zone of Pony Clubs Incorporated	2022 Horseland Dressage & Show jumping State Championships	$2,000.00
The Gumboot Collective	Pitch Invasion 2022	$2,000.00
The Newry Hall	Japanese Cultural Day	$1,367.00
Tarra Territory Tourism Inc	Tarra Trail Walk Ride Run	$1,125.00
Woodside & District Football Netball Club	Family Fun Day & Show 'n Shine	$2,000.00
Sale Theatre Company	Heathers - The Musical	$2,000.00
Vic Country Hockey	Vic Country Hockey Gippsland Development Day	$625.00
Yarram & District Historical Society	Historical Bridal Display	$700.00
East Gippsland Dog Obedience Club Inc	Try again-32nd Annual Double Open Obedience & Rally Trials	$2,000.00
Footprints Foundation	Mother’s Day Classic - Sale	$900.00
Seed Lakeside Community Garden	Winter Solstice Celebration	$2,000.00
Maffra Municipal Band Inc.	Maffra Band Showcase	$2,000.00
Heyfield Bowls Club Incorporated	New kitchen oven	$2,000.00
Stratford Cricket Club	Replacement Surface on Cricket Nets	$2,000.00
East Gippsland Dog Obedience Club Inc	Clubroom heating & cooling upgrade	$2,000.00
Sale Neighbourhood House	Sale Neighbourhood House Solar Savers Project	$2,000.00
Sale Maffra Badminton Association	Energy Efficient lighting upgrade	$2,000.00

Organisation	Project title	Amount funded
Maffra Golf Club	Safety Fence	$2,000.00
Seed Lakeside Community Garden Inc	Breezeway Screening	$2,000.00
St John's Anglican Church Port Albert	Historic sign on premises	$400.00
Uniting Gippsland	Uniting Gippsland Children's Week celebrations	$1,374.00
Heyfield Community Resource Centre	Outdoors for all - creating a multi-purpose outdoor area.	$2,000.00
Gormandale Community House	Pay It Forward	$728.00
Sale Little Athletics Centre	Repair Timing Gates	$2,000.00
Robertsons Beach & Tarraville Community Group Inc	Tarraville Historical School	$1,800.00
Friends of Heesco Town Incorporated	Mongolian Mural	$2,000.00
Seed Community Garden	Interactive Garden Stall - Upswing Youth Mental Health & Wellbeing Festival	$540.00
Wurruk Cricket Club	Wicket Covers	$2,000.00
Maffra Golf Club Inc	Chainsaw Safety Course	$900.00
Port Albert Maritime Museum Inc	Nigel Allom Memorial Remote Control Ship Exhibit Interpretive signage & marketing	$2,000.00
Noah's Ark	2022 Is for You - a tasting platter of self-care.	$2,000.00
Gippsland Plains Rail Trail Committee of Management	Rail Trail Brochure Reprint	$968.30
Stratford Recreation Reserve	Better mowing for Stratford	$2,000.00
Sale Men’s Shed	IT Upgrade	$1,000.00
Port Albert Fishing Club Inc	Increase Club Exposure	$1,019.46
Golden Paradise Beach Ratepayers & Residents Assoc	Letts Beach News Media	$2,000.00
50 APPLICATIONS	**TOTAL**	**$84,046.76**

6.5.1.3 Individual Sponsorships

Wellington Shire Council provided $1,500 as individual sponsorship for 3 applicants in 2021/22.

Name	Activity title	Amount funded
Finn Staple	2022 Australian Track & Field Championships, Sydney	$500

Name	Activity title	Amount funded
Cassie Farley	2022 Australian Junior Athletic Championship's Girl's under 14 800m, Sydney	$500
Tayli Dimarco	Victorian State Team – Under 16 Australian Junior Championships, Perth	$500
3 APPLICATIONS	**Total**	**$1,500.00**

6.5.1.4 Support for Community Committees

In 2021/22 103 Committees of Management of community facilities were supported with $947,461 distributed in risk and maintenance subsidies to assist with the operational costs of running community sporting, social and cultural facilities.

6.5.2 Citizenship

During 2021/22 Wellington Shire Council conducted two Citizenship ceremonies, including one on Australia Day 2022 and another in May 2022. Further ceremonies were planned for July and September 2021 however these were cancelled due to the government restrictions in place for the COVID-19 pandemic. These cancellations meant that the Australia Day ceremony was a very large one with 63 new citizens from 17 different countries. Some of the countries represented at this ceremony included Egypt, Mexico, New Zealand, Canada, Kenya, Germany, Kazakhstan, South Africa and Denmark. The ceremony in May 2022 saw 34 candidates become new Australian citizens from 11 different countries including Cambodia, Vietnam, Poland, Iran, Russia, India, New Zealand and others. In total the 2 ceremonies saw a total of 97 new citizens from 21 different countries welcomed into our local community. It is anticipated that numbers will continue to be higher as more applications are processed.

6.5.3 Civic Receptions

There were three Civic Receptions conducted during the 2021/22 year. The first of these was the annual New Professionals Civic Reception which had been postponed from May 2021 due to COVID-19 restrictions. This event is primarily to welcome to Wellington Shire any new professionals that have moved into the area to live and work.

The second Civic Reception was our usual Australia Day Awards luncheon which was held in recognition of the achievements of local community members and organisations. Only a few days later Wellington Shire held a Civic Reception to recognise the contribution of the many individuals, groups and organisations that helped contribute to the success of the Archibald Prize exhibition at Gippsland Art Gallery.

Event/ Civic Reception	Description	When
New Professionals	Held on 13 July 2021, the New Professionals Civic Reception welcomed a total of 59 professionals from a variety of local employers in the Education, Health, Defence and Legal fields.	13 July 2021

Event/ Civic Reception	Description	When
	This event is a great networking opportunity for professionals who are new to the Shire to meet both employees and employers in their field of interest or alternatively a chance to share their knowledge and experiences. Given that 2021 marked 100 years of service to Australia, it was fitting that the guest speaker, from the RAAF, was able to discuss his background and extensive experience with this employer. New Professionals is always a very popular event and this year was no exception.	
2022 Australia Day Awards Luncheon	The 2022 Australia Day Awards luncheon was held on 8 December 2021 in order to announce the winners of our 2022 Wellington Shire Council awards. This year they included our Citizen of the Year, Young Citizen of the Year, Community Group of the Year and, for only the second time, our COVID Hero award. Due to COVID restrictions affecting the events held across Wellington in the past year, this category was not awarded. For the tenth year, the awards luncheon recognised the winners in each category, together with the other nominees and the wonderful people who took the time to nominate each of them. Making everyone a winner, it was great to see the work of both individuals and groups across our communities recognised in such a positive manner. It is hoped that more events will occur during the next year, provided the communities are free from COVID-19 restrictions.	8 December 2021
Recognition of contributions to the success of the Archibald Prize Exhibition	Wellington Shire was fortunate enough to be the only Victorian location to host the 2021 Archibald Prize Exhibition. Such a large event would not be a success without the tireless work of many organisations, artists and individuals over a prolonged period of time. On 10 December 2021 a Civic Reception was held to thank and recognise everyone who contributed in their own way to the success of the Archibald Prize. A total of 55 people attended to be congratulated and thanked for their efforts towards a very successful event.	10 December 2021

6.5.4 Youth Events and Achievements

Youth-led FReeZA (Victorian Government funded program providing opportunities for drug and alcohol-free events for and by young people) groups: Wellington Youth Film Festival Crew; 'Propellor' (music focus with the support of FReeZA) and Wellington Shire Youth Council; engaged over 4,000 community members in over 40 social, educational and cultural events, both virtual and face to face, including:

- All Age Gig
- Axios – A safe space for Queer Youth
- Upswing
- Queer Ball
- Youth Week – Skate Competition

- Young Archies (linked with Wellington Shire's Archibald Prize)
- Battle of Bands

Council provided many opportunities to support young people grow the skills they need to advocate effectively:

- Youth Mental Health First Aid training
- Youth leadership camp for Youth Councillors
- Youth Parliament team
- Online consultations and discussion
- Behind the Curtains – hands on learning in the arts entertainment industry.

Youth Advocacy

Youth Council utilised school and community environments to inform their participation in a number of consultation activities:

- As part of the VicHealth Co Design Project, Wellington Shire Council engaged with students from Sale College and delivered a codesigned workshop which included 2 Days (4 hours per class) of planning and discussion; student survey and audit on how they can improve health and wellbeing outcomes for young people.
- As part of VicRoads Safe Routes to School Program, Council visited 5 Primary Schools and delivered activities that gathered youth feedback on current road and footpath projects, providing them the opportunity to map out their travel routes to and from school and identify possible road safety issues.
- Black Summer Bushfire Funding received for the following projects:
    - Latrobe Youth Space - Youth Bus Project
    - YACVic – Future Proof, Youth Voice in Emergency Preparedness Planning.

6.5.5 Emergency Management

6.5.5.1 COVID-19 Pandemic emergency

COVID-19 and associated restrictions and lockdowns continued to impact on our communities throughout 2021/22. To assist with our community's relief needs during the COVID-19 pandemic, Council's relief line remained activated to take calls from residents and refer them to appropriate service providers. Council also received referrals from the State Government's COVID Hotline, which ceased as of 1 July 2022 in line with the State's de-escalation plan.

6.5.5.2 Emergency Events

The Wellington municipality was impacted by several emergency events throughout 2021, including a storm and flood in June which tragically claimed the life of one community member; an earthquake occurred in September, severe wind event in October and storms and flooding in November. Council and communities are still recovering from these events in terms of the physical, economic, social and natural environments. Council is working with impacted communities through their recovery and several areas have now established Community Recovery Committees including Gormandale/Carrajung, Devon North, Seaspray and Loch Sport. These Committees will enable communities to lead their own recovery with support and assistance from Council, Bushfire Recovery Victoria and various agencies including NBN, Telstra, Ausnet, Red Cross and Rural Aid.

In total, approximately $3.5M of damage occurred to Council roads, bridges, culverts, drains and associated infrastructure and the lengthy process of rebuilding and recovering costs via Government funding assistance arrangements is underway.

6.5.5.3 Leave Early Access Road Network (LEARN) Project

The Leave Early Access Road Network (LEARN Roads) program undertakes strategic vegetation management on high risk roads within the Wellington municipality with the aim to ensure that roads remain unobstructed during bushfires.

During the 2021/22 financial year, works involved 13kms of mulching, 30km of hazardous tree treatment and 6kms of spot spraying predominately in the Briagolong, Seaton and Glenmaggie areas. The program was part funded by CFA and planning for next year's works program is currently underway.

6.5.6 Grants Received for Projects

Grant	Department	Amount	Grant Used For
2021 Local Sports Infrastructure Fund	Department of Jobs, Precincts and Regions Sport and Recreation Victoria	$250,000	Maffra Recreation Reserve Netball Redevelopment
2021 Local Sports Infrastructure Fund	Department of Jobs, Precincts and Regions Sport and Recreation Victoria	$250,000	Briagolong Recreation Reserve Multipurpose-Tennis Courts Redevelopment
2021-22 Local Sports Infrastructure Fund	Department of Jobs, Precincts and Regions Sport and Recreation Victoria	$113,600	Yarram Recreation Reserve Irrigation Stage 2
2021-22 Local Sports Infrastructure Fund	Department of Jobs, Precincts and Regions Sport and Recreation Victoria	$496,000	Nambrok Recreation Reserve Multipurpose Court
COVID-19 Vaccination Program Community Engagement Grant	Department of Health	$40,000	Employment of Committees Covid Support Officer to support Committees of Management of community managed facilities to: • Assist with the development and implementation of CovidSafe Plans • Implement relevant CovidSafe requirements and restrictions with Committees of Management • Support Committees of Management to promote vaccination requirements of the volunteer workforce
Black Summer Bushfire Recovery Funding	Department of Industry, Science, Energy & Resources	$227,000	Reactivating Community Facility Volunteers
Advancing Regional Strength Fund	Latrobe Valley Authority	$87,000	Reactivating Community Facility Volunteers

Grant	Department	Amount	Grant Used For
Community Road Safety 2021/22	VicRoads	$56,900	Majority of funding to cover cost of Community Wellbeing Project Officer role which delivers the projects that align with the Urban Path Plan outcomes
L2P grant	TAC	$167,547	Funding is passed on to Mission Australia to deliver the Gippsland East L2P program
Local Government Partnership Grant	VicHealth	$120,000	Cover costs of staff to deliver children and youth initiatives linked with Health Wellington (Wellington Ways to Wellness)
Public Libraries Funding Program	Department of Jobs, Precincts and Region	$349,052	The purchase of collection items (physical and electronic), information technology, library and outreach programs, and other services provided by our public libraries.
Premiers' Reading Challenge Book Fund	Department of Jobs, Precincts and Region	$9,395	Purchase of materials to support the annual Premiers' Reading Challenge.
Children's Week Grant	Department of Education & Training	$700	Contribution to the cost of hosting Children's Week activities.
Regional Partnership Program	Department of Jobs, Precincts and Region	$95,000	Contribution to the cost of hosting exhibitions and events at the Gippsland Art Gallery.
Strategic Partnerships Program	Department of Education & Training	$11,650	Contribution towards the employment of an education officer at the Gippsland Art Gallery.
Regional Partnerships Program	Department of Jobs, Precincts and Region	$95,000	Contribution to the cost of programming performing arts events at the Wedge Performing Arts Centre.
Infrastructure Planning and Acceleration Fund	Department of Jobs, Precincts and Regions	$100,000	Contribution to facilitate the undertaking of a masterplan study that will examine the redevelopment options and considerations for The Wedge Performing Arts Centre.
Strategic Partnerships Program	Department of Education & Training	$18,750	Contribution towards the employment of an education officer at the Gippsland Art Gallery.
MoU	Department of Transport	$29,414	Archie Bus - provision of free accessible hop-on hop-off bus service to provide transport to the Archibald Prize exhibition at Gippsland Art Gallery.
Donation	John Lesley Foundation	$10,000	Donation towards Archie Bus.

Grant	Department	Amount	Grant Used For
Donation	Pressroom Philanthropy Grant	$8,000	In-kind donation for Young Archie and education program.
Economic Development Grant - outdoor Dining Grant	Destination Gippsland	$10,785	Pallet furniture for Art Bar.
Community Recovery Fund	Emergency Management Victoria (EMV)	$332,000	18/19 fire recovery resource, recovery activities & projects.
Storm & Flood Assistance Funding	Bushfire Recovery Victoria (BRV)	$602,300	2021 flood/storm recovery resources.
Safer Together	Department of Environment, Land, Water & Planning (DELWP)/Country Fire Authority (CFA)	$243,545	LEARN Roads program & resource to prepare Local Incident Management Plans.
Black Summer Bushfire Recovery Funding	Department of Industry, Science, Energy & Resources	$227,000	Part remote emergency relief centre preparation & part backup generator for Port of Sale Cultural Hub.
Covid Relief Support	Local Government Victoria	$15,000	Covid relief for the community e.g. food, medications, pet foods, supplies, personal care items etc.
Vaccine Helpers Program	PHN Gippsland	$28,500	Casual library staff help community members to link their vaccination certificates to their Service Vic apps and book appointments.
Municipal Emergency Resourcing Program (MERP)	Local Government Victoria	$146,400	Emergency Management Planning Officer & part of Vulnerable Person Project Officer role.
Service System Resourcing	Department of Families Fairness & Housing	$31,878	Vulnerable Person Register resource
Preparing Australian Communities Program	Department of Industry, Science, Energy & Resources	$498,408	Community preparedness resource
2021-22 Local Sports Infrastructure Fund	Sport and Recreation Victoria (State Gov)	$2,000,000	Aqua Energy Redevelopment
2020-21 Local Sports Infrastructure Fund – Community Facilities	Sport and Recreation Victoria (State Gov)	$250,000	A Warmer Pool for Yarram
Black Summer Bushfire Recovery	Federal	$550,000	Dargo Paths, Lighting and Pedestrian Access Project
Bridges Renewal Program	Federal	$660,000	Delta Bridge Strengthening
Heavy Vehicle Safety and Productivity Program		$3,330,000	Sale – Toongabbie Road Widening and Strengthening

Grant	Department	Amount	Grant Used For
Heavy Vehicle Safety and Productivity Program		$770,000	Pound Road East Widening Project
Bridges Renewal Program – Sloping Bridge	Federal	$803,000	Sloping Bridge Widening Project
Living Heritage Grants Program	Federal	$271,000	Hiawatha A Frame Bridge Restoration
LRCIP 1/2	Federal	$2,137,361	Local Roads Community Infrastructure Program
Great Southern Rail Trail		$6M	Received June 2021 in conjunction with South Gippsland Shire Construction of the missing link between Alberton and Welshpool
Kerbside Reform Support Fund	DELWP	$93,701 (ex GST)	Kerbside Reform
Transfer Station Upgrade Fund	DEWLP	$235,453 (ex GST)	Transfer Station Upgrade
Latrobe Valley Energy & Growth Program	DELWP	$50,000	Precinct Scale Integrated Renewable Energy Feasibility Study
Community Climate Change and Energy Action Plan – Stream 1	Sustainability Victoria	$1800	Energy audits for 3 sites
Community Climate Change and Energy Action Plan	Sustainability Victoria	$50,000	Cameron Sporting Complex solar
Destination Charging Across Victoria	DELWP	$73,000	2 EV chargers
Victorian Forestry Plan	Sustainability Victoria	$2,000,000	Radial Renewable Energy Park Demonstration Site
Financial Assistance Grants	Victorian Grants Commission	$12.73M	General operations
Outdoor Activation Fund	Department of Jobs, Precincts and Regions	$300,000	To support our business community who have been impacted by COVID19 and the ongoing operating restrictions. Implementation of initiatives, projects, infrastructure and events that promote outdoor activation, build community confidence, resilience and facilitate social inclusion.
Broiler Processing & Multigrain Feed Mill Feasibility Studies	Department of Jobs, Precincts and Regions	$90,000 ($45k per study) Studies will	Feasibility/scoping studies for these potential facilities in Wellington which will unlock: 1. Supply chain security

Grant	Department	Amount	Grant Used For
		commence in November 2022 – April 2023	2. Employment opportunities 3. Emissions from inefficient supply chains/logistics 4. Viability to support a feed mill / encourage investment in processing.
Regional Sport Events Fund	Sport Aus	$10,000	Stream One to support small community sporting events in Very Remote, Remote, Outer Regional and Inner Regional areas. The Middle of Everywhere Gippsland Rally
Regional Events Fund	Visit Victoria	$50,000	Airshow event
RDV - Regional Jobs and Infrastructure Fund/Investment Fast Track Fund	Department of Jobs, Precincts and Regions	$150,000	Wellington Renewable Energy Impact and Readiness Study (Study recently commenced via Urban Enterprise consultants)

6.5.7 Council Managed Recreational Facilities

6.5.7.1 The Wedge

The Wedge performing arts centre is a contemporary hub for performing arts and entertainment complete with a 400 seat theatre, rehearsal and small performance theatre and modern café.

The Wedge hosted 89 performances of 56 shows in 2021/22 plus 10 interactive workshops, tours and competitions.

The following summary demonstrates the breadth and diversity of performing catered for at this facility during 2021/22.

Event Title	Type
Melbourne International Comedy Festival	Comedy
Snow & Rose	Dance
42 George Street	New Australian Work/Drama
LIVE @ The Wedge - Micka Harrington	Contemporary Music
LIVE @ The Wedge - Harry Hook	Contemporary Music
LIVE @ The Wedge - Screaming Stue and The Bluescruise	Blues Music
LIVE @ The Wedge - Mollimor	Folk Music
LIVE @ The Wedge - Jazz and Soul - Cara Schaefer and the John Gibson Band	Jazz Music
Strictly Ballroom - IN CONCERT	Local Musical Theatre
On the Trail of Patsy Cline	Tribute Country Music

Event Title	Type
LOOBY	Film Screening/Fundraiser
Phil Tweed and Friends	Contemporary Music
Burt Bacharach	Tribute Contemporary Music
Two For One	Classical
Freaky Friday - The Musical	School Musical Theatre
Leaps and Bounds - THE GREATEST SHOW	Dance
Strictly Christmas	Music Concert
The Great Gatsby	School Play
The Nutcracker Victorian State Ballet	Dance
Tinkerbell and the Dream Fairies	Kids and Family
Alice In Wonderland	Kids and Family
Bluey's Big Play	Kids and Family
Echoes of Pink Floyd	Tribute Contemporary Music
John Williamson 'Winding Back' - Celebrating 50 + Years	Country Music
2022 Season Launch	Season Launch
INXSIVE	Tribute Contemporary Music
REWIND 80's MIXTAPE TOUR	Tribute Contemporary Music
Mamma Mia!	Local Musical Theatre
Mamma Mia!	Local Musical Theatre
Tactile Tour - Mamma Mia!	Tactile Tour - Free
Waves	Drama
Tom Burlinson - Now We’re Swingin	Contemporary Music
Mother & Son	Drama/Comedy
Robertson Brothers 1960’s Variety TV Show	Tribute Contemporary Music
Greener Pastures - Movie Screening	Film Screening
A Midsummer Mechanical's Dream	Drama/Comedy
Inventi Plays Planets	Classical
A Taste of Ireland	Irish Dance
13 Storey Treehouse	Kids and Family
Gippsland Symphony Orchestra - Classical Romantic	Classical

Event Title	Type
Blowin in the Wind	Variety Show
Heathers The Musical	Local Musical Theatre
Tactile Tour - Heathers the Musical	Local Musical Theatre
Heathers The Musical	Local Musical Theatre
Michael Waugh in Concert	Contemporary Music
The Original Rockin' Through The Ages	Tribute Contemporary Music
REBEL The David Bowie Circus	Circus
Participation Award Jude Perl	Comedy
VCE Art Workshop	Workshop - Free
Leaving Jackson - The Johnny Cash & June Carter Show	Tribute Country Music
The Resiliance Project	Workshop - Free
The Alphabet of Awesome Science	Kids and Family
The Resiliance Project	Workshop - Free
TWIST & SHOUT - A Salute To Rock n Roll	Tribute Contemporary Music
The Beatles 50 Years On	Tribute Contemporary Music
The Wiggles - Superhero Tour!	Kids and Family
I Love Paris - Promac Presents	Variety Show
Bach By Candlelight 2022	Classical
The John Gibson Band	Contemporary Music
Circling Time Kutcha Edwards	First Nations

6.5.7.2 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. In 2021/22, 36 exhibitions were staged at the Gippsland Art Gallery and Port of Sale along with 81 public art programs and artists talks, demonstrating the breadth and diversity of visual arts offered at this loved public arts venue.

Full details of exhibitions, public programs and artist talks held in 2021/22 in tables below:

Exhibition Name	Type
Jock Clutterbuck: Wisdom Journey	Printmaking, sculpture
Middle Ground	Photography

Exhibition Name	Type
Timelines	Painting, Printmaking, Photography, Sculpture
Stories from the Collection	Painting, Printmaking, Photography, Sculpture
The Wall of Fame: Annemieke Mein's Bronzes	Sculpture
The Art of Annemieke Mein (exhibition 5)	Textiles
Lee Darroch: We are the Land, the Land is Us	Painting, Printmaking, Textiles, Floor Installation
This is Gippsland	Painting, Printmaking, Photography, Sculpture
The Art of Annemieke Mein (exhibition 6)	Textiles
2021 Archibald Prize	Painting
Art Safari	Painting, Printmaking, Photography, Sculpture
Penelope Davis: Sea Change	Sculpture
Harold Hughan: Stoneware Pioneer	Ceramics
This is (Early) Gippsland	Painting, Printmaking
The Art of Annemieke Mein (exhibition 7)	Textiles
Cathy Luxford Carr: Cause & Effect	Sculpture
Gifted	Painting, Printmaking, Photography, Sculpture, Ceramics
Harbinger	Painting, Printmaking, Sculpture, Multimedia
John Borrack: In Praise of Landscape	Painting, Drawing
The Peter Kingsbury Gift	Painting, Printmaking
The Gifts of John & Christine Collingwood	Painting, Sculpture, Ceramics
Ceramic Stories: The Owen Rye Collection	Ceramics
Danny McDonald: Overburden	Printmaking, Drawing
Richard Young: Gunnai Vibrations	Painting
Aunty Eileen Harrison: Connections to Country	Painting
Adrian Mauriks: Small Sculpture	Sculpture
Fragile Earth: Extinction	Painting, Printmaking, Photography, Sculpture, Drawing
Wellington Shire Member School Exhibitions (x12)	Children's Art
NAIDOC Week Group Exhibition	Painting, Textiles, Drawing
CARE Group - Emergency, Species Loss	Painting, Printmaking, Photography, Sculpture
Donna O'Callaghan	Painting

Exhibition Name	Type
Young Archies	Children's Art
Meg's Schools Activities	Children's Art
Girls Can't Surf' - Gippsland Women's Health Initiative	Decorated Surfboards
Soul Stories (Tams Hesz): Eating Disorders Week Mural	Wall Mural
Art Overcoming Obstacles	Painting, Sculpture

List of Artist Talks and Art Programs held at the Gippsland Art Gallery during 2021/22:

Exhibition / Activity Title	Main Artform
School Holiday Program, ages 8-12 years	Children's Art Workshop
School Holiday Program, ages 6-9 years	Children's Art Workshop
School Holiday Program, ages 10-14 years	Children's Art Workshop
Artist Talk: Lee Darroch	Painting, Printmaking, Textiles, Floor Installation
Behind the Scenes of the Gallery Collection Tour	Collection Tour
School Holiday Program, Mini Makers Florals	Children's Art Workshop
School Holiday Program, Mini Makers Origami (Ages 5-9)	Children's Art Workshop
School Holiday Program, Mini Makers Origami (Ages 10-14)	Children's Art Workshop
School Holiday Program, Mini Makers Florals (Ages 5-9)	Children's Art Workshop
School Holiday Program, Mini Makers Florals (Ages 10-14)	Children's Art Workshop
School Holiday Program, Mini Makers / Public Origami Drop In	Children's Art Workshop
School Holiday Program, Mini Makers Origami	Children's Art Workshop
School Holiday Program, Mini Makers Zine	Children's Art Workshop
Archibald Sunday Social Sketch	Painting Workshop
Archie After School	Children's Tour of Archibald Prize
Archibald Sunday Social Sketch	Painting Workshop
Archie After School	Children's Tour of Archibald Prize
Archie After School	Children's Tour of Archibald Prize
Archibald Portraiture Workshop with Dawn Stubbs	Painting Workshop
Archibald Sunday Social Sketch	Painting Workshop

Exhibition / Activity Title	Main Artform
Archie After School	Children's Tour of Archibald Prize
Archie After School	Children's Tour of Archibald Prize
Teacher Archibald Tour	Teacher's Tour of Archibald Prize
Perfect Portraits for Families with artist Klara Jones	Painting Workshop
Archibald Sunday Social Sketch	Painting Workshop
Archibald Portraiture Workshop with Alvina Bishop-Edwards	Painting Workshop
Archibald Sunday Social Sketch	Painting Workshop
Archibald Sunday Social Sketch	Painting Workshop
Archibald Sunday Social Sketch	Painting Workshop
Mini Makers' Christmas Party	Children's Art Workshop
Archibald Portraiture Workshop with Klara Jones	Painting Workshop
Archibald Portraiture Workshop with Alvina Bishop-Edwards	Painting Workshop
NGV Kids on Tour - Teens Workshop	Children's Art Workshop
NGV Kids on Tour - Children's Workshop	Children's Art Workshop
NGV Kids on Tour - Children's Workshop	Children's Art Workshop
Printmaking Workshop with Gillian Kline	Printmaking Workshop
Printmaking Workshop with Gillian Kline	Printmaking Workshop
Baby on Board	Baby Activities in Gallery
Book Launch: Owen Rye - 'Beyond Short Street'	Book Launch with reading
Teacher PD - 2022 Program Preview	Teacher's Tour of Current Exhibitions
Wall Mural Painting for National Eating Disorders Week	Wall Mural
Arts Cluster Teacher PD	Teacher's Tour of Current Exhibitions
Life Drawing Class	Life Drawing
Life Drawing Class	Life Drawing
Exhibition Launch: John Borrack	Painting, Drawing
Artist Talk: John Borrack	Painting
Kids Workshop with Tams Hesz (Soul Stories)	Misc. Children's Art
Art Basics PD for Teachers	Teacher's Tour of Current Exhibitions
Life Drawing Class	Life Drawing

Exhibition / Activity Title	Main Artform
Parks Week Activity	Craft and Design
Origami Fridays	Craft and Design
Life Drawing Class	Life Drawing
Origami Fridays	Craft and Design
Ceramic Stories - Talk by Artist and Collector Owen Rye	Ceramics
Origami Fridays	Craft and Design
Baby on Board	Baby Activities in Gallery
Origami Fridays	Craft and Design
Baby on Board	Baby Activities in Gallery
Origami Fridays	Craft and Design
School Holiday Program, Mini Makers - Sewing	Children's Art Workshop
School Holiday Program, Mini Makers - Screen printing	Children's Art Workshop
Origami Fridays	Craft and Design
Origami Fridays	Craft and Design
Friends of the Gallery (Post) Archibald Cocktail Party	Painting
Baby on Board	Baby Activities in Gallery
Origami Fridays	Craft and Design
VCE Seminar - Accessing Art	VCE Curriculum
Origami Fridays	Craft and Design
Harbinger Artist Panel Discussion and Performance	Painting, Printmaking, Sculpture, Multimedia
Wings in Relief' - Printmaking Workshop with Dianne Fogwell (Day 1)	Printmaking
Wonderful Birds' - Printmaking Workshop with Nicola Dickson (Day 1)	Printmaking
Wings in Relief' - Printmaking Workshop with Dianne Fogwell (Day 2)	Printmaking
Wonderful Birds' - Printmaking Workshop with Nicola Dickson (Day 2)	Printmaking
Baby on Board	Baby Activities in Gallery
Art Overcoming Obstacles' Exhibition Launch	Painting, Sculpture
Origami Fridays	Craft and Design

Exhibition / Activity Title	Main Artform
Origami Fridays	Craft and Design
Baby on Board	Baby Activities in Gallery
Origami Fridays	Craft and Design
Winter Season Launch	All
Artist Talk: Richard Young	Painting

Some of the Gallery's best treasures are artworks that have been donated from private collections.

During the year, the following donations were received by the Gippsland Art Gallery:

- 1,075 donated artworks valued at $1,990,392
- 36 cash donations totalling $131,075

6.5.7.3 Aqua Energy

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

Despite Covid impacts early in the year, Aqua Energy was able to offer 2,455 Group Fitness and specialised programs, with diversity across 20 different classes.

These programs included:

- 328 Strength for Life *(Living Longer Living Stronger)* sessions *(8 per week)*
- 205 Aquatic based classes
- 492 Mind Body Soul classes
- 615 Dry Group Fitness Classes
- 205 Teen Gym sessions *(5 per week)*
- Running workshop program, facilitated by an Athletics Australia Coach
- 610 *(2 per day)* dedicated gentle exercise rehab sessions facilitated in the Hydrotherapy Pool

To supplement Aqua Energy fitness sessions, Gippsland Regional Sports Complex hosted outdoor bespoke group fitness sessions, to ensure a level of service continuity was achieved for Aqua Energy's members and casual users.

Aqua Energy Aquatic Education 2021/22:

Term based swim school program:

- **Term 3 2021** was not able to proceed due to facility closures and Covid restrictions, with students and families receiving educational material via communication channels.
- **Term 4 2021** saw the reactivation of our swim school program, with a reduced term period of 6 weeks. The remainder of the term was run in accordance with COVID-19 restrictions, maintaining low density quotients in terms of patron numbers. Student numbers were strong, with a return of 835 students, despite ongoing restrictions.
- **Term 1 2022** marked the activation of the newly implemented Royal Life Saving '*Swim and Survive*' Water education program. 881 students enrolled in the program, with a substantial 95% occupancy rate. Significant waiting list of over 150 students was created, due to an ongoing industry wide teacher shortage.
- **Term 2 2022** had an enrolment base of over 900 students, with an improved occupancy rate of 93%, with a reduction on waiting list students. This waiting list reduction was largely due to the

newly implemented ‘Teacher in Training’ program which supports aspiring Swim Teachers as they progress through their training. Additional water education programming included the ‘*In-10-Sive’* Swim program, which runs during school holidays. The program supports both swimmers and non-swimmers to achieve water education outcomes in an intense daily setting throughout the school holidays.

6.5.7.4 Gippsland Regional Sports Complex (GRSC)

The GRSC facility was open for limited usage in the first part of 2021/22 due to ongoing COVID restrictions implemented the previous year. By early October, the facility was able to reactivate usual services, with some ongoing restrictions and limitations, including patron caps and mixed usage restrictions.

Upon re-opening, GRSC had a particular focus in supporting home associations with the reactivation of their activities, which included basketball, netball and hockey.

A significant decrease in social sports registrations meant the program offering was offered at a reduced volume, with a focus on increasing offerings in 2022.

2022 marked additional social sports implementation including social table tennis and 3 on 3 basketball. Whilst also successfully attracting major sporting events at Gippsland Regional Sports Complex, including professional boxing event *'Wildfighter Round 8'* in partnership with *'Wildfighter Pro'* and the *'Middle of Everywhere'* campaign.

GRSC had 83,859 entries for the year, a slight increase on the previous year, but still low for annual entries and participation.

6.5.7.5 Library Events

Wellington Libraries offer a variety of activities and events to community members of all ages. In 2021/2022 Wellington Libraries delivered 920 programs across our 6 library branches as well as external events in the community. Below is a summary of activities and events offered in 2021/22.

Children’s & Young Adult Activities & Events

- Weekly 'Storytime' sessions including special themed sessions for Mother's Day and Father's Day, Christmas, Easter, Halloween, Wiggles, National Simultaneous Storytime, Story Dogs
- Weekly Rock, Rhythm & Rhyme sessions
- Weekly Introduction of Hop Skip & Jump sessions at Maffra Library
- Weekly Homework Hub
- Takeaway storytime activity packs
- Young writers workshops
- Monthly Lego Clubs including Community Lego displays
- Library scavenger hunts
- School Holiday programming such as:
    - Aussie Kids Rock
    - Holiday Portrait sessions (to complement Archies)
    - Folkie Dokie
    - Black Snake Productions
- Baby’s Day Out Sale in collaboration with Parks & Gardens
- Kids Day Out Yarram in collaboration with Parks & Gardens
- Sale Music Festival
- Children’s Book Week shows in collaboration with The Wedge

- Naidoc Week Celebrations
- Children's' week activities
- Kindergarten & Day care visits
- 1000 Books Before School Reading Program
- Big Summer Read
- Provided space for:
    - School study groups
    - Private tutoring
    - After School Care Groups

Adult Activities & Events:

- Fortnightly Seniors Par-tea sessions
- Monthly 'Between the Covers' book club meetings
- Personalised housebound service to individuals and institutions
- Provision of IT assistance for numerous Government Agencies
- Vaccine Helper Program in collaboration with Communities, Facilities & Emergencies
- Introduction to NBN in collaboration with NBN Co.
- Warm Winter Read
- Author talks in collaboration with Collins Booksellers Sale including:
    - Vikki Petraitis online via Zoom
    - Monica McInerney online via Zoom
    - Kathy Mexted
    - Sheree Johnson
    - Andrea McKenzie
- Provided space for:
    - Knitters Lounge
    - Book Clubs

Activities & Events for all ages:

- Race the Rubeena in collaboration with Visitor Information Centre
- Origami workshops in collaboration with Gippsland Art Gallery
- Libraries on the Lawn
- Stratford Shakespeare Festival
- Hearing Australia hearing tests
- Giant Book Sale in collaboration with Rotary Club of Sale
- Library information and orientation tours
- Maffra Christmas Street Light Project
- Provided space for:
    - Promote Chitty Chitty Jab Jab visit
    - Promotion of community services on noticeboard
    - Supervised Parental Access visits
    - NDIS & Disability services clients and their carers.



WELLINGTON SHIRE COUNCIL

Performance Statement

For the year ended 30 June 2022

Performance Statement
For the year ended 30 June 2022

Description of municipality

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 45,092 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 aerobatic team. Training units include No 1 Flying Training School, Air Mission Training School, Central Flying School, Officer Training School and the School of Air Traffic Control, as well as Headquarters Air Academy.

During the financial year, Council continued to experience the significant impacts of the COVID-19 pandemic. Council was strongly involved in recovery and support initiatives providing direct support to community and businesses as well as facilitating multi-agency responses.

Sustainable Capacity Indicators

For the year ended 30 June 2022

Indicator / *measure* [formula]	Results				Comment
	2019	2020	2021	2022	
Population *Expenses per head of municipal population* [Total expenses / Municipal population]	$1,859.74	$1,972.43	$2,273.35	$2,287.72	The municipal population of many regional centres including the Wellington Shire Council has increased due to COVID-19 immigration. Expenses have increased due to the rise of inflation pushing up both contract and material prices and the provision of future costs. There were also several non-recurrent expenses in 2021/22 such as the radial renewable energy project and the Cunninghame Street Lights.
Infrastructure per head of municipal population [Value of infrastructure / Municipal population]	$17,137.94	$19,564.57	$19,847.60	$22,081.59	Infrastructure has increased due to the annual capital expenditure of $22.4M and the revaluation of Roads and Footpaths of $47.5M.
Population density per length of road [Municipal population / Kilometres of local roads]	14.13	14.25	14.37	14.48	
Own-source revenue *Own-source revenue per head of municipal population* [Own-source revenue / Municipal population]	$1,680.64	$1,681.68	$1,673.20	$1,742.26	
Recurrent grants *Recurrent grants per head of municipal population* [Recurrent grants / Municipal population]	$444.29	$449.57	$467.99	$525.50	The increase in recurrent grants reflects the $11.4M Victorian Grants Commission Advance.

Indicator / *measure* [formula]	Results				Comment
	2019	2020	2021	2022	
Disadvantage *Relative Socio-Economic Disadvantage* [Index of Relative Socio-Economic Disadvantage by decile]	4.00	4.00	4.00	4.00	
Workforce turnover *Percentage of staff turnover* [Number of permanent staff resignations and terminations / Average number of permanent staff for the financial year] x100	11.9%	10.1%	8.9%	15.1%	Staff turnover for the period increased however, it was also slightly amplified as a result of pandemic impacts.

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 as at 31 March 2022
"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 2022

Service/***indicator***/*measure* [formula]	**Results**				**Comment**
	2019	**2020**	**2021**	**2022**	
Aquatic Facilities ***Utilisation*** *Utilisation of aquatic facilities* [Number of visits to aquatic facilities / Municipal population]	5.72	4.20	3.57	3.70	The combined number of visits recorded at Wellington Shire Council's indoor and outdoor aquatic facilities during 2021/22 was 166,890. This equates to an average of 3.70 aquatic facility visits, per Wellington Shire resident, for the year. Operation of Council's indoor aquatic facility (Aqua Energy) was impacted by the mandated COVID-19 closure of aquatic and leisure facilities. This affected attendances, and subsequent revenue sources, from July until a partial reactivation of facilities in October, with full resumption of services achieved in November 2021. The loss of attendances is estimated to be between 60-65,000.
Animal Management ***Health and safety*** *Animal management prosecutions* [Number of successful animal management prosecutions / Number of animal management prosecutions] x 100	New in 2020	100%	100%	100%	Wellington Shire Council undertook 9 animal management prosecutions for serious dog attacks during the reporting period. All of them were successful.

Service/*indicator*/*measure* [formula]	Results				Comment
	2019	2020	2021	2022	
Food Safety ***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 a food premises] x100	94.12%	100.00%	96.15%	100.00%	For the 2021 calendar year, there were 28 non-compliance notifications with 28 followed up. This is a 100% follow up of all major or critical non-compliances identified at registered food premises for the reporting period.
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]	58	58	61	59	Council's participation in the 2022 Local Government Community Satisfaction Survey detailed a change of two points in the community satisfaction rating with the way Council has performed in making decisions in the interests of the community. However, Council has performed eight points higher than the large rural average and five points higher compared to state-wide average.

Service/*indicator*/*measure* [formula]	Results				Comment
	2019	2020	2021	2022	
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	14.11%	13.35%	12.02%	10.68%	Wellington Libraries were able to re-introduce in person services and programming including regular Childrens' and school holiday programming. COVID 19 closures and restrictions have had a significant effect on active memberships with vaccine mandates seeing many regular library members stop utilising library services. New memberships have been holding steady since the beginning of the pandemic but are an average of 35% lower than pre-pandemic levels. Visits to library branches has seen an increase of 43% on the 2020-2021 financial year which could be attributed to the re-opening of libraries and easing of COVID-19 restrictions.
Maternal and Child Health (MCH) ***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	0.00%	0.00%	0.00%	0.00%	The Wellington Shire Council is not directly responsible for the delivery of Home and Community Care Services, so there is no performance data available for these indicators.
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	0.00%	0.00%	0.00%	0.00%	The Wellington Shire Council is not directly responsible for the delivery of Home and Community Care Services, so there is no performance data available for these indicators.

Service/*indicator*/*measure* [formula]	Results				Comment
	2019	2020	2021	2022	
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	59	65	54	The 2022 Community Satisfaction Survey shows a decrease from the previous year in residents' satisfaction rating for Wellington Shire's sealed local roads. This result is still nine points higher than the average for similar large rural councils. The decrease in satisfaction could be attributed to damages in the road and the road reserves during severe weather events in the second half of 2021. In addition, Wellington Shire's road maintenance crew had to engage in emergency works on multiple occasions during the severe weather events and as a result, some scheduled maintenance works were delayed. In our experience the general public are rarely able to distinguish which roads are managed by RRV and Wellington Shire and this may have also contributed to the lower rating. Wellington Shire Council is responsible for a road network of 3,115km, where 1,534km are sealed and 1,581km 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	100.00%	100.00%	100.00%	0.00%	Council effectively consults with permit applicants and objectors prior to making planning decisions to try and limit the need for VCAT hearings. In 2021/22 only one review was sought at VCAT, which was able to be resolved via consent orders (i.e. no formal VCAT hearing was required).

Service/*indicator*/*measure* [formula]	Results				Comment
	2019	2020	2021	2022	
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	35.71%	35.26%	31.45%	33.51%	More than 3,800 tonnes of recyclable material were diverted from landfill in 21/22. That's an average of 134kg of recyclables per collection household in Wellington Shire, a reduction of 44kg per household when comparing to 20/21 figures. Council is currently tendering for a kerbside green waste collection service which will increase the future diversion rate from landfill.

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 borrower" 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 section 98 of the Act
"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 as at 31 March 2022

Financial Performance Indicators

For the year ended 30 June 2022

Dimension/*indicator*/*measure*	Results				Forecasts				Material Variations and Comments
	2019	2020	2021	2022	2023	2024	2025	2026	
Efficiency ***Expenditure level*** *Expenses per property assessment* [Total expenses / Number of property assessments]	$2,468.31	$2,628.25	$3,084.18	$3,183.89	$3,309.56	$3,262.53	$3,484.97	$3,702.59	Expenses have increased due to impacts of Council's annual capital works program and rises in CPI and staff costs. There has also been a decrease in residential property assessment numbers as the Wellington Costal Strategy implementation changes the rateable status of many properties affected.
Revenue level *Average rate per property assessment* [Total rate revenue (general rates and municipal charges) / Number of property assessments]	New in 2020	$1,695.46	$1,720.33	$1,793.18	$1,827.20	$1,934.55	$2,052.55	$2,172.25	There has been a decrease in residential property assessment numbers as the Wellington Costal Strategy implementation changes the rateable status of many properties affected. However, rates are expected to increase by the predicted CPI rate.

Dimension/*indicator*/*measure*	Results				Forecasts				Material Variations and Comments
	2019	2020	2021	2022	2023	2024	2025	2026	
Liquidity ***Working capital*** *Current assets compared to current liabilities* [Current assets / Current liabilities] x100	520.21%	441.28%	290.53%	324.89%	347.62%	347.14%	338.72%	329.79%	Council's liquidity is in a strong financial position due to a high cash balance. In 2021/22 debt was substantially reduced however borrowings will increase over the next few years to fund infrastructure projects.
Unrestricted cash *Unrestricted cash compared to current liabilities* [Unrestricted cash / Current liabilities] x100	164.94%	118.37%	14.40%	56.16%	103.13%	124.94%	132.84%	138.85%	Unrestricted cash has increased due to less capital projects being budgeted to be carried forward to 2022/23. Grant funding held in trust for future project spend remains high since 2020/21.
Obligations ***Loans and borrowings*** *Loans and borrowings compared to rates* [Interest bearing loans and borrowings / Rate revenue] x100	12.43%	2.08%	1.62%	1.13%	15.94%	24.05%	25.46%	25.65%	In 2021/22 debt was substantially reduced and planned borrowings were put on hold. Debt levels will increase over the next few years to fund infrastructure projects.

Dimension/*indicator*/*measure*	Results				Forecasts				Material Variations and Comments
	2019	2020	2021	2022	2023	2024	2025	2026	
Loans and borrowings repayments compared to rates [Interest and principal repayments on interest bearing loans and borrowings / Rate revenue] x100	1.05%	9.89%	0.60%	0.55%	0.40%	2.13%	3.21%	3.63%	In 2021/22 debt was substantially reduced and planned borrowings were put on hold. Debt levels will increase over the next few years to fund infrastructure projects, thereby increasing planned repayments.
Indebtedness *Non-current liabilities compared to own source revenue* [Non-current liabilities / Own source revenue] x100	25.80%	21.48%	19.34%	22.00%	34.79%	45.48%	45.33%	44.23%	Debt is budgeted to increase over the next few years as Council plans to fund major infrastructure projects. Rates are expected to maintain a steady increase at the Rate Cap percentage.
Asset renewal and upgrade *Asset renewal and upgrade compared to depreciation* [Asset renewal and asset upgrade expense / Asset depreciation] x100	New in 2020	119.13%	134.72%	111.67%	120.88%	90.44%	96.56%	115.16%	Council has continued to focus on the renewal and upgrade of its assets. 2021/22 has seen several delayed projects due to the supply of materials or the availability of contractors. The lower capital expenditure has therefore been reduced against an annually increasing depreciation expense.

Dimension/*indicator*/*measure*	Results				Forecasts				Material Variations and Comments
	2019	2020	2021	2022	2023	2024	2025	2026	
Operating position ***Adjusted underlying result*** *Adjusted underlying surplus (or deficit)* [Adjusted underlying surplus (deficit)/ Adjusted underlying revenue] x100	18.64%	12.14%	0.33%	6.10%	-1.41%	1.00%	-1.59%	-3.09%	The Adjusted underlying surplus is a significant increase due to the $11.4M Victorian Grants Commission Advance received in 2021/22. This will be used to fund operational activities in 2022/23. Council has also received significant capital grant funding for various capital sporting infrastructure projects.
Stability ***Rates concentration*** *Rates compared to adjusted underlying revenue* [Rate revenue / Adjusted underlying revenue] x100	60.79%	63.39%	62.16%	59.25%	63.08%	65.94%	67.14%	67.79%	The increase in the adjusted underlying surplus due to the $11.4M Victorian Grants Commission Advance has increased the proportion of grant income to rates received in 2021/22. In 2022/23 this ratio is expected to return to prior year amounts.

Dimension/*indicator*/*measure*	Results				Forecasts				Material Variations and Comments
	2019	2020	2021	2022	2023	2024	2025	2026	
Rates effort *Rates compared to property values* [Rate revenue / Capital improved value of rateable properties in the municipality] x100	0.56%	0.55%	0.52%	0.40%	0.40%	0.40%	0.40%	0.39%	The Prior year rate freeze has seen a shift in the percentage of rates to property values. Generally, through rate capping this ratio remains fairly stable. Property values have had significant increases in 2021/22 but will be balanced by a reduction in the rate in the dollar.

Retired indicators *Service / indicator / measure*	Results				Comments
	2019	2020	2021	2022	
Animal Management ***Health and safety*** *Animal management prosecutions* [Number of successful animal management prosecutions]	5	Retired in 2020	Retired in 2020	Retired in 2020	This measure was replaced by *Animal management prosecutions* (%) for 2020.
Efficiency ***Revenue level*** *Average residential rate per residential property assessment* [Residential rate revenue / Number of residential property assessments]	$1,371.08	Retired in 2020	Retired in 2020	Retired in 2020	This measure was replaced by *Average rate per property assessment* for 2020.
Obligations ***Asset renewal*** *Asset renewal compared to depreciation* *[Asset renewal expense / Asset depreciation] x100*	96.48%	Retired in 2020	Retired in 2020	Retired in 2020	This measure was replaced by *Asset renewal and upgrade compared to depreciation* for 2020.

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 as at 31 March 2022

“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

For the year ended 30 June 2022

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 2020* and *Local Government (Planning and Reporting) Regulations 2020*.

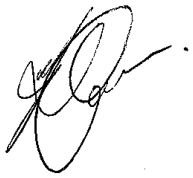
Where applicable the results in the performance statement have been prepared on accounting bases consistent with those reported in the Financial Statements. The other results are based on information drawn from council information systems or from third parties (e.g. Australian Bureau of Statistics).

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 financial plan. The *Local Government (Planning and Reporting) Regulations 2020* 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 financial plan on 19 October 2021 and which forms part of the council plan. The financial 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 financial 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 2020* and the Local Government (Planning and Reporting) Regulations 2020.



Ian Carroll *CPA*
Principal Accounting Officer
Dated: 23 November 2022

In our opinion, the accompanying performance statement of the Wellington Shire Council for the year ended 30 June 2022 presents fairly the results of council's performance in accordance with the *Local Government Act 2020* and the Local Government (Planning and Reporting) Regulations 2020.

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.

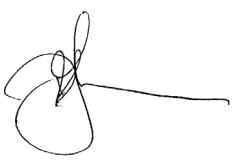
We have been authorised by the council and by the Local Government (Planning and Reporting) Regulations 2020 to certify this performance statement in its final form.



Councillor
Councillor Garry Stephens
Dated: 23 November 2022



Councillor
Councillor Marcus McKenzie
Dated: 23 November 2022



David Morcom
Chief Executive Officer
Dated: 23 November 2022

Independent Auditor's Report

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 2022 • sustainable capacity indicators for the year ended 30 June 2022 • service performance indicators for the year ended 30 June 2022 • financial performance indicators for the year ended 30 June 2022 • other information and • certification of the performance statement. In my opinion, the performance statement of Wellington Shire Council in respect of the year ended 30 June 2022 presents fairly, in all material respects, in accordance with the performance reporting requirements of Part 4 of the *Local Government Act 2020 and Local Government (Planning and Reporting) Regulations 2020*.
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*. 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 performance statement in Victoria. My staff and l 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 are responsible for the preparation and fair presentation of the performance statement in accordance with the performance reporting requirements of the *Local Government Act 2020* and the *Local Government (Planning and Reporting) Regulations 2020* and for such internal control as the Councillors determines is necessary to enable the preparation and fair presentation of a performance statement 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:

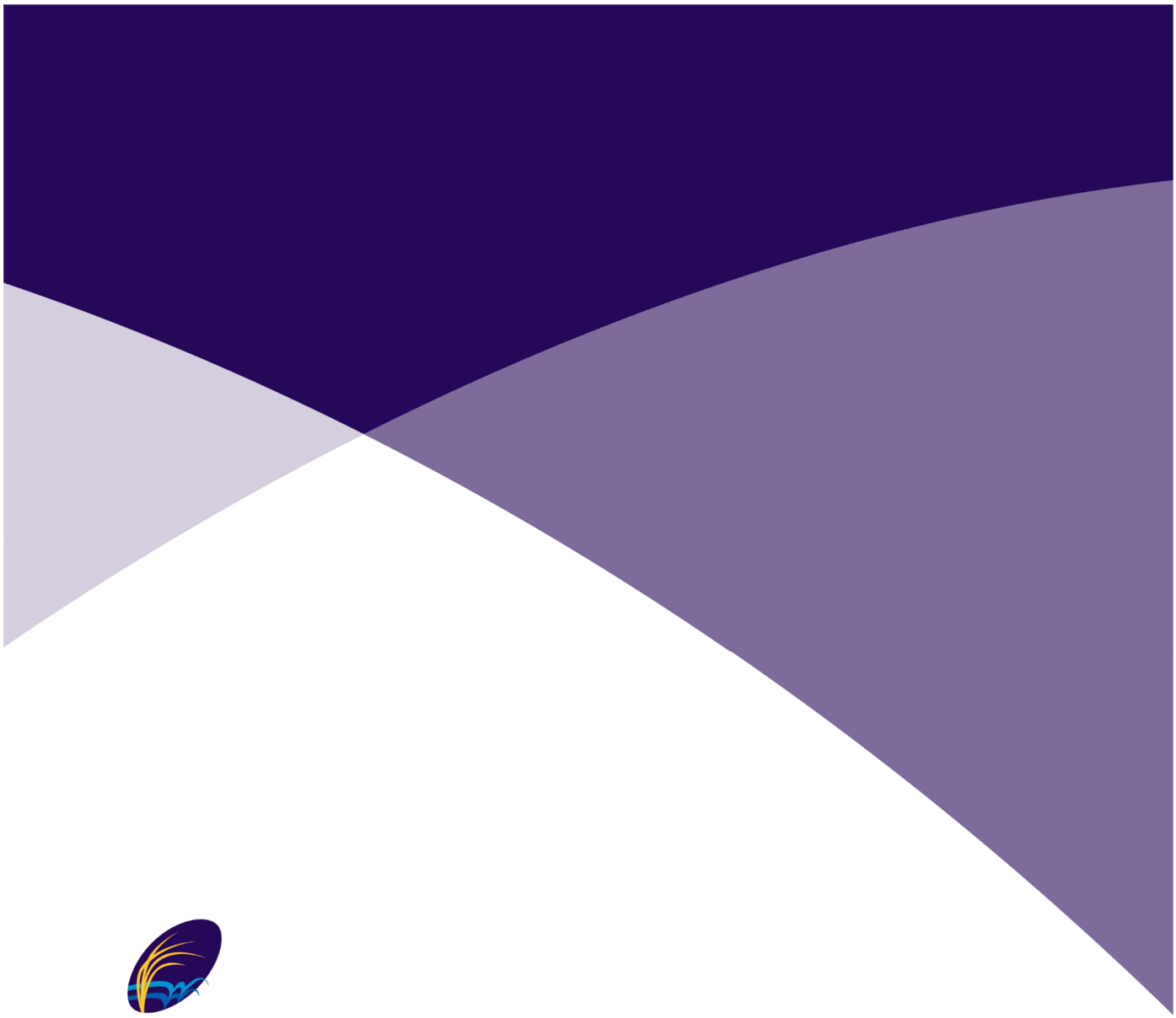
- identify and assess the risks of material misstatement of the performance statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting 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.



MELBOURNE
24 November 2022

Travis Derricott
as delegate for the Auditor-General of Victoria



WELLINGTON
SHIRE COUNCIL
The Heart of Gippsland

Wellington Shire Council

ANNUAL FINANCIAL REPORT

For the year ended 30 June 2022

Wellington Shire Council
Financial Report
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Wellington Shire Council
Financial Report
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Certification of the Financial Statements

In my opinion, the accompanying financial statements have been prepared in accordance with the *Local Government Act 2020*, the *Local Government (Planning and Reporting) Regulations 2020*, the Australian Accounting Standards and other mandatory professional reporting requirements.



Ian Carroll (CPA)
Principal Accounting Officer

Date : *23 November 2022*
Sale

In our opinion, the accompanying financial statements present fairly the financial transactions of the Wellington Shire Council; for the year ended 30 June 2022 and the financial position of the Council as at that date.

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

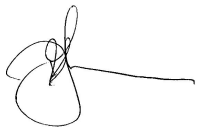
We have been authorised by the Council and by the *Local Government (Planning and Reporting) Regulations 2020* to certify the financial statements in their final form.



Garry Stephens
Councillor
Date : *23 November 2022*
Sale



Marcus McKenzie
Councillor
Date : *23 November 2022*
Sale



David Morcom
Chief Executive Officer
Date : 23 November 2022
Sale

Independent Auditor's Report

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 2022 • 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 statements. In my opinion the financial report presents fairly, in all material respects, the financial position of the council as at 30 June 2022 and their financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 4 of the *Local Government Act 2020*, the *Local Government (Planning and Reporting) Regulations 2020* 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' 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, the *Local Government Act 2020 and the Local Government (Planning and Reporting) Regulations 2020*, 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.

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
24 November 2022

Travis Derricott
as delegate for the Auditor-General of Victoria

Comprehensive Income Statement
For the Year Ended 30 June 2022

	Note	2022 $'000	2021 $'000
Income			
Rates and charges	3.1	66,145	63,473
Statutory fees and fines	3.2	1,170	1,039
User fees	3.3	8,331	6,159
Grants - operating	3.4 (a)	27,212	21,479
Grants - capital	3.4 (b)	11,249	11,355
Contributions - monetary	3.5	1,811	1,090
Contributions - non monetary	3.5	4,857	7,459
Other income	3.6	2,916	4,238
Total income		**123,691**	**116,292**
Expenses			
Employee costs	4.1	28,998	29,142
Materials and services	4.2	43,355	38,298
Depreciation	4.3	25,261	23,740
Amortisation - intangible assets	4.4	920	729
Amortisation - right of use assets	4.5	397	204
Bad and doubtful debts	4.6	25	32
Borrowing costs	4.7	71	92
Finance costs - leases	4.8	2	4
Other expenses	4.9	2,911	6,875
Net loss on disposal of property, infrastructure, plant and equipment	4.10	1,218	2,662
Total expenses		**103,158**	**101,778**
Surplus for the year		**20,533**	**14,514**
Other comprehensive income			
Items that will not be reclassified to surplus or deficit in future periods			
Net asset revaluation increment/(decrement)	6.1	99,102	(100)
Total other comprehensive income		**99,102**	**(100)**
Total comprehensive result		**119,635**	**14,414**

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

Balance Sheet
As at 30 June 2022

	Note	2022 $'000	2021 $'000
Assets			
Current assets			
Cash and cash equivalents	5.1 (a)	58,460	49,934
Trade and other receivables	5.1 (c)	7,502	15,624
Other financial assets	5.1 (b)	72,420	66,925
Inventories		44	11
Other assets		641	271
Total current assets		**139,067**	**132,765**
Non-current assets			
Trade and other receivables	5.1 (c)	2,777	2,242
Property, infrastructure, plant and equipment	6.1	1,128,541	1,015,796
Right-of-use assets	5.8	107	154
Intangible assets	5.2 (c)	2,913	862
Total non-current assets		**1,134,338**	**1,019,054**
Total assets		**1,273,405**	**1,151,819**
Liabilities			
Current liabilities			
Trade and other payables	5.3 (a)	8,698	7,770
Trust funds and deposits	5.3 (b)	3,482	4,453
Unearned income/revenue	5.3 (c)	19,795	21,396
Provisions	5.5	10,492	11,753
Interest-bearing liabilities	5.4	289	289
Lease liabilities	5.8	48	36
Total current liabilities		**42,804**	**45,697**
Non-current liabilities			
Provisions	5.5	16,766	13,613
Interest-bearing liabilities	5.4	449	737
Lease liabilities	5.8	70	134
Total non-current liabilities		**17,285**	**14,484**
Total liabilities		**60,089**	**60,181**
Net assets		**1,213,316**	**1,091,638**
Equity			
Accumulated surplus		445,967	424,647
Asset Revaluation Reserve	9.1 (a)	754,388	655,286
Other Reserves	9.1 (b)	12,961	11,705
Total Equity		**1,213,316**	**1,091,638**

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

Statement of Changes in Equity
For the Year Ended 30 June 2022

2022	Note	Total $'000	Accumulated Surplus $'000	Revaluation Reserve $'000	Other Reserves $'000
Balance at beginning of the financial year		1,091,638	424,647	655,286	11,705
Surplus for the year		20,533	20,533	-	-
Revaluation movement	6.1	99,102	-	99,102	-
Found Assets Adjustment directly to equity	6.1	998	998	-	-
Other Adjustment directly to equity	6.1	1,045	1,045	-	-
Transfers to other reserves	9.1	-	(3,821)	-	3,821
Transfers from other reserves	9.1	-	2,565	-	(2,565)
		121,678	21,320	99,102	1,256
Balance at end of the financial year		**1,213,316**	**445,967**	**754,388**	**12,961**

2021		Total $'000	Accumulated Surplus $'000	Revaluation Reserve $'000	Other Reserves $'000
Balance at beginning of the financial year		1,071,963	405,558	655,543	10,862
Surplus for the year		14,514	14,514	-	-
Net asset revaluation increment		5,161	-	5,161	-
Transfer from asset revlautation reserve to accumulated surplus		-	5,418	(5,418)	-
Transfers to other reserves	9.1	-	(3,459)	-	3,459
Transfers from other reserves	9.1	-	2,616	-	(2,616)
		19,675	19,089	(257)	843
Balance at end of the financial year		**1,091,638**	**424,647**	**655,286**	**11,705**

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 2022

	Note	2022 Inflows/ (Outflows) $'000	2021 Inflows/ (Outflows) $'000
Cash flows from operating activities			
Rates and charges		67,630	61,826
Statutory fees and fines		1,170	1,039
User fees		8,239	5,430
Grants - operating		28,039	22,035
Grants - capital		16,234	20,388
Contributions - monetary		673	993
Interest received		473	586
Trust funds and deposits taken		3,482	4,250
Other receipts		2,172	1,536
Goods and Services Tax Collected		1,020	1,775
Goods and Services Tax Refunds from the Australian Tax Office		5,431	5,750
Employee costs		(29,416)	(29,640)
Materials and services		(40,224)	(36,106)
Trust funds and deposits repaid		(4,453)	(3,877)
Other payments		(2,268)	(4,917)
Goods and Services Tax Paid to Suppliers		(7,437)	(6,942)
Net cash provided by operating activities		**50,765**	**44,126**
Cash flows from investing activities			
Payments for property, infrastructure, plant and equipment		(37,158)	(35,470)
Proceeds from sale of property, infrastructure, plant and equipment		1,177	817
Payments for investments		(112,789)	(148,114)
Proceeds from sale of investments		107,294	121,682
Net cash used in investing activities		**(41,476)**	**(61,085)**
Cash flows from financing activities			
Finance costs		(71)	(92)
Repayment of borrowings		(288)	(289)
Interest paid - lease liability		(2)	(4)
Repayment of lease liabilities		(402)	(254)
Net cash provided used in financing activities		**(763)**	**(639)**
Net increase (decrease) in cash and cash equivalents		8,526	(17,598)
Cash/cash equivalents at the beginning of the financial year		49,934	67,532
Cash and cash equivalents at the end of the financial year		**58,460**	**49,934**
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 2022

	Note	2022	2021
		$'000	$'000
Property			
Land improvements		1,408	1,265
Total land		**1,408**	**1,265**
Buildings		7,050	6,415
Total buildings		**7,050**	**6,415**
Total property		**8,458**	**7,680**
Plant and equipment			
Plant, machinery and equipment		1,786	1,495
Fixtures, fittings and furniture		392	341
Computers and telecommunications		322	229
Library books		242	250
Total plant and equipment		**2,742**	**2,315**
Infrastructure			
Roads		11,915	16,271
Footpaths and cycleways		4,249	3,509
Recreational, leisure and community facilities		3,022	2,015
Parks, open space and streetscapes		1,631	1,850
Bridges		810	1,020
Drainage		730	277
Other infrastructure		673	56
Waste management		498	160
Off street car parks		374	153
Aerodromes		318	123
Total infrastructure		**24,220**	**25,434**
Total capital works expenditure		**35,420**	**35,429**
Represented by:			
Asset renewal expenditure		24,610	22,954
Asset upgrade expenditure		3,599	9,029
Asset expansion expenditure		5,652	3,215
New asset expenditure		1,559	231
Total capital works expenditure		**35,420**	**35,429**

The Statement of Capital Works includes Work In Progress, and excludes Intangibles

Note 1 OVERVIEW

Introduction

The 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 2020*, and the *Local Government (Planning and Reporting) Regulations 2020*. The Council is a not-for-profit entity and therefore applies the additional AUS paragraphs applicable to a not-for-profit entity under the Australian Accounting Standards.

Significant accounting policies

(a) Basis of accounting

The accrual basis of accounting has been used in the preparation of these financial statements, except for the cash flow information, 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.

The financial statements are based on the historical cost convention unless a different measurement basis is specifically disclosed in the notes to the financial statements.

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.

The financial statements have been prepared on a going concern basis. The financial statements are in Australian dollars. The amounts presented in the financial statements have been rounded to the nearest thousand dollars unless otherwise specified. Minor discrepancies in tables between totals and the sum of components are due to rounding.

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)
- whether or not AASB 1059 *Service Concession Arrangements: Grantors* is applicable
- 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, and disclosure has been made of any material changes to comparatives.

(b) Impact of Covid-19

During 2021-22 the COVID-19 pandemic continued to impact on Council's operations. Council has noted the following significant impacts on its financial operations:

• Additional revenue – $147k grant income to support specialised COVID-19 recovery programs.
• Revenue reductions – ($253k) reduced fees from leisure services and ($113k) from The Wedge due to restrictions and reduced attendance.
• Revenue foregone – ($183k) reduced income from Covid Business Support program from foregone rent and lease income.
• Additional costs – additional ($147k) expenditure required to fund the grant recovery programs.

Note 2.1 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 2020* requires explanation of any material variances. Council has adopted a materiality threshold of the lower of 10 percent or $750,000 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.

These notes are prepared to meet the requirements of the *Local Government Act 2020* and the *Local Government (Planning and Reporting) Regulations 2020*.

2.1.1 Income and expenditure

	Budget 2022 $'000	Actual 2022 $'000	Variance $'000	Variance %	Ref
Income					
Rates and charges	66,909	66,145	**(764)**	**(1%)**	**1**
Statutory fees and fines	868	1,170	**302**	**35%**	**2**
User fees	7,998	8,331	**333**	**4%**	
Grants - operating	13,570	27,212	**13,642**	**101%**	**3**
Grants - capital	17,175	11,249	**(5,926)**	**(35%)**	**4**
Contributions - monetary	1,335	1,811	**476**	**36%**	**5**
Contributions - non monetary	-	4,857	**4,857**	**100%**	**6**
Other income	2,442	2,916	**474**	**19%**	**7**
Total income	**110,297**	**123,691**	**13,394**	**12%**	
Expenses					
Employee costs	31,428	28,998	**2,430**	**8%**	**8**
Materials and services	42,518	43,355	**(837)**	**(2%)**	**9**
Depreciation	23,923	25,261	**(1,338)**	**(6%)**	**10**
Amortisation - intangible assets	589	920	**(331)**	**(56%)**	**11**
Amortisation - right of use assets	225	397	**(172)**	**(76%)**	**12**
Bad and doubtful debts	70	25	**45**	**64%**	**13**
Borrowing costs	81	71	**10**	**12%**	**14**
Finance costs - leases	1	2	**(1)**	**(100%)**	
Other expenses	817	2,911	**(2,094)**	**(256%)**	**15**
Net loss on disposal of property, infrastructure, plant and equipment	899	1,218	**(319)**	**(35%)**	**16**
Total expenses	**100,551**	**103,158**	**(2,607)**	**(3%)**	
Surplus for the year	**9,746**	**20,533**	**10,787**	**111%**	

(i) Explanation of material variations

Variance Ref	Item	Explanation
1	Rates and charges	A number of special charge road construction schemes will not be completed until 2022/23 thereby delaying the raising of owner contributions ($1.0M).
2	Statutory fees and fines	Income raised from planning fees, permits and information certificates to date have been higher than expected due to recent demand for new dwellings within the Shire.
3	Grants - operating	The advance receipt of 75% of Victoria Grants Commission allocation for 2022/23 of $11.4M was received in April 2022. Additional grants of $2.1M were received for Sustainability initiatives such as Radial Renewable Energy Park Demo Site and Energy Efficiency. Major grant funding yet to be received or recognised includes Cunninghame Street Lights ($1.3M) and York Street works ($1.0M). This is partly offset by funding received towards Radial Renewable Energy Park Demo project, which was initially unbudgeted.
4	Grants - capital	The majority of the variance represents ($3.1M) Roads to Recovery projects claims with some claims being received in 2020/21 for works completed early and some to be claimed in the 2022/23 financial year due to delays in commencment as a result of community consultation, excessive tendered prices and projects being unsuccessfully tendered. The multi year York Street Sale CBD ($2.1M) funding will be allocated as scheduled works are completed. The Great Southern Rail Trail Extension project was delayed while vegetation offsets and relevant permits were delayed ($1.2M). The following grants were unsuccessful in 2021/22 Lansdowne Street Macarthur Street Roundabout ($751k), Aqua Energy Design ($500k) and Seaspray Bock St Drainage ($60k). Sloping Bridge project was delayed due unsuccessful tenders ($401k). This was offset by unbudgeted Local Regional and Community Infrastructure funding of $1.8M, Drought Funding for 2020/21 completed project $200k and the Heyfield Recycling Facility Upgrade $188k.
5	Contributions - monetary	Income raised for public open space contributions of $330k from external developers was higher due to new subdivisions released. Contributions for GLGN shared services of $109k, Princes Hwy Signalisation of $34k and Concierge Business Support of $30k received were unbudgeted. A contribution for the Flooding Creek Masterplan Implementation of $71k has been raised earlier than scheduled.
6	Contributions - non monetary	This represents gifted assets recognised during the year mainly for roads of $1.5M ($0.4M Cobains Estate Stage 3, $0.3M Andrew Rd Longford, $0.3M Glenhaven Stage 5), drainage of $0.9m ($0.4M Cobains Estate Stage 3, $0.3M Glenhaven Stage 5) and footpaths of $0.6M ($0.3M Cobains Estate Stage 3, $0.1M Glenhaven Stage 5). Other contributions include art gallery works of $1.0M, consisting of over 200 items donated over the year. All asset related contributions relates to various new subdivisions developments planned within the Shire in the future by external developers.
7	Other income	The provision for inappropriate subdivision outstanding rates was decreased for the year 2021/22 by ($400k) as Council reclassifies assessments from rateable to non rateable, offset by $136k of waste infrastructure charge bad debts for the 90 Mile beach inappropriate subdivision. In addition there were unbudgeted donations received for Stephenson's Park Pavilion ($237k), Sale Oval ($100k) and Sale Tennis Courts ($100k).

(i) Explanation of material variations continued

8	Employee costs	Employee costs - The majority of savings in employee benefits are mainly due to staff vacancies throughout the organisation and 2021/22 Workcover premium reductions. This is slightly offset by higher casual staff costs incurred in areas to maintain critical customer services such as Art Gallery and Libraries.
9	Materials and services	Expenses have increased due to the rise of inflation pushing up both contract and material prices and the provision of future costs. There were also several non-recurrent expenses in 2021/22 such as the radial renewable energy project ($2.0M) and the Cunninghame Street Lights ($1.6M). This has been offset by underspends in software maintenance expenses of $1.0M for Wellington and East Gippsland Shire partnership agreements for the year 2021/22. Contributions and consultant payments incurred on health services, business development and strategic planning projects were slightly lower than expected by $0.3M. Savings from utility charges of $0.2M for operational and community facilities due to use of solar and other energy efficient initiatives throughout the Shire.
10	Depreciation	Overall higher than expected depreciation (non cash) mainly in roads and buildings, offset by lower than expected depreciation for landfill cells. Annual deprecation charges are impacted by the timing of project completions. The revaluation of $51.6M in 2022 compared to ($0.1M) in 2021 has had an impact on the variances, plus the timing of projects moving from WIP to completion.
11	Amortisation - intangible assets	Amortisation charges for landfill improvements was higher than budgeted for the year due to increased work on landfill restorations.
12	Amortisation - right of use assets	Amortisation charges incurred for right of use (lease assets) was higher than projected due to a contract extension for waste management vehicles.
13	Bad and doubtful debts	During COVID-19 debt collection was significantly reduced therefore this has impacted timeframes of the reclassification of unpaid debts to doubtful debts.
14	Borrowing costs	This represents non cash interest component for the landfill rehabilitation provision calculations completed as of 30 June 2022. Loan borrowings budgeted for 2021/22 were not drawn upon.
15	Other expenses	This include the repayment of old Wellington Coastal Subdivision Strategy grant with a new agreement effective from 1 July 2021 ($1.1M). Assets derecognised represents ($0.6M) for the year 2021/22.
16	Net (gain)/loss on disposal of property, infrastructure, plant and equipment	Roads, footpaths and building were replaced, while capital works were being completed delaying the calculations for Written Down Value (WDV) ($0.7M). This is partly offset by the derecognition of some previously owned Council assets such as roads, buildings and land ($0.6M).

2.1.2 Capital works

	Budget 2022 $'000	Actual 2022 $'000	Variance $'000	Variance %	Ref
Property					
Land	20	370	350	**1,748**	**1**
Land improvements	-	1,038	1,038	**100**	**2**
Total land	20	1,408	1,388	**6,939**	
Buildings	7,944	7,050	(894)	**(11)**	**3**
Total buildings	7,944	7,050	(894)	**(11)**	
Total property	7,964	8,458	494	**6**	
Plant and equipment					
Plant, machinery and equipment	2,913	1,786	(1,127)	**(39)**	**4**
Fixtures, fittings and furniture	346	392	46	**13**	**5**
Computers and telecommunications	275	322	47	**17**	**6**
Library books	256	242	(14)	**(5)**	
Total plant and equipment	3,790	2,742	(1,048)	**(28)**	
Infrastructure					
Roads	17,170	11,915	(5,255)	**(31)**	**7**
Bridges	1,633	810	(823)	**(50)**	**8**
Footpaths and cycleways	7,646	4,249	(3,397)	**(44)**	**9**
Drainage	690	730	40	**6**	
Recreational, leisure and community facilities	2,293	3,022	729	**32**	**10**
Waste management	1,205	498	(707)	**(59)**	**11**
Parks, open space and streetscapes	1,016	1,631	615	**61**	**13**
Aerodromes	675	318	(357)	**(53)**	**12**
Off street car parks	810	374	(436)	**(54)**	**14**
Other infrastructure	2,822	673	(2,149)	**(76)**	**15**
Total infrastructure	35,960	24,220	(11,740)	**(33)**	
Total capital works expenditure	47,714	35,420	(12,294)	**(26)**	
Represented by:					
New asset expenditure	1,554	1,559	5	**-**	
Asset renewal expenditure	31,850	24,610	(7,240)	**(23)**	
Asset expansion expenditure	4,687	5,652	965	**21**	
Asset upgrade expenditure	9,623	3,599	(6,024)	**(63)**	
Total capital works expenditure	47,714	35,420	(12,294)	**(26)**	

(i) Explanation of material variations

Variance Ref	Item	Explanation
1	Land	Delays in negotiations for the purchase of the Department of Education Land ($10k) and Former Police Station ($10k). This was offset by additional land purchases for Maffra Resource Recovery Facility $350k and Coastal Strategy land purchases $19k.
2	Landfill Improvements	Construction of Kilmany Landfill Cell 3 $1M had delays in completing the cell liner and was completed in September 2021.
3	Buildings	The following projects will be completed in 2022/23 Financial year Stephenson Park ($563k), Aqua Energy Sale - Redevelopment design ($131k), Lake Guthridge - Guyatt Education Centre ($102k), and Maffra Library Roof Renewal ($102k). Delays in materials and contractors resulted in the following projects being delayed Community Facilities Accessibility Improvement ($114k) and Kindergarten Maintenance and Accessibility (104k). The Public Toilet Replacement Hiawatha ($100k) was completed in 2020/21 Financial year. The following projects had savings; Maffra Depot Minor Capital Works Program ($31k), Maffra Sugarbeet Museum ($13k) and Yarram Library Soundproofing ($12k). Unbudgeted Local Regional Community Infrastructure Funding was received for the Outdoor pools Solar Heating Upgrades $286k and Macfarlane Street Upgrade - Heyfield $156k.
4	Plant, machinery and equipment	There have been, and are, delays in sourcing replacements for plant and vehicles.
5	Fixtures, fittings and furniture	Savings on Heyfield and Stratford Pool Blankets ($22k). This is offset by unbudgeted additional Art work $87k after donations were received.
6	Computers and telecommunications*	IT upgrade was completed in June with additional equipment being purchased.
7	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 ($1.8M). The Duke St Reconstruction/Shoulder Sealing ($889k) was postponed as tendered prices were excessive. The Reseals Programme was completed with savings of (800k). Lansdowne St and Macarthur St ($751k) was not funded in 21/22 Financial year. Delays to the following projects have occurred due to Contractor and Materials availability; Urban Road Rehabilitation ($500k), Yarram Morwell Jack River Valley Road Intersection ($200k). Toongabbie - Cowwarr & Weir Roads were completed in the 2021/22 Financial Year ($600k).
8	Bridges	Slopping Bridge Widening Project ($785k) and Swing Bridge - Downstream drive ($176k) projects were delayed. They were both unsuccessfully tendered and retendered and contracts let and will be complete in 2022/23.

(i) Explanation of material variations continued

Variance Ref	Item	Explanation
9	Footpaths and cycleways	The multi year York St Sale CBD ($2.8 M) works continued as scheduled minimising disruption to both the public and adjoining business and land owners. Works on the Multiyear Great Southern Rail Trail ($1.6M) were delayed while vegetation offsets and all relevant permits were obtained. Sale CBD Renewal Program (Bond St) was completed in 2021/22 $566k. Additional Urban Paths Program works were completed with unbudgeted Local Regional Community Infrastructure funding $190k and Longford Access Improvement Project $63k.
10	Recreational, leisure and community facilities	Stephenson Park Pedestrian and Vehicle Management ($200k) will be completed in the 2022/23 Financial year. The Aqua Energy Outdoor Pool Heating Pipe project was rescoped which provided savings of ($112k) and works commenced on the Stephenson Park Croquet Amenities will be completed in July 2022 ($61k). These were offset by the completion of the following unbudgeted Local Regional Community Infrastructure Funding and unbudgeted Community contributions for projects; Sale Tennis Club Court Redevelopment $316k, additional works Yarram Warmer Pool $206k, Maffra Lawn Tennis Club Fencing $101k and Maffra Lawn Tennis Club Grandstand $55k.
11	Waste Management	The Kilmany Landfill Lechate Pond Evaporation ($500k) project is on hold while awaiting for Consultant feedback on the appropriate treatment options which needs to be implemented. The Kilmany Landfill - Flare Installation ($300k)will be completed in the 22/23 financial year this was project was delayed by the capping works which were completed in the 21/22 financial year. This is partially offset by unbudgeted funding which was received for the Heyfield Recycling Facility upgrade $75k.
12	Parks, open space and streetscapes	Materials and Contractor availability delayed the: Shelter and BBQ Renewal program ($161k)and the Playgrounds Renewal Program ($55k). This was offset by the completion of the following 2020/21 projects; Maffra Youth Play Precinct $225k, Yarram Youth Precinct $122k, Sale Botanical Gardens $99k and Lions Park District Open Space Upgrade $50k. The following projects were completed with unbudgeted funding from Local Regional Community Infrastructure funding; Maffra - Cameron Recreation Reserve Cricket nets $120k, Baldwin Reserve - Fencing Upgrades $74k and Yarram Recreation Reserve Turf Wicket $60k.
13	Aerodromes	Delays due to the availability of Contractors are being experienced in relation to Yarram Aerodrome Landside Facilities ($180k) and Yarram Aerodrome Eastern Hangar Development ($80k). Yarram Aerodrome Perimeter Fencing Works ($143k) works have commenced are due to be completed in July 2022. This is offset by works completed on Yarram Aerodrome Emergency Services Operations $28k.
14	Off street car parks	The Carpark redevelopment - Sale ($400k) cannot proceed as the intended land purchase to build the car park did not proceed. Delays in negotiations and Community Consultation have delayed works on the Carpark Redevelopment Lake Street Carpark Loch Sport ($250k). This is offset by the completion of the Carpark Park Reconstruction - Manns Beach $192k and Carpark Rehabilitation - Golden Beach $126k.
15	Other infrastructure	Port of Sale Mooring Access Project was delayed as the Port of Sale Masterplan is currently on hold pending a Council contract decision ($2.08M).

Note 2.2 Analysis of Council results by program

Council delivers its functions and activities through the following programs.

2.2.1 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 Communications.

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, Fleet, Procurement, Records Management, Information Technology and Business Systems. This division also ensures 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 includes 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.

2.2.2 Summary of income, expenses, assets and capital expenses by program

2022	Income $'000	Expenses $'000	Surplus/(Deficit) $'000	Grants included in income $'000	Total assets $'000
Built & Natural Environment	34,779	68,152	(33,373)	18,007	1,116,473
Chief Executive Officer	(3)	1,474	(1,477)	(3)	-
Community and Culture	5,060	13,068	(8,008)	4,531	12,862
Corporate Services	72,701	10,152	62,549	12,572	144,070
Development	11,154	10,312	842	3,354	-
	123,691	**103,158**	**20,533**	**38,461**	**1,273,405**

2021	Income $'000	Expenses $'000	Surplus/(Deficit) $'000	Grants included in income $'000	Total assets $'000
Built & Natural Environment	35,964	63,220	(27,256)	16,339	1,002,607
Chief Executive Officer	33	1,362	(1,329)	20	-
Community and Culture	5,105	13,706	(8,601)	4,664	11,669
Corporate Services	68,499	14,579	53,920	10,131	137,543
Development	6,691	8,911	(2,220)	1,680	-
	116,292	**101,778**	**14,514**	**32,834**	**1,151,819**

Note 3 Funding for the delivery of our services	**2022**	**2021**
3.1 Rates and charges	**$'000**	**$'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 2021/22 was $12,730 million (2020/21 $12,114 million).

General rates	57,832	56,552
Waste management charge	4,915	4,371
Service rates and charges	1,605	2,041
Special rates and charges	1,053	219
Supplementary rates and rate adjustments	355	1
Interest on rates and charges	385	289
Total rates and charges	**66,145**	**63,473**

The date of the latest general revaluation of land for rating purposes within the municipal district was 1 January 2022, and the valuation will be first applied in the rating year commencing 1 July 2022.

Annual rates and charges are recognised as revenues 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

Town planning fees	694	515
Land information certificates	223	248
Permits	179	201
Infringements and costs	74	75
Total statutory fees and fines	**1,170**	**1,039**

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	3,398	2,645
Other fees and charges	1,651	803
Leisure centre and recreation	1,609	1,256
Registration and other permits	875	805
Saleyards	384	389
Entertainment centre	307	169
Animal services	62	45
Emergency management works	45	47
Total user fees	**8,331**	**6,159**
User fees by timing of revenue recognition		
User fees recognised at a point in time	8,331	6,159
Total user fees	**8,331**	**6,159**

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.

3.4 Funding from other levels of government	**2022**	**2021**
Grants were received in respect of the following :	**$'000**	**$'000**
Summary of grants		
Commonwealth funded grants	28,690	23,048
State funded grants	9,771	9,786
Total grants received	**38,461**	**32,834**
(a) Operating Grants		
Recurrent - Commonwealth Government		
Financial Assistance Grants	18,858	14,821
Recurrent - State Government		
Libraries	350	337
Cultural Services	299	337
Rural Access and Transport connection	168	159
Environmental health	131	64
Municipal emergency	130	127
School crossing supervisors	129	125
Parks and Environmental services	113	112
Fire Service Property Levy	63	62
Community support programs	31	9
Other	10	5
Senior citizens	-	59
Total recurrent operating grants	**20,282**	**16,217**
Non-recurrent - Commonwealth Government		
Street Lights	1,106	-
Parks and Environmental services	138	-
Community and Recreation facilities upgrade	60	476
Economic Development and Tourism	10	-
Non-recurrent - State Government		
Parks and Environmental services	2,316	-
Street Lights	1,098	166
Economic Development and Tourism	874	1,251
Natural disaster funding	482	14
Community and Recreation facilities upgrade	278	1,142
Wellington Coastal Subdivision Strategy	262	-
Vegetation Management	140	406
Community support programs	129	85
Other	34	20
Cultural Services	6	21
Working for Victoria	-	1,424
Municipal emergency	(3)	257
Total non-recurrent operating grants	**6,930**	**5,262**
Total operating grants	**27,212**	**21,479**

3.4 Funding from other levels of government continued

(b) Capital Grants	**2022 $'000**	**2021 $'000**
Recurrent - Commonwealth Government		
Roads to recovery	3,414	4,735
Total recurrent capital grants	**3,414**	**4,735**
Non-recurrent - Commonwealth Government		
Footpaths and cycleways	1,954	-
Recreation and leisure community facilities	1,155	883
Roads	924	1,895
Buildings	627	208
Parks, open space and streetscapes	598	-
Aerodrome	128	30
Non-recurrent - State Government		
Buildings	835	175
Other Infrastructure	412	-
Footpaths and cycleways	378	378
Roads	353	1,101
Recreation and leisure facilities	199	1,180
Waste management	188	18
Parks, open space and streetscapes	75	663
Library books	9	9
Plant, machinery and equipment	-	80
Total non-recurrent capital grants	**7,835**	**6,620**
Total capital grants	**11,249**	**11,355**

(c) Unspent grants received on condition that they be spent in a specific manner		
Operating		
Balance at start of year	3,714	2,623
Received during the financial year and remained unspent at balance date	2,546	2,723
Received in prior years and spent during the financial year	(2,061)	(1,632)
Balance at year end	**4,199**	**3,714**
Capital		
Balance at start of year	17,682	2,207
Received during the financial year and remained unspent at balance date	5,133	16,490
Received in prior years and spent during the financial year	(7,307)	(1,015)
Balance at year end	**15,508**	**17,682**

3.4 Funding from other levels of government continued

(d) Recognition of grant income

Before recognising funding from government grants as revenue the Council assesses whether there is a contract that is enforceable and has sufficiently specific performance obligations in accordance with *AASB 15 Revenue from Contracts with Customers*. When both these conditions are satisfied, the Council:

- identifies each performance obligation relating to revenue under the contract/agreement
- determines the transaction price
- recognises a contract liability for its obligations under the agreement
- recognises revenue as it satisfies its performance obligations, at the time or over time when services are rendered.

Where the contract is not enforceable and/or does not have sufficiently specific performance obligations, the Council applies *AASB 1058 Income for Not-for-Profit Entities*.

Grant revenue with sufficiently specific performance obligations is recognised over time as the performance obligations specified in the underlying agreement are met. Where performance obligations are not sufficiently specific, grants are recognised either upon receipt or when an unconditional right to receipt has been established, whichever is occurs first. Grants relating to capital projects are generally recognised progressively as the capital project is completed. The following table provides a summary of the accounting framework under which grants are recognised.

Income recognised under AASB 1058 *Income of Not-for-Profit Entities*		
General purpose	18,859	14,821
Specific purpose grants to acquire non-financial assets	11,249	11,355
Other specific purpose grants	350	337
Revenue recognised under AASB 15 *Revenue from Contracts with Customers*		
Specific purpose grants	8,004	6,321
	38,462	32,834

Grant income is recognised when condition(s) of the agreement/MOU are satisfied

3.5 Contributions	**2022 $'000**	**2021 $'000**
Monetary	1,811	1,090
Non-monetary	4,857	7,459
Total contributions	**6,668**	**8,549**
Contributions of non monetary assets were received in relation to the following asset classes.		
Infrastructure	4,287	6,113
Property	570	1,346
Total non-monetary contributions	**4,857**	**7,459**

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

3.6 Other income	**2022 $'000**	**2021 $'000**
Donations	940	665
Other rent	778	712
Interest on investments	473	586
Bad and doubtful debts recovered	257	-
Volunteer Income	271	34
Insurance	165	65
Recognition of assets	14	1,902
Interest on debtors	10	13
Miscellaneous income	8	48
Changes to net present value due to interest rate movements	-	213
Total other income	**2,916**	**4,238**

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	**$'000**	**$'000**
4.1 (a) Employee costs		
Wages and salaries	23,288	24,210
Superannuation	2,608	2,407
Casual staff	2,263	1,835
Other	415	288
WorkCover	246	215
Fringe benefits tax	178	187
Total employee costs	**28,998**	**29,142**
(b) Superannuation		
Council made contributions to the following funds:		
Defined benefit fund		
Employer contributions to Local Authorities Superannuation Fund (Vision Super)	127	139
	127	**139**
Accumulation funds		
Employer contributions to Local Authorities Superannuation Fund (Vision Super)	1,518	1,202
Employer contributions to Australian Super	233	168
Employer contributions to REST Superannuation	130	102
Employer contributions to Cbus	116	111
Employer contributions to Aware-Vicsuper Scheme	82	57
Employer contributions - other funds	799	633
	2,878	**2,273**
Employer contributions payable at reporting date.	-	23

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

4.2 Materials and services

Contractors	14,399	10,864
Infrastructure & parks maintenance	8,823	7,713
Materials	4,803	4,702
Waste management services	4,741	4,694
Contributions	3,019	3,412
Utility payments	2,246	2,170
Insurances	1,518	1,354
Environmental Authority fees	1,447	1,115
Building maintenance	1,180	1,423
Consultants	1,179	851
Total materials and services	**43,355**	**38,298**

Expenses are recognised as they are incurred and reported in the financial year to which they relate.

4.3 Depreciation

Infrastructure	17,756	16,906
Property	5,440	4,909
Plant and equipment	2,065	1,925
Total depreciation	**25,261**	**23,740**

Refer to note 5.2(c), 5.8 and 6.1 for a more detailed breakdown of depreciation and amortisation charges and accounting policy.

	2022	2021
4.4 Amortisation - Intangible assets	**$'000**	**$'000**
Software	93	72
Water Rights	4	4
Landfill Airspace	823	653
Total Amortisation - Intangible assets	**920**	**729**
4.5 Amortisation - Right of use assets		
Property	-	40
Vehicles	350	117
Information Technology Equipment	47	47
Total Amortisation - Right of use assets	**397**	**204**
4.6 Bad and doubtful debts		
Rates debtors	19	31
Infringements	-	1
Other debtors	6	-
Total bad and doubtful debts	**25**	**32**
Movement in provisions for doubtful debts		
Balance at the beginning of the year	1,548	1,606
New provisions recognised during the year	(6)	(58)
Amounts provided for but recovered during the year	(435)	-
Balance at end of year	**1,107**	**1,548**

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.

4.7 Borrowing costs		
Interest - Borrowings	71	92
Total borrowing costs	**71**	**92**

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	2	4
Total finance costs	**2**	**4**
4.9 Other expenses		
Unused grant funding	1,119	4,273
Derecognition of assets	573	1,781
Work in progress assets written off	365	123
Councillors' allowances	358	301
Volunteer Expenses	271	34
Changes to net present value due to interest rate movements	108	-
Auditors' remuneration - VAGO - audit of the financial statements, performance statement and grant acquittals	69	48
Auditors' remuneration - Internal	42	22
Donations and Gifts	7	205
Rate Relief payments	1	86
Operating lease rentals	(2)	2
Total other expenses	**2,911**	**6,875**
4.10 Net loss on disposal of property, infrastructure, plant and equipment		
Proceeds of sale	(1,177)	(817)
Written down value of assets disposed/replaced	2,395	3,479
Total net loss on disposal of property, infrastructure, plant and equipment	**1,218**	**2,662**

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	**2022**	**2021**
5.1 Financial assets	**$'000**	**$'000**
(a) Cash and cash equivalents		
Cash on hand	6	6
Cash at bank	10,068	10,002
Term deposits	48,386	39,926
Total cash and cash equivalents	**58,460**	**49,934**
(b) Other financial assets		
Term deposits - current	72,420	66,925
Total other financial assets	**72,420**	**66,925**
Total financial assets	**130,880**	**116,859**

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))	19,795	21,396
Trust funds and deposits (Note 5.3 (b))	3,482	4,453
Other non discretionary reserves (Note 9.1)	3,686	2,385
Total restricted funds	**26,963**	**28,234**
Total unrestricted cash and cash equivalents	**31,498**	**21,700**

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	3,830	5,985
- Cash held in relation to the Victoria Grants Commission advance to fund general operations and roads works	11,425	7,686
- Unexpended grants and contributions	149	1,448
- Discretionary reserve (Note 9.1)	9,275	9,320
Total funds subject to intended allocations	**24,679**	**24,439**

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.

5.1 Financial assets continued	**2022**	**2021**
(c) Trade and other receivables	**$'000**	**$'000**
Current		
Statutory receivables		
Rates debtors	3,400	5,264
Special rate assessment	73	59
Infringement debtors	69	67
Net GST receivable	1,288	302
Non statutory receivables		
Government grants	142	7,753
Other debtors	1,544	1,955
Provision for doubtful debts - other debtors	(6)	-
Waste management	992	224
Total current trade and other receivables	**7,502**	**15,624**
Non-current		
Statutory receivables		
Rates debtors	2,454	3,194
Provision for doubtful debts	(1,095)	(1,495)
Special charge schemes	1,352	482
Provision for doubtful debts - special charge scheme	(2)	(2)
Infringements and fire hazards	72	67
Provision for doubtful debts - infringements	(4)	(4)
Total non-current trade and other receivables	**2,777**	**2,242**
Total trade and other receivables	**10,279**	**17,866**

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 $1,094,765 (2021: $1,494,920). 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 and other receivables (excluding statutory receivables) that are not impaired was:

Current (not yet due)	1,915	2,060
Past due by up to 30 days	77	124
Past due between 31 and 180 days	454	7,715
Past due between 181 and 365 days	46	-
Past due by more than 1 year	186	-
Total trade and other receivables	**2,678**	**9,899**

(e) Ageing of individually impaired Receivables

At balance date, other debtors representing financial assets with a nominal value of Nil (2021: Nil) were impaired.

5.2 Non-financial assets Intangible assets	2022 $'000	2021 $'000
Water rights	7	11
Software	455	220
Landfill air space	2,451	631
Total intangible assets	**2,913**	**862**

	Water Right $'000	Software $'000	Landfill $'000	Total $'000
Gross carrying amount				
Balance at 1 July 2021	35	433	4,855	5,323
Additions from internal developments	-	261	2,643	2,904
Other additions	-	67	-	67
Balance at 30 June 2022	35	761	7,498	8,294
Accumulated amortisation and impairment				
Balance at 1 July 2021	24	213	4,224	4,461
Amortisation expense	4	93	823	920
Balance at 30 June 2022	28	306	5,047	5,381
Net book value at 30 June 2021	11	220	631	862
Net book value at 30 June 2022	**7**	**455**	**2,451**	**2,913**

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.

5.3 Payables, trust funds and deposits and unearned income/revenue	2022 $'000	2021 $'000
(a) Trade and other payables		
Non-statutory payables		
Trade Payables	8,142	7,193
Accrued expenses	556	577
Total trade and other payables	**8,698**	**7,770**
(b) Trust funds and deposits		
Overpaid rates	1,460	1,049
Refundable deposits	634	717
Fire services levy	465	2,004
Retention amounts	710	473
Other trust funds and deposits	213	210
Total trust funds and deposits	**3,482**	**4,453**

Unearned income/revenue represents contract liabilities and reflect consideration received in advance from customers in respect of capital and operating projects. Unearned income/revenue are derecognised and recorded as revenue when promised goods and services are transferred to the customer. Refer to Note 3.

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 the 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/revenue		
Grants received in advance - operating	4,199	3,714
Grants received in advance - capital	15,508	17,682
Other	88	-
Total unearned income/revenue	**19,795**	**21,396**

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 are fulfilled by Council, the associated income will be presented in the comprehensive income statement. This requirement is set in AASB15.

Grants received in advance - capital also includes grants which have been invoiced although not yet received where the purpose or obligations have not yet been fulfilled.

5.4 Interest-bearing liabilities

	2022 $'000	2021 $'000
Borrowings - secured	289	289
	289	289
Other borrowings - secured	449	737
	449	737
Total	**738**	**1,026**

Borrowings are secured by Council rate income.

(a) The maturity profile for Council's borrowings

Not later than one year	289	289
Later than one year and not later than five years	449	737
	738	**1,026**

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

	Employee	Landfill restoration	Total
2022	**$ '000**	**$ '000**	**$ '000**
Balance at beginning of the financial year	7,545	17,821	25,366
Additional provisions	2,714	2,644	5,358
Amounts used	(2,804)	(1,727)	(4,531)
Change in the discounted amount arising because of time and the effect of any change in the index rate and / or the discount rate	(308)	1,373	1,065
Balance at the end of the financial year	**7,147**	**20,111**	**27,258**
2021			
Balance at beginning of the financial year	7,008	17,018	24,026
Additional provisions	2,187	2,201	4,388
Amounts used	(2,258)	(1,185)	(3,443)
Change in the discounted amount arising because of time and the effect of any change in the index rate and / or the discount rate	608	(213)	395
Balance at the end of the financial year	**7,545**	**17,821**	**25,366**

(a) Employee provisions	2022 $'000	2021 $'000
Current provisions expected to be wholly settled within 12 months		
Annual leave	1,763	1,694
Long service leave	462	392
	2,225	**2,086**
Current provisions expected to be wholly settled after 12 months		
Annual leave	888	863
Long service leave	3,744	4,144
	4,632	**5,007**
Total current employee provisions	**6,857**	**7,093**
Non-current		
Long service leave	289	451
Sick Leave Gratuity	1	1
Total non-current employee provisions	**290**	**452**
Aggregate carrying amount of employee provisions:		
Current	6,857	7,093
Non-current	290	452
Total aggregate carrying amount of employee provisions	**7,147**	**7,545**

5.5 Provisions continued

The calculation of employee costs and benefits includes all relevant on-costs and are calculated as follows at reporting date.

Annual leave
A liability for annual leave is recognised in the provision for employee benefits as a current liability because the Council does not have an unconditional right to defer settlement of the liability. Liabilities for annual leave are measured at:
- nominal value if the Council expects to wholly settle the liability within 12 months
- present value if the Council does not expect to wholly settle within 12 months.

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. Unconditional LSL is disclosed as a current liability as the Council does not have an unconditional right to defer settlement. Unconditional LSL is measured at nominal value if expected to be settled within 12 months or at present value if not expected to be settled within 12 months. 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 and measured at present value.

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.

	2022	2021
Key assumptions:		
- discount rate	3.693%	0.701%
- index rate	2.500%	2.000%

	2022	2021
(b) Landfill restoration	**$'000**	**$'000**
Current	3,635	4,660
Non-current	16,476	13,161
	20,111	**17,821**

Council is obligated to restore Kilmany, Longford, Maffra, Rosedale, Stratford and Yarram sites to a particular standard. The forecast life of the 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. The expected cost of works 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. There has been an adjustment made to the prior year reference to cost to rehabilitate, in 2021 this was listed as $12.2 million this should have read $17.4 million, this estimate does not affect the value of the provision.

	2022	2021
Key assumptions:		
- discount rate	3.693%	1.36%
- index rate (2022/23)	6.100%	1.50%
- index rate (2023/24 onwards)	3.000%	1.50%
- settlement rate	10 years	10 years
- estimates cost to rehabilitate	$20.3 million	$17.4 million

Summary of Provisions	2022	2021
	$'000	**$'000**
Current		
Employee	6,857	7,093
Landfill Restoration	3,635	4,660
Total Current Provisions	**10,492**	**11,753**
Non Current		
Employee	290	452
Landfill Restoration	16,476	13,161
	16,766	**13,613**
Total Provisions	**27,258**	**25,366**

5.6 Financing arrangements

	2022 $'000	2021 $'000
The Council has the following funding arrangements in place as at 30 June 2022:		
Bank overdraft	200	200
Credit card facilities	130	130
Other facilities	738	1,026
Total facilities	**1,068**	**1,356**
Used facilities	738	1,056
Unused facilities	330	300

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.

Commitments for expenditure

2022	Not later than 1 year $'000	Later than 1 year and not later than 2 years $'000	Later than 2 years and not later than 5 years $'000	Later than 5 years $'000	Total $'000
Operating					
Waste management	4,692	-	-	-	4,692
Health Services	710	722	734	-	2,166
Animal pound and shelter service	373	380	1,182	-	1,935
Litter bins	353	361	-	-	714
Software maintenance	366	-	-	-	366
L to P project	251	-	-	-	251
Total	**6,745**	**1,463**	**1,916**	**-**	**10,124**
Capital					
Footpaths and cycleways	2,618	-	-	-	2,618
Plant, Machinery & Equipment	1,766	-	-	-	1,766
Bridges	929	-	-	-	929
Buildings	713	-	-	-	713
Roads	486	-	-	-	486
Off Street Car Parking	123	-	-	-	123
Recreational leisure and community facilities	109	-	-	-	109
Aerodrome	106	-	-	-	106
Waste Management	89	-	-	-	89
Total	**6,939**	**-**	**-**	**-**	**6,939**

2021	Not later than 1 year $'000	Later than 1 year and not later than 2 years $'000	Later than 2 years and not later than 5 years $'000	Later than 5 years $'000	Total $'000
Operating					
Waste management	5,812	-	-	-	5,812
Landfill Rehabilitation	2,076	-	-	-	2,076
Litter bins	342	353	361	-	1,056
Health Services	1,048	-	-	-	1,048
Animal pound and shelter service	355	30	-	-	385
L to P project	185	-	-	-	185
Software maintenance	61	61	-	-	122
Total	**9,879**	**444**	**361**	**-**	**10,685**
Capital					
Roads	2,592	-	-	-	2,592
Recreational leisure and community facilities	1,326	-	-	-	1,326
Buildings	1,236	-	-	-	1,236
Landfill Improvements	715	-	-	-	715
Footpaths and cycleways	608	-	-	-	608
Parks, open space and streetscapes	521	-	-	-	521
Plant, Machinery & Equipment	397	-	-	-	397
Off Street Car Parking	307	-	-	-	307
Bridges	239	-	-	-	239
Total	**7,941**	**-**	**-**	**-**	**7,941**

5.8 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.

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	Vehicles **$'000**	Other, etc. **$'000**	Total **$'000**
Balance at 1 July 2021	-	154	154
Additions	350	-	350
Amortisation charge	(350)	(47)	(397)
Balance at 30 June 2022	**-**	**107**	**107**

Lease Liabilities	**2022**	**2021**
Maturity analysis - contractual undiscounted cash flows	**$'000**	**$'000**
Less than one year	48	46
One to five years	135	137
Total undiscounted lease liabilities as at 30 June:	**183**	**183**
Lease liabilities included in the Balance Sheet at 30 June:		
Current	48	36
Non-current	70	134
Total lease liabilities	**118**	**170**

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. (2021/22 Nil).

6.1 Property, infrastructure, plant and equipment

Summary of property, infrastructure, plant and equipment

	Carrying amount 30 June 2021	Additions	Recognised	Found Assets	Adjustment directly to equity	Contributions	Revaluation	Depreciation	Disposal	Derecognition	Write-off	Transfers WIP	Carrying amount 30 June 2022
	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000	$'000
Property	210,365	3,443	-	144	(82)	569	52,686	(5,440)	(601)	(103)	-	2,676	263,657
Plant and equipment	20,547	2,537	-	-	-	1,056	-	(2,065)	(345)	-	-	57	21,787
Infrastructure	773,585	19,251	14	854	1,127	3,231	46,416	(17,756)	(1,448)	(470)	-	7,586	832,390
Work in progress	11,299	10,158	-	-	-	-	-	-	-	-	(365)	(10,385)	10,707
	1,015,796	**35,389**	**14**	**998**	**1,045**	**4,856**	**99,102**	**(25,261)**	**(2,394)**	**(573)**	**(365)**	**(66)**	**1,128,541**

Summary of Work in Progress

	Opening WIP $'000	Additions $'000	Write-off $'000	Transfers $'000	Closing WIP $'000
Property	2,924	3,375	(26)	(2,829)	3,444
Plant and equipment	120	-	-	(118)	2
Infrastructure	8,255	6,783	(339)	(7,438)	7,261
Total	**11,299**	**10,158**	**(365)**	**(10,385)**	**10,707**

6.1 Property, infrastructure, plant and equipment

(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 2021	87,223	1,989	39,517	**128,729**	167,051	**167,051**	2,924	**298,704**
Accumulated depreciation at 1 July 2021	-	(1,510)	-	**(1,510)**	(83,905)	**(83,905)**	-	**(85,415)**
	87,223	479	39,517	**127,219**	83,146	**83,146**	2,924	**213,289**
Movements in fair value								
Additions	20	1,038	-	**1,058**	2,385	**2,385**	3,375	**6,818**
Contributions	425	-	97	**522**	47	**47**	-	**569**
Adjustments to Deferred Profit and Loss	422	-	-	**422**	(504)	**(504)**	-	**(82)**
Found Assets	25	-	18	**43**	101	**101**	-	**144**
Revaluation	45,279	-	6,966	**52,245**	441	**441**	-	**52,686**
Disposal	(511)	-	-	**(511)**	(954)	**(954)**	-	**(1,465)**
Derecognise	(45)	-	-	**(45)**	(330)	**(330)**	-	**(375)**
Write-off	-	-	-	**-**	-	**-**	(26)	**(26)**
Transfers	-	1,341	-	**1,341**	1,335	**1,335**	(2,829)	**(153)**
	45,615	2,379	7,081	**55,075**	2,521	**2,521**	520	**58,116**
Movements in accumulated depreciation								
Depreciation and amortisation	-	(655)	-	**(655)**	(4,785)	**(4,785)**	-	**(5,440)**
Accumulated depreciation of disposals	-	-	-	**-**	864	**864**	-	**864**
Accumulated depreciation of derecognised	-	-	-	**-**	272	**272**	-	**272**
Transfers	-	-	-	-	-	**-**	-	**-**
	-	(655)	-	**(655)**	(3,649)	**(3,649)**	-	**(4,304)**
At fair value 30 June 2022	132,838	4,368	46,598	**183,804**	169,572	**169,572**	3,444	**356,820**
Accumulated depreciation at 30 June 2022	-	(2,165)	-	**(2,165)**	(87,554)	**(87,554)**	-	**(89,719)**
Carrying amount	**132,838**	**2,203**	**46,598**	**181,639**	**82,018**	**82,018**	**3,444**	**267,101**

6.1 Property, infrastructure, plant and equipment

(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 2021	12,133	3,752	1,187	3,057	10,163	120	**30,412**
Accumulated depreciation at 1 July 2021	(5,993)	(1,836)	(354)	(1,562)	-	-	**(9,745)**
	6,140	1,916	833	1,495	10,163	120	**20,667**
Movements in fair value							
Additions	1,787	68	322	243	117	-	**2,537**
Contributions	22	-	-	-	1,034	-	**1,056**
Disposal	(1,298)	(194)	(56)	(353)	-	-	**(1,901)**
Transfers	204	(159)	12	-	-	(118)	**(61)**
	715	(285)	278	(110)	1,151	(118)	**1,631**
Movements in accumulated depreciation							
Depreciation and amortisation	(1,320)	(350)	(161)	(234)	-	-	**(2,065)**
Accumulated depreciation of disposals	953	194	56	353	-	-	**1,556**
Transfers	(70)	70	-	-	-	-	**-**
	(437)	(86)	(105)	119	-	-	**(509)**
At fair value 30 June 2022	12,848	3,467	1,465	2,947	11,314	2	32,043
Accumulated depreciation at 30 June 2022	(6,430)	(1,922)	(459)	(1,443)	-	-	(10,254)
Carrying amount	**6,418**	**1,545**	**1,006**	**1,504**	**11,314**	**2**	**21,789**

6.1 Property, infrastructure, plant and equipment

(c) Infrastructure

	Roads	Bridges	Footpaths and cycleways	Drainage	Recreational, leisure and community facilities	Waste Management	Parks open space 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 2021	800,746	111,816	49,315	101,030	31,320	5,455	35,324	16,115	3,846	19,802	8,255	**1,183,024**
Accumulated depreciation at 1 July 2021	(252,470)	(43,662)	(16,596)	(36,434)	(16,507)	(2,234)	(13,357)	(8,912)	(1,773)	(9,239)	-	**(401,184)**
	548,276	68,154	32,719	64,596	14,813	3,221	21,967	7,203	2,073	10,563	8,255	**781,840**
Movements in fair value												
Additions	9,818	782	1,476	1,076	3,447	393	1,272	138	182	667	6,783	**26,034**
Contributions	1,459	-	561	917	169	-	125	-	-	-	-	**3,231**
Recognised	14	-	-	-	-	-	-	-	-	-	-	**14**
Found Assets	211	(44)	274	357	89	-	-	-	-	-	(2)	**885**
Adjustments to Deferred Profit and Loss	1,037	122	31	(63)	-	-	-	-	-	-	-	**1,127**
Revaluation	43,760	(64)	2,657	63	-	-	-	-	-	-	-	**46,416**
Disposal	(3,356)	(375)	(279)	(109)	(257)	-	(264)	(88)	-	(180)	-	**(4,908)**
Derecognise	(727)	-	-	-	-	-	-	-	-	-	-	**(727)**
Write-off	-	-	-	-	-	-	-	-	-	-	(339)	**(339)**
Transfers to other classes	-	-	-	(242)	-	-	(430)	-	-	672	-	**-**
Transfers WIP	4,413	187	660	514	693	-	437	64	44	574	(7,438)	**148**
	56,629	608	5,380	2,513	4,141	393	1,140	114	226	1,733	(996)	**71,881**
Movements in accumulated depreciation												
Depreciation and amortisation	(10,906)	(1,129)	(1,049)	(1,017)	(1,185)	(186)	(1,264)	(336)	(91)	(593)	-	**(17,756)**
Accumulated depreciation of disposals	2,523	186	127	44	177	-	202	57	-	144	-	**3,460**
Found Assets Depreciation	(1)	(19)	(97)	(59)	145	-	-	-	-	-	-	**(31)**
Accumulated depreciation of derecognised	257	-	-	-	-	-	-	-	-	-	-	**257**
Transfers	-	-	-	123	-	-	369	-	-	(492)	-	**-**
	(8,127)	(962)	(1,019)	(909)	(863)	(186)	(693)	(279)	(91)	(941)	-	**(14,070)**
At fair value 30 June 2022	857,375	112,424	54,695	103,543	35,461	5,848	36,464	16,229	4,072	21,535	7,259	**1,254,905**
Accumulated depreciation at 30 June 2022	(260,597)	(44,624)	(17,615)	(37,343)	(17,370)	(2,420)	(14,050)	(9,191)	(1,864)	(10,180)	-	**(415,254)**
Carrying amount	**596,778**	**67,800**	**37,080**	**66,200**	**18,091**	**3,428**	**22,414**	**7,038**	**2,208**	**11,355**	**7,259**	**839,651**

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

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.

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 above 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
The general rates revaluation was undertaken by a qualified independent valuer Daniel Scarfo Registered Valuer No 71139, the valuation of land was derived from the data supplied from the general rates revaluation and applied at 30 June 2022. Valuation of buildings was 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. The valuation of land was undertaken by an independent valuer. The valuation is at fair value based on replacement cost less accumulated depreciation as at the date of valuation.

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.

Note 6 Assets we manage

6.1 Property, infrastructure, plant and equipment (continued)

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.

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 and Damon Griggs Registered Valuer No 3204.

The valuation is at fair value based on replacement cost less accumulated depreciation as at the date of valuation.

The date of the current valuation is detailed in the following table. A full revaluation of the land assets was conducted in 2021/22 and a full revaluation of the buildings assets will be conducted in 2022/23.

Details of the Council's land and buildings and information about the fair value hierarchy as at 30 June 2022 are as follows:

	Level 1	Level 2	Level 3	Date of Valuation
Land - Specialised	-	-	132,839	30/06/2022
Land improvements	-	-	2,203	n/a
Land under roads	-	-	46,598	30/06/2022
Buildings - Specialised	-	778	81,239	30/06/2019
Total	**-**	**778**	**262,879**	

For a detailed explanation for Fair Value Hierarchy, please refer to Note 8.4 Fair Value Measurement

Valuation of Land and Land Under Roads

Land

At 30 June 2022, Council undertook a valuation of the Land asset class, resulting in a credit to the Asset Revaluation Reserve of $45.5 million (52% increase).

Land Under Roads

At 30 June 2022, Council undertook a valuation of the Land Under Roads asset class, resulting in a credit to the Asset Revaluation Reserve of $6.97 million (17.6% increase).

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.

Valuation is at fair value based on replacement cost less accumulated depreciation as at the date of valuation.

Roads and Footpaths

In 2020, Council undertook a valuation of its road and footpath asset classes. With valuations being undertaken on a 4-year cycle, the next full revaluation is scheduled for June 2024. At 30 June 2022, 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 10.25% in the current replacement cost of the road and footpaths asset class since the last revaluation on 30 June 2020. It was thus determined that the movement was material in nature and a revaluation was required at 30 June 2022 to accurately reflect the value of these asset classes.

As a result of the revaluation, the total net increase in the value of roads has increased by $43.8M (8.5%).

As a result of the revaluation, the total replacement value of footpaths has increased by almost $2.7M (8.1%).

Note 6 Assets we manage

6.1 Property, infrastructure, plant and equipment (continued)

Details of the Council's infrastructure and information about the fair value hierarchy as at 30 June 2022 are as follows:

	Level 1	Level 2	Level 3	Date of Valuation
Roads	-	-	596,778	30/06/2022
Bridges	-	-	67,800	30/06/2021
Footpaths and cycleways	-	-	37,080	30/06/2022
Drainage	-	-	66,200	30/06/2019
Recreational, leisure and community	-	2,360	15,731	30/06/2019
Waste management	-	144	3,284	30/06/2019
Parks, open space and streetscapes	-	534	21,881	30/06/2019
Aerodromes	-	91	6,947	30/06/2019
Off street car parking	-	216	1,991	30/06/2019
Other infrastructure	-	490	10,865	30/06/2019
Total	**-**	**3,835**	**828,557**	

For a detailed explanation for Fair Value Hierarchy, please refer to Note 8.4 Fair Value Measurement

Non-infrastructure assets

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 $0.01 and $18,147.88 per square metre and land under roads values range between $0.20 and $3.57 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 4 years to 87 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.

Infrastructure assets are 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.

Reconciliation of specialised land	**2022 $'000**	**2021 $'000**
Parks, open space and streetscapes	72,200	48,393
Recreation, leisure and community facilities	42,339	27,453
Off-street car parks	7,337	5,752
Aerodromes	4,618	1,635
Waste management	2,925	1,873
Other infrastructure - Piers/Jetties/Caravan parks/Markets/Saleyards	2,635	1,356
Drainage	785	761
Total specialised land	**132,839**	**87,223**

ADJUSTMENTS DIRECTLY TO EQUITY

Reversal of revalued assets disposed or written off (transfer from asset revaluation reserve to accumulated surplus).

Roads, Streets, Drainage, Bridges & Culverts	(1,127)	(3,058)
Buildings & Structures	504	(1,499)
Land	(422)	(704)
	(1,045)	**(5,261)**

Note 7 People and relationships

7.1 Council and key management remuneration

(a) Key Management Personnel

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 KMP at any time during the year are:

Councillors

Mayor Ian Bye (Mayor since 3 November 2021)
Former Mayor Garry Stephens
Cr Scott Rossetti
Cr Carolyn Crossley
Cr Gayle Maher
Cr Jill Wood
Cr John Tatterson
Cr Marcus McKenzie
Cr Carmel Ripper

Chief Executive Officer - David Morcom
General Manager Built and Natural Environment - Chris Hastie
General Manager Community & Culture - Sharon Houlihan (1/07/21 - 17/11/21)
General Manager Community & Culture - Julie Foat (24/01/22 - 29/04/22)
General Manager Development - Brent McAlister
General Manager Corporate Services - Arthur Skipitaris

	2022 No.	2021 No.
Total Number of Councillors	9	12
Total of Chief Executive Officer and other Key Management Personnel	6	5
Total Number of Key Management Personnel	15	17

(c) Remuneration of Key Management Personnel	**2022 $'000**	**2021 $'000**
Total remuneration of key management personnel was as follows:		
Short-term benefits	1,520	1,450
Long-term benefits	34	38
Post employment benefits	108	103
Termination benefits	-	-
Total	1,662	1,591

The numbers of key management personnel whose total remuneration from Council and any related entities, fall within the following bands:

	2022 No.	2021 No.
$1 - $9,999	-	1
$10,000 - $19,999	-	4
$20,000 - $29,999	-	6
$30,000 - $39,999	6	-
$40,000 - $49,999	1	-
$50,000 - $59,999	1	-
$60,000 - $69,999	-	1
$70,000 - $79,999	2	-
$100,000 - $109,999	1	-
$210,000 - $219,999	-	2
$220,000 - $229,999	-	1
$230,000 - $239,999	-	1
$240,000 - $249,999	2	-
$260,000 - $269,999	1	-
$300,000 - $309,999	-	1
$310,000 - $319,999	1	-
	15	17

(d) 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:

	2022	2021
Income Range:	No.	No.
$151,000 - $159,999	2	6
$160,000 - $169,999	4	1
$170,000 - $179,999	1	-
$180,000 - $189,999	-	1
$190,000 - $199,999	1	-
	8	**8**

	$'000	$'000
Total Remuneration for the reporting year for Senior Officers included above, amounted to:	1,181	1,269

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. These transactions included $63,475 of annual maintenance and risk subsidies, and $39,454 of community grants for various events and minor facilities improvements. Transactions with Central Gippsland Health Services included contributions towards health services of $951,448 (2021: $940,036), as well as $1,928 for linen services and emergency department costs. A $13,750 (2021: $77,302) contribution was made towards Destination Gippsland's Event Acquisition Fund and GippsSport received a total of $19,162 for skate park competitions and the Plating the Climate Game Evaluation. A further $75,796 (2021: $45,650) was spent on contractors for facilities maintenance, advertising, and signage.

(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 (2020/21 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 (2020/21 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 (2020/21 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.

	2022 $'000	2021 $'000
(a) Contingent assets		
Non cash contributions expected to be received in respect of subdivision and gifted assets are as follows:		
Developer contributions	1,122	633
Total Contingent Assets	1,122	633

(b) Contingent liabilities

Contingent liabilities are:
- possible obligations that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Council; or
- present obligations that arise from past events but are not recognised because:
- it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or
- the amount of the obligation cannot be measured with sufficient reliability.
- it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or
- the amount of the obligation cannot be measured with sufficient reliability.

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 2021/22 (2020/21 $Nil). There were $Nil contributions outstanding and $Nil loans issued from or to the above schemes as at 30 June 2022. The expected contributions to be paid to the Defined Benefit category of Vision Super for the year ending 30 June 2022 are $34,347.

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:

	2022 $'000	2021 $'000
Bank Guarantees	935	934
Total Bank Guarantees	935	934

8.2 Change in accounting standards

Certain new Australian Accounting Standards and interpretations have been published that are not mandatory for the 30 June 2022 reporting period. Council assesses the impact of these new standards. As at 30 June 2022 there were no new accounting standards or interpretations issued by the AASB which are applicable for the year ending 30 June 2023 that are expected to have any significant impact on Council.

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 2020. 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.

8.3 Managing uncertainties (continued)

(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 deals 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 provides a guarantee for another party. Details of our contingent liabilities are disclosed in Note 8.1(b).

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.

(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 -0.50% and 0.50% in market interest rates (AUD) from year-end rates of 2.71%.

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.

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 assets 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

There are no 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.

Note 9 Other matters

9.1 Reserves

(a) Asset revaluation reserves	Balance at beginning of reporting period $'000	Adjustment directly to equity $'000	Increment (decrement) $'000	Balance at end of reporting period $'000
2022				
Property				
Land & land improvements	74,673	(422)	45,701	119,952
Land under roads	22,124	-	6,966	29,090
Buildings	59,334	504	(63)	59,775
	156,131	82	52,604	208,817
Infrastructure				
Roads	424,640	(1,037)	44,797	468,400
Bridges	25,011	(122)	58	24,947
Footpaths and cycleways	19,434	(31)	2,688	22,091
Drainage	23,740	63	-	23,803
	492,825	(1,127)	47,543	539,241
Other				
Art Gallery Stock	6,330	-	-	6,330
Total asset revaluation reserves	**655,286**	**(1,045)**	**100,147**	**754,388**

Reconciliation of net revaluation movement	**$'000**
Increment recognised in 2021/22	100,147
Adjustment directly to equity (note 6.1)	(1,045)
2022 Net revaluation increment	**99,102**

2021				
Property				
Land & land improvements	75,234	(704)	143	74,673
Land under roads	22,124	-	-	22,124
Buildings	60,987	(1,653)	-	59,334
	158,345	(2,357)	143	156,131
Infrastructure				
Roads	425,902	(1,262)	-	424,640
Bridges	25,472	(1,650)	1,189	25,011
Footpaths and cycleways	19,574	(140)	-	19,434
Drainage	23,749	(9)	-	23,740
	494,697	(3,061)	1,189	492,825
Other				
Art Gallery Stock	2,501	-	3,829	6,330
Total asset revaluation reserves	**655,543**	**(5,418)**	**5,161**	**655,286**

The asset revaluation reserve is used to record the increased (net) value of Council's assets over time.

Reconciliation of net revaluation movement	**$'000**
Adjustment directly to equity (note 6.1)	(5,261)
Adjustment directly to equity recognised in 2020/21	5,161
2021 previously reported net revaluation increment	**(100)**
Transfer from asset revaluation reserve to equity adjusted in 2021/22	(157)
Updated revaluation adjustment	**(257)**

	Balance at beginning of reporting period $'000	Transfer from accumulated surplus $'000	Transfer to accumulated surplus $'000	Balance at end of reporting period $'000
9.1 (b) Other reserves				
2022				
Discretionary reserves				
Asset improvement	1,307	-	(60)	1,247
Plant replacement	1,373	1,000	(844)	1,529
Waste management	6,640	1,618	(1,759)	6,499
Total discretionary reserves	**9,320**	**2,618**	**(2,663)**	**9,275**
Non discretionary reserves				
Recreational land	754	348	-	1,102
Infrastructure contributions	1	59	98	158
Art gallery acquisition	13	3	-	16
Art gallery contribution	7	37	-	44
Leased property improvements	1,610	756	-	2,366
Total Non Discretionary reserves	**2,385**	**1,203**	**98**	**3,686**
Total Other reserves	**11,705**	**3,821**	**(2,565)**	**12,961**
2021				
Discretionary reserves				
Asset improvement	936	380	(9)	1,307
Plant replacement	1,027	1,000	(654)	1,373
Waste management	6,597	1,645	(1,602)	6,640
Total discretionary reserves	**8,560**	**3,025**	**(2,265)**	**9,320**
Non discretionary reserves				
Recreational land	723	174	(143)	754
Infrastructure contributions	65	34	(98)	1
Art gallery acquisition	9	14	(10)	13
Art gallery contribution	46	-	(39)	7
Leased property improvements	1,459	212	(61)	1,610
Total Non Discretionary reserves	**2,302**	**434**	**(351)**	**2,385**
Total Other reserves	**10,862**	**3,459**	**(2,616)**	**11,705**

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	**2022 $'000**	**2021 $'000**
Surplus for the year	20,533	14,514
Depreciation/amortisation	26,578	24,673
Loss on disposal of property, infrastructure, plant and equipment	1,218	2,662
Other	1,032	(212)
Borrowing costs	71	92
Finance Cost - Leases	2	4
Contributions - monetary (non-operating)	(1,139)	(97)
Contributions - non-monetary	(4,855)	(7,459)
Change in assets and liabilities:		
Decrease/(increase) in trade and other receivables	7,587	(8,738)
Increase in trade and other payables	928	140
(Increase)/decrease in inventories	(33)	10
(Decrease)/increase in provisions	1,784	1,554
(Increase)/decrease in prepayments	(370)	44
(Decrease)/increase in trust funds and deposits	(971)	373
(Decrease)/increase in unearned income/revenue	(1,600)	16,566
Net cash provided by operating activities	**50,765**	**44,126**

9.3 Superannuation

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 category, Vision MySuper/Vision Super Saver, receives 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 2022, this was 10.0% as required under Superannuation Guarantee (SG) legislation (2021: 9.5%)).

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 Employee Benefits.

9.3 Superannuation continued

Funding arrangements

Council makes employer contributions to the Defined Benefit category of the Fund at rates determined by the Trustee on the advice of the Fund Actuary.

As at 30 June 2021, 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 109.8%. The financial assumptions used to calculate the VBI were:

Net investment returns 4.75% pa
Salary information 2.75% pa
Price inflation (CPI) 2.25% pa.

As at 30 June 2022, an interim actuarial investigation is underway as the Fund provides lifetime pensions in the Defined Benefit category. It is expected to be completed by 31 October 2022.

Vision Super has advised that the VBI at 30 June 2022 was 102.2%. Council was notified of the 30 June 2022 VBI during August 2022 (2021: August 2021). The financial assumptions used to calculate this VBI were:

Net investment returns 5.5% pa
Salary information 2.5% pa to 30 June 2023, and 3.5% pa thereafter
Price inflation (CPI) 3.0% pa.

The VBI is used as the primary funding indicator. Because the VBI was above 100%, the 30 June 2021 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

(a) Regular contributions

On the basis of the results of the 2021 interim 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 2022, this rate was 10.0% of members' salaries (9.5% in 2020/21). This rate is expected to increase in line with any increases in the SG contribution rate and was 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.

(b) 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.

9.3 Superannuation continued

The 2021 interim actuarial investigation surplus amounts

An actuarial investigation is conducted annually for the Defined Benefit category of which 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 2021 and the last full investigation was conducted as at 30 June 2020.

The Fund's actuarial investigation identified the following for the Defined Benefit category of which Council is a contributing employer:

	(Interim)	(Triennial)
	$m	$m
- A VBI Surplus	214.7	100.0
- A total service liability surplus	270.3	200.0
- A discounted accrued benefits surplus	285.2	217.8

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 2021.

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 2021.

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 2021.

Council was notified of the 30 June 2021 VBI during August 2021 (2020: August 2020).

The 2022 interim actuarial investigation

An interim actuarial investigation is being conducted for the Fund's position as at 30 June 2022 as the Fund provides lifetime pensions in the Defined Benefit category. It is anticipated that this actuarial investigation will be completed by October 2022. Council was notified of the 30 June 2022 VBI during August 2022 (2021: August 2021).

Superannuation contributions

Contributions by Council (excluding any unfunded liability payments) to the above superannuation plans for the financial year ended 30 June 2022 are detailed below:

Scheme	**Type of Scheme**	**Rate**	**2022 $'000**	**2021 $'000**
Vision super	Defined benefits	10.0% (2021:9.5%)	127	139
Vision super	Accumulation fund	10.0% (2021:9.5%)	1,518	1,202
Other Schemes	Accumulation fund	10.0% (2021:9.5%)	799	1,071

In addition to the above contributions, Wellington Shire Council has paid unfunded liability payments to Vision Super totalling $Nil in the 2021/22 year (2020/21 $Nil).

There were $Nil contributions outstanding and $Nil loans issued from or to the above schemes as at 30 June 2022 (2021: $22,778)

The expected contributions to be paid to the Defined Benefit category of Vision Super for the year ending 30 June 2023 is $34,347 (2021: $141,498)

10 Change in accounting policy

There have been no changes to accounting policies in the 2021/22 year which have had a significant impact on Council.