



Castlereagh Macquarie County Council

Operational Plan 2024/2025

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1. Glossary of Terms and Abbreviations

The following definitions and abbreviations are used in the Castlereagh Macquarie County Council Delivery Plan:

BASP	Castlereagh Macquarie County Council Business Activity Strategic Plan
Constituent Councils	means Coonamble Shire Council, Gilgandra Shire Council, Walgett Shire Council, Warrumbungle Shire Council, and Warren Shire Councils collectively. These local government areas constitute the area of operation for the Castlereagh Macquarie County Council.
Council	Castlereagh Macquarie County Council
Councillors	Members of the CMCC governing body
County Council	Castlereagh Macquarie County Council
EEO	Equal Employment Opportunity
LGA 1993	NSW Local Government Act 1993
Invasive Weeds	Plants which are declared invasive for the area of operation of the Castlereagh Macquarie County Council, by State and LLS.
NSW DPI	NSW Department of Primary Industries
NSW BA 2015	NSW Biosecurity Act 2015 (Effective 1 st July 2017)
CMCC	Castlereagh Macquarie County Council
NWLLS	North West Local Land Service
CWLLS	Central West Local Land Services

2. Council Contact Details

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3. What is an Operational Plan?

Section 1 in the Castlereagh Macquarie County Council's Business Activity Strategic Plan (BASP) explains the background and general structure of the Integrated Planning and Reporting Framework that was introduced for Local Government by the *Local Government Amendment (Planning and Reporting) Act 2009*.

Section 405 of the *Local Government Act 1993* requires that Council must develop an Operational Plan which is adopted before the beginning of each financial year which:

- a) Details the principal activities that Council will undertake to achieve the objectives established in the Business Activity Strategic Plan (BASP), which are within the resources available to Council as outlined in Resourcing Strategy contained in Council's BASP.
- b) Includes a method of assessment to determine the effectiveness of each principal activity in achieving the objectives at which the activity is directed.
- c) Statement of Revenue Policy for the year covered by the Operational Plan.

The Operational Plan is a sub-plan of the Delivery Programme and must be exhibited for at least 28 days during which period public submissions can be made to Council.

Council must accept and consider any submissions made on the draft Operational Plan before adopting the Operational Plan.

Clause 201 of the *Local Government (General) Regulation 2021 (regulation)* requires Council's annual statement of revenue policy to include details of:

- a) Estimated income and expenditure
- b) Proposed rates and charges
- c) Proposed pricing methodology
- d) Proposed borrowings

Clause 203 of the *Regulation* requires that budget review statements and a revision of estimates must be reported to Council within two (2) months after the end of each quarter (except the June quarter).

The Operational Plan must be prepared as a sub-plan of the Delivery Programme and:

Directly address the actions outlined in the Delivery Programme and identify projects, programmes or activities that Council will undertake within the financial year towards addressing these actions.

Allocate responsibilities for each project, programme or activity.

Identify suitable measures to determine the effectiveness of the projects, programmes and activities undertaken.

Include a detailed budget for the activities to be undertaken in that year.

4. Vision Statement

Vision

To prevent, contain or reduce the invasion of Weeds within the Castlereagh Macquarie County Council area.

5. Mission Statement

Mission

To provide effective integrated weed management systems utilising the latest technology to all Constituent Councils fairly and equitably in accordance with the NSW Biosecurity Act 2015.

6. Principal Activities of Council

Statement of Principal Activities to be undertaken to achieve objectives

Note: In the following tables the column headed "BA & SO" provides in order, a reference to the Main Business Activity Priorities number and the Strategic

Objective number from the Business Activity Strategic Plan.

1. Provide information to Council to allow decisions at Council Meetings				
Required Activity	BA & SO	Resp	Target	Performance Measure
Ensure Business Paper is ready for distribution.	2.3	GM	At least 5 days, working days prior to the Council Meeting.	Satisfactory completion of task in accordance with target level.
Provide recommendations to Council when possible.	2.3	GM	Include in business paper for Council's consideration.	

2. Respond to Councillor inquiries related to the administration function				
Required Activity	BA & SO	Resp	Target	Performance Measure
Provide information to Councillors within Council's policy guidelines	2.3	GM	On day requested where possible, or within 5 working days (unless request requires detailed investigation).	Satisfactory completion of task in accordance with target level.
Provide written information as requested	2.3	GM	Within 5 working days (unless request requires detailed investigation)	

3. Update Council policy register				
Required Activity	BA & SO	Resp	Target	Performance Measure
Update new or amended administration policies in Council's policy register.	2.3	GM	Within 14 days of adoption or amendment	Satisfactory completion of task in accordance with target level.
Review Council administration policies.	2.3	GM	Within 2 months of expiry of policy or every 2 years	

4. Provide information to public in a timely and effective manner				
Required Activity	BA & SO	Resp	Target	Performance Measure
Ensure Council business papers are made available in hard copy at Council's office.	2.1	GM	At least 3 working days before the Council meeting.	Satisfactory completion of task in accordance with target level.
Ensure other public information is made available at Council's office.	2.1	GM	As soon as practicable after it becomes public information.	
Ensure business papers are provided to constituent councils.	2.1	GM	Post to General Managers at the same time as Councillors' business papers	
Ensure minutes, business papers and other information is posted to Council's website.	2.1	GM	As soon as practicable.	

5. Ensure all statutory requirements are completed and financial returns and plans are completed and lodged by the due date				
Required Activity	BA & SO	Resp	Target	Performance Measure
Quarterly Budget Review Statements and Delivery Programme Review to Council.	2.2	GM	August, October, February and April Meetings.	Satisfactory completion of task in accordance with target level.
Audited Financial Statements to Division of Local Government.	2.2	GM	By the end of November.	
Financial Data collection return.	2.2	GM	By end of November	

Notice of meeting at which audited reports are to be presented.	2.2	GM	By date specified by Division of Local Government. Five weeks after 31 st October.	
Audited Financial Reports presented to public	2.2	GM	December meeting.	
Draft Operational Plan and Budget on public exhibition.	2.2	GM	Following April meeting.	
Operational Plan and Budget to be adopted	2.2	GM	June meeting	

6. Ensure all other statutory returns are completed and lodged by the due date

Required Activity	BA & SO	Resp	Target	Performance Measure
Pecuniary Interest Returns.	2.2	GM	30 September annually.	Satisfactory completion of task in accordance with target level.
Council's Annual Report prepared and lodged with Division of Local Government	2.2	GM	30 November annually.	
Other returns as required by Division of Local Government, Department of Primary Industries, or others	2.2	GM	No later than return date specified	

7. Implementation of Council decisions

Required Activity	BA & SO	Resp	Target	Performance Measure
Implement Council decisions following Council meeting	2.2	GM	Within 10 working days of Council Meeting For prosecutions, within 2 months of Council resolution	Satisfactory completion of task in accordance with target level.

8. Continue to ensure the provision of finance to Council from available sources				
Required Activity	BA & SO	Resp	Target	Performance Measure
Liaise with constituent councils regarding the level of Council contributions and the apportionment of contributions.	2.4	GM	Continuously.	Satisfactory completion of task in accordance with target level.
Letter to Constituent Councils concerning Council's proposed Delivery Plan and Budget estimates for the forthcoming financial year, and the contribution sought from constituent councils.	2.4	GM	30 April.	
Application to Department of Primary Industries for grants under NSW Weeds Action Programme as necessary.	2.4	GM	As required under Weeds Action Programme 1520.	
Provide grant returns to Department of Primary Industries.	2.4	GM	As required under Weeds Action Programme 1520	
Pursue opportunities for securing grant funds from other available sources.	2.4 & 1.4	GM	As required	

9. Continue current financial management direction and review Business Activity Strategic Plan and Delivery Programme				
Required Activity	BA & SO	Resp	Target	Performance Measure
Review Business Activity Strategic Plan.	2.1 & 2.4	GM	Continuously	Satisfactory completion of task in accordance with target level.
Review Delivery Programme.	2.1 & 2.4	GM	Continuously	
Provide adequate funds for employee leave entitlements.	2.3	GM	Maintain reserve of at least 50% of Long Service Leave liability	

10. Provide financial information and advice to Council				
Required Activity	BA & SO	Resp	Target	Performance Measure
Provide financial advice as required.	2.2 & 2.3	GM	At Council meetings	Satisfactory completion of task in accordance with target level.
Provide quarterly update on financial trends relating to Council's expenditure.	2.2 & 3	GM	At Council Meeting following end of quarter	

11. Ensure that Council's Operational Plan and Budget is considered in order to allow adoption by 30 June each year				
Required Activity	BA & SO	Resp	Target	Performance Measure
Draft Plan to be presented to Council.	2.2	GM	April Meeting.	Satisfactory completion of task in accordance with target level.
Draft Plan adopted to allow 28 day public exhibition.	2.2	GM	April Meeting.	
Draft Plan to be adopted following consideration of any submissions received.	2.2	GM	June Meeting.	

12. Promote the Council's interests through participation with relevant organisations				
Required Activity	BA & SO	Resp	Target	Performance Measure
Participate in Macquarie Valley Weeds Advisory Committee activities through attendance at meetings and supply of information as required to assist the lobbying of State and Federal Governments.	1.1	GM	Attend meetings and provide information as requested.	Satisfactory completion of task in accordance with target level.

13. Provide active support for LGNSW				
Required Activity	BA & SO	Resp	Target	Performance Measure
Provide information as requested by LGNSW to assist it to lobby governments.	3.1	GM	Information to be provided by the date requested.	Satisfactory completion of task in accordance with target level.
Utilise the services of LGNSW to further Council's interests	3.1	GM	As and when required by Council.	

14. Actively pursue politicians to further Council's interests				
Required Activity	BA & SO	Resp	Target	Performance Measure
Invite politicians to attend Council meetings.	3.1	GM	Politicians to be invited to Council meetings as required.	Satisfactory completion of task in accordance with target level.
Meet with State and Federal Politicians to promote the interests of Council.	3.1	GM	As required	

15. Minimise the risks associated with all functions of Council				
Required Activity	BA & SO	Resp	Target	Performance Measure
Internal Audit (Council's Audit Risk and Improvement Committee).	2.3	GM	Ongoing, function of Audit Risk Committee to review organizational risks.	Satisfactory completion of task in accordance with target level.
Identify new risks associated with Council's functions.			Internal audit program to be developed	
Analyse and prioritise all risks identified.	2.3	GM	Within 3 months after identification.	
Minise exposure through rectification of risks.	2.3	GM	Within budget constraints.	
Update policy on the use of contractors.	2.3	GM	Ongoing.	

Review risk management policy.	2.3	GM	Ongoing.	
Update Risk Register	2.3	GM	Staff meet twice a year to review operational risks and update risk register	

16. Ensure Council staff are aware of their rights and responsibilities in relation to WH&S , risk management and EEO				
Required Activity	BA & SO	Resp	Target	Performance Measure
Provide training to staff on relevant legislation.	2.3	GM	Ongoing as identified.	Satisfactory completion of task in accordance with target level.
Provide training on EEO to staff.	2.3	GM	Ongoing as required.	
Provide staff with training on risk management.	2.3	GM	Ongoing as required.	
Review and update staff training programme.	2.3	GM	Annually.	
Review EEO Management Plan.	2.3	GM	As required	

17. Maintain and update Council's records management system				
Required Activity	BA & SO	Resp	Target	Performance Measure
Monitor record keeping procedures to ensure that they provide the best method of maintaining an accurate record of Council's activities.	2.3	GM	Ongoing.	Satisfactory completion of task in accordance with target level.
Review record keeping procedures with a view to updating to State Records system of filing.	2.3	GM	Ongoing.	

18. Implement system of information technology capable of providing information that is relevant and timely				
Required Activity	BA & SO	Resp	Target	Performance Measure
Monitor reporting system ability to provide information requirements.	2.3	GM	Ongoing.	Satisfactory completion of task in accordance with target level.
Monitor technology improvements and assess future requirements.	2.3	GM	Ongoing.	
Update Council's computer system, both hardware and software, to ensure that it enhances management and record keeping (as resources allow).	2.3	GM	As required.	
Review Council's website and implement systems for expanding content and keeping content up to date.	2.1 & 3.2	GM	Ongoing.	

19. Compile accurate data on the condition of current Council assets				
Required Activity	BA & SO	Resp	Target	Performance Measure
Maintain assets register for all assets over \$5,000.	2.3	GM	Ongoing.	Satisfactory completion of task in accordance with target level.
Monitor the condition of those assets	2.3	GM	Ongoing.	
Identify maintenance requirements for those assets.	2.3	GM	Ongoing.	
Cost maintenance requirements and incorporate into annual budget.	2.3	GM	As identified.	

20. Introduce a system for electronic mapping of noxious weed infestations and the automation of Weeds Officers' reports				
Required Activity	BA & SO	Resp	Target	Performance Measure
Monitor the electronic mapping of invasive weed infestations and the automation of Weeds Officers' reporting procedures.	1.3 & 2.3	GM SWO	In conjunction with year 1 WAP 1520.	Satisfactory completion of task in accordance with target level.
Expand the introduction of electronic mapping of invasive weed infestations and the automation of Weeds Officers' Reporting Procedures to the whole of Council's Area of Operations.	1.3 & 2.3	GM SWO	To include weed control activities on roads	
Continue the training of staff in the use of the system in order to ensure it's most efficient and effective use.	1.3 & 2.3	GM SWO	Ongoing.	

21. Compile data on Council's current vehicle and plant fleet – condition and usage				
Required Activity	BA & SO	Resp	Target	Performance Measure
Analyse Council's current vehicle and plant fleet and its activities and assess future vehicle and plant needs.	2.3	GM	Ongoing	Satisfactory completion of task in accordance with target level.

22. Ensure access to competitively priced chemicals for weeds control programmes				
Required Activity	BA & SO	Resp	Target	Performance Measure
Ensure access to competitively priced chemicals for weeds control programmes.	1.2	GM	As required	Satisfactory completion of task in accordance with target level.

23. Actively pursue the control of noxious weeds along roadsides in Council's area				
Required Activity	BA & SO	Resp	Target	Performance Measure
Inspect roadsides prior to control works to ensure that control programmes are efficient and effective.	1.3	SWO	At least one week prior to spraying.	Satisfactory completion of task in accordance with target level.
Carryout necessary control works in line with Council's Budget allocations.	1.3	SWO	As seasonal conditions / and available funding permit.	
Respond to reports of noxious weeds on roadsides.	1.3	SWO	Carry out inspection within 7 days of notification.	
Carry out control works in accordance with Council's policy and budget allocations.	1.3	SWO	As required	

24. Actively pursue the control of noxious weeds on private lands				
Required Activity	BA & SO	Resp	Target	Performance Measure
Inspection of private lands to assist landowners to fulfill their legal responsibilities in relation to noxious weeds.	1.2 & 3.2	SWO	At least 250 inspections per quarter.	Satisfactory completion of task in accordance with target level.
Provide information to landowners on noxious weeds control	1.2 & 3.2	SWO	If not done at time of inspection then within 1 week.	
Respond to noxious weed complaints	1.2 & 3.2	SWO	Initial inspection within 10 working days.	

25. Actively pursue the control of noxious weeds on vacant Crown lands				
Required Activity	BA & SO	Resp	Target	Performance Measure
Inspect vacant Crown land parcels to facilitate application to DPI for funds for necessary control works.	1.2	SWO	Prior to submission of application.	Satisfactory completion of task in accordance with target level.
Inspect vacant Crown lands to ensure obligations for noxious weed control are being met.	1.2	SWO	As required as resources are available.	
Provide information to Department of Lands on noxious weed control requirements	1.2	SWO	Within 10 working days of inspection.	
Respond to complaints for noxious weeds on vacant Crown Land	1.2	SWO	Initial inspection within 10 working days.	

26. Actively pursue the control of noxious weeds on land held by Forests of NSW				
Required Activity	BA & SO	Resp	Target	Performance Measure
Inspect areas proposed to be clear felled in coming financial year.	1.2	SWO	Within 28 days of receipt of <i>Harvesting Plan of Operations</i> .	Satisfactory completion of task in accordance with target level.

27. Actively pursue the control of noxious weeds on other public authorities land				
Required Activity	BA & SO	Resp	Target	Performance Measure
Inspect lands of public authorities to ensure obligations for noxious weeds control are being met.	1.2 & 1.3	SWO	Ongoing.	Satisfactory completion of task in accordance with target level.
Provide information to public authority on noxious weed control requirements.	1.2 & 1.3	SWO	Within 10 working days of inspection.	

Respond to complaints regarding noxious weeds on lands of public authorities.	1.2 & 1.3	SWO	Initial inspection within 10 working days.	
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28. Conduct aerial spraying programmes for noxious weeds				
Required Activity	BA & SO	Resp	Targ	Performance Measure
Organise programmes for aerial spraying of noxious weeds throughout the year as seasonal conditions permit and demand requires.	1.2	GM/SWO	As required.	Satisfactory completion of task in accordance with target level.

Publicise aerial spraying programmes in local media, and as occasion permits, to ensure maximum landholder participation.	1.2	GM/SWO	As required.	
Organise aerial spraying (involving all weeds officers) throughout Council's area in accordance with programmes.	1.2	SWO	In accordance with Programmes	

29. Actively pursue regional resources sharing with neighbouring councils and other public authorities to provide cost benefits to Council in the provision of services				
Required Activity	BA & SO	Resp	Target	Performance Measure
Pursue resource sharing through regular interaction with nearby councils and other public authorities to discuss regional weed plans and coordinated approaches to weed control	1.1	GM	Liaise with appropriate members and officers of surrounding councils and other public authorities as required.	Satisfactory completion of task in accordance with target level.

7. Other Information Relating To Principal Activities of Council

1. CAPITAL WORKS PROJECTS TO BE CARRIED OUT

Council has not planned any Capital Works Programs for 2024/2025 other than plant and equipment replacement.

2. SERVICES TO BE PROVIDED

Private Works

Private works will be carried out for private individuals or Government Departments on requests on a sundry debtor basis provided the carrying out of such work will not interfere with Council's primary responsibility of invasive weed control in accordance with the NSW Biosecurity Act 2015.

Sale of Herbicides

Herbicides used for noxious weed control will be made available to the public to purchase at cost plus a 15% administration charge.

Advice

Fact sheets and brochures on noxious weed identification and control procedures will be forwarded to enquirers on request.

3. ASSET REPLACEMENT PROGRAMS TO BE IMPLEMENTED BY COUNCIL

Council will seek quotations for replacement plant and equipment from suppliers within and outside the County area. Suppliers within the County area will be given preference. Petrol driven motor vehicles will be replaced at 40,000 kilometres or two (2) years, whichever comes first, and diesel vehicles will be replaced at 150,000 kilometres or four (4) years, within Council's budget.

4. SALES AND PURCHASES OF ASSETS TO BE CONDUCTED BY COUNCIL

The General Manager is authorised to sell and purchase items of plant and equipment as detailed in Council's plant replacement program.

5. HUMAN RESOURCES ACTIVITIES

Staff is to have training to meet the minimum requirements of the industry standards in Certificate IV in Conservation Land Management (weeds), use of herbicides, health and safety and understanding integrated management techniques. All Inspection staff are

to successfully complete the Local Government Industry Training Committee (LGITC) Weed Control Course or its equivalent.

6. EQUAL EMPLOYMENT OPPORTUNITY IMPLEMENTATION MANAGEMENT PLAN

Council's Equal Employment Opportunity Implementation and Management Plans are separate documents and are available on request.

7. ENVIRONMENTAL FACTORS

Council complies with legislative requirements that relate to the environment and the use of herbicides to control invasive weeds. Such legislation includes the Environmental Planning and Assessment Act, Clean Water Act, etc.

8. Weeds

(The following list needs revision)

Botanical Name	Common Name	Category
<i>Acacia nilotica</i>	Prickly Pear	W1
<i>Alternanthera pihiloxyroides</i>	Alligator Weed	W1
<i>Cannabis sativa</i>	Indian Hemp	W1
<i>Carduus nutans</i>	Nodding Thistle	W2
<i>Cenchrus incertus</i>	Spiny Burrgrass	W3
<i>Cenchrus longispinus</i>	Spiny Burrgrass	W3
<i>Cestrum parqui</i>	Green Cestrum	W2
<i>Cortaderia spp</i>	Pampass Grass	W2
<i>Cuscuta spp</i>	Dodder	W2
<i>Eichhornia crassipes</i>	Water Hyacinth	W1
<i>Equisetum arvense</i>	Horsetail	W1
<i>Erythroxylum coca</i>	Coca Leaf	W1
<i>Gymnocoronis spilanthoides</i>	Senegal Tea Plant	W1
<i>Heliotropium amplexicaule</i>	Blue Heliotrope St	W2
<i>Hypericum perforatum</i>	John's Wort	W2
<i>Kochia scoparia</i>	Kochia	W1
<i>Lagarosiphon major</i>	Lagarosiphon	W1
<i>Lycium ferocissimum</i>	African Boxthorn	W2
<i>Nasella trichotoma</i>	Serrated Tussock	W2
<i>Papaver somniferum</i>	Opium Poppy	W2
<i>Parthenium hysterophorus</i>	Parthenium Weed	W1
<i>Pistia stratiote</i>	Water Lettuce	W1
<i>Prosopis spp</i>	Mesquite	W1
<i>Rosa rubiginosa</i>	Sweet Briar	W3
<i>Robus fruticosus (agg) spp</i>	Black Berry	W2
<i>Salvia reflexa</i>	Mintweed	W3
<i>Salvinia molesta</i>	Salvinia	W1
<i>Sclerolaena birchii</i>	Galvanized Burr	W3
<i>Sclerolaena elaeagnifolium</i>	Silverleaf Nightshade	W2
<i>Sorghum Halepense</i>	Johnson Grass	W2
<i>Sorghum spp.hybrid</i>	Silk Foliage Sorghum	W2
<i>Sorghum x almum</i>	Columbus Grass	W2
<i>Toxicodendron succedaneum</i>	Rhus Tree	W2
<i>Xanthium spp</i>	Bathurst/Noogoora Californian/Cockle Burrs	W3

9. Annual Statement of Revenue Policy

For further financial information reference should be made to Council's 2024/2025 Budget and Long Term (Ten year) Financial Plan

FEES AND CHARGES

1. CONSTITUENT COUNCIL CONTRIBUTIONS

Each Constituent Council will contribute an equal amount annually determined by Council. The contribution will be increased annually by the allowable general rate increase (Rate peg) set by IPART. All five (5) Councils have received approval for an overall rate increase of 4.7% for 24/25.

2. FEES

Council provides professional and specialist information in furnishing applicants with "*Biosecurity Certificates*" under Section 183 of the NSW Biosecurity Act 2015.

3. CHARGES – SALE OF MERCHANDISE

Items sold to land holders for the destruction or control of weeds on private land are charged on the basis of costs plus 15% administration charge.

4. PRIVATE WORKS

All private work will be charged on the basis of external plant hire plus labour and on costs and a 15% administration charge. Hourly rate for Spray Operator and spray vehicle is \$120/hour plus 10% GST.

5. BORROWINGS

There are no proposed borrowings in accordance with Section 622 of the Local Government Act, 1993.

6. PRIVATE WORKS FOR CONSTITUENT COUNCILS

All private work carried out for Constituent Councils will be charged at \$120/hour plus 10% GST. This includes Spray Operator and spray vehicle.