



Castlereagh Macquarie County Council

Delivery Programme

2025/26 – 2028/29

Prepared in accordance with the provisions contained in the Local Government Act 1993

Contents

1. Glossary of Terms and Abbreviations	3
2. County Council Contact Details	4
3. Legislative Requirements of the Delivery Plan	5
4. County Council- Vision and Mission Statements.....	6
5. Principal Activities of Council	7
5.1 Other Information Relating to Principal Activities of Council	14
6. Weeds Categories	17
7. Financial Estimates 2015-2026	20
8. Plans and Reports.....	21
9. Pesticide Use Notification Plan	22
9.1 Activities to Protect Environmentally Sensitive Areas.....	22
9.1.1 Use Integrated Management Techniques to Reduce Reliance on Herbicides.....	22
9.1.2 Use of Selective Herbicides.....	22
9.2 Notification of Pesticide Use on Roadsides and Aquatic Areas	22
10. Equal Employment Opportunity (EEO) Implementation Management Plan	24
11. Equal Employment Opportunity Management Plan	25

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 Plants	Plants which are regulated under the NSW Biosecurity Act 2015 according to the risk they pose to the environment, community and economy.
NSW DPI&RD	NSW Department of Primary Industries & Regional Development
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 Service

2. County Council Contact Details

Head Office

55 Fox Street
WALGETT NSW 2832

All Correspondence to be addressed to:
General Manager
Castlereagh Macquarie County Council
PO Box 664
WALGETT NSW 2832

Telephone: 0427 598 577
Email: cmcc@cmcc.nsw.gov.au
Website: <http://www.cmcc.nsw.gov.au>

3. Legislative Requirements of the Delivery Plan

In accordance with Section 404, Local Government Act 1993, Council is required to develop a Delivery Plan 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) Is reviewed, at least every six (6) months, via principal activity progress reports from the General Manager to Council.

Council is also required to prepare a new Delivery Plan after each ordinary election of Councillors to cover the principal activities of Council for the four (4) year period commencing on the 1 July following the election.

4. County Council- Vision and Mission Statements

4.1 Vision

To prevent, contain or reduce the invasion of Invasive Plants within the County Council area.

4.2 Mission

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

5. Principal Activities of Council

Principal activities to achieve main business activity priorities

1. Strategic objective – Building Relationships

Build strong relationships with other natural resource managers having responsibilities in, or adjacent to, the County Council's area of operations through a program to improve liaison between natural resource managers.

Strategy

Foster a spirit of cooperation with other natural resource managers.

Activities

- Attend seminars, workshops, etc., conducted by other natural resource managers where appropriate.
- Encourage natural resource managers to participate in Council activities, such as public meetings and workshops. Share information with other natural resource managers.
- Host an annual meeting between natural resource managers to foster good relations and to provide a convenient forum for the exchange of information and the facilitation of cooperation.
- Encourage and establish personal contact between Council staff and staff of other natural resource managers. A data base of contacts staff and others in other natural resource managers.
- Investigate and promote joint works for Invasive weed control by natural resource managers.
- Where appropriate, endeavour to have natural resource managers, particularly private occupiers, enter into joint arrangements for Invasive weed control work.
- Investigate what incentives the Council might offer to private occupiers to enter into joint arrangements for Invasive weed control work.

2. Strategic objective – Invasive Weeds Control

Ensure the effectiveness of the Council's role in improving the natural environment through a reduction in Invasive weeds.

Strategy

Ensure that the Council is aware of any presence of Invasive weeds in its Area of Operations.

Activities

- Conduct a regular and systematic program of property visits to private landholders and any infestations of Invasive weeds found on property visits are mapped and properly recorded.
- Ensure that weed infestations on roads are mapped and properly recorded.
- In conjunction with public authorities, conduct a regular and systematic program of property visits to land of public authorities and ensure weed infestations on land of public authorities are mapped and properly recorded.

- Respond promptly to complaints about the presence of Invasive weeds.
- Provide assistance and support to private occupiers in controlling Invasive weeds on their land and to prepare Property Weed Management Plans for their land and assist in the preparation of the Plans.
- Conduct a regular program of property visits to enhance the Council's knowledge of weed control work carried out on private land, and ensure that private landholders are provided with accurate and timely advice on their weed control obligations.
- Actively pursue the control of Invasive weeds on vacant Crown land and regularly inspect vacant Crown land to ensure weed control obligations are being met.
- Facilitate application for necessary funds to finance weed control work by the Council on vacant Crown land.
- Provide information to the responsible Department on the state of Invasive weed control on vacant Crown land.
- Actively pursue the control of Invasive weeds on land of Forests NSW and inspect areas proposed to be clear felled in coming financial year that are potential weed risks and follow up to ensure control work is carried out on potential weed risks.
- Conduct aerial spraying programs for Invasive weeds.
- Publicise aerial spraying in local media, and as occasions permits, to ensure maximum landholder participation.

3. Strategic objective – Invasive Weeds Controls - Roadsides

Improve the effectiveness of the control of Invasive weeds on roads by promoting changes in management techniques and cooperative action.

Strategy

Ensure that all occupiers are aware of their obligations to control Invasive weeds on roads.

- Include in the Council's advisory and extension material an explanation of the circumstances in which occupiers are required to control Invasive weeds on roads.
- Where appropriate, bring to the public's notice via press releases and by other appropriate means the obligations on occupiers to control Invasive weeds on roads.
- Where occupiers are failing to control weeds on roads, as required by the Act, bring the requirements to their attention in writing.
- Commence a program of inspections to identify all Invasive weed infestations on roads in the Council's area of operations and ensure they are properly recorded.
- Prepare a program of work for the control by the Council of Invasive weeds on roads where the responsibility for control is the Council's, giving priority in the program of work to isolated infestations and to infestations where the level of infestation on adjoining and adjacent land is low or where occupiers of such land have an approved Property Weed Management Plan for the control of the weed.
- Include in the Council's annual estimates adequate provision to fund the program of work for the control of Invasive weeds on roads.
- Where the adjoining occupier is liable for the control of Invasive weeds on a road and

the work is not being undertaken, encourage the occupier to comply with the obligations and where this is unsuccessful use the regulatory powers, in accordance with this Strategy, to enforce compliance.

- Pursue alternatives for the control of Invasive weeds on roads.
- Investigate means to achieve the revegetation of roadsides with indigenous species.
- Encourage road authorities to revegetate roadsides with indigenous species and to institute work practices which minimise disturbance of roadsides by road construction and maintenance work.
- Investigate the use of constituent council Weeds Officers for the control of Invasive weeds on roads where they are undertaking weed control on the road for other purposes (road maintenance or environmental weed control).

4. Strategic objective – Invasive Weeds Controls Funding

Secure funding, where possible, to assist occupiers in their management of Invasive weeds by encouraging policy change by NSW State Government and other funding authorities.

Strategy

Provide assistance and support to occupiers in securing funding for Invasive weed control.

Activities

- Endeavour to ensure that the Council is aware of all sources of funding for Invasive weed control.
- Encourage occupiers to apply for grants to assist with Invasive weed control wherever possible and appropriate and provide assistance to occupiers in applying for grant funds for weed control work.
- Write to State and Federal politicians regularly drawing attention to the necessity for increased funding for Invasive weed control and for a broadening of the eligibility criteria.
- Encourage Constituent Councils to increase support for the Council because of the public goods that flow from Invasive weed control.

5. Strategic objective- Communication Policies

Improve communications between the Council and its community through increased use of electronic and other media.

Strategy

Improve the Council's profile in the community.

- Keep under review the appropriateness of the council's corporate logo and ensure that the corporate logo appears on all Council publications, advertisements, uniforms, letterhead, Council office, etc.
- Investigate the feasibility and benefit of holding Council's Ordinary meetings at least once each year in the area of each of the constituent councils.
- Any Ordinary Council meeting should be held on a day, at a time, and at a venue that will encourage attendance and participation.
- Inform members of the Council's community of the Council's activities and seek input

into the Council's operations.

- Ensure that each of the public meetings is advertised widely and that members of the Council community are invited, and encouraged, to attend.

6. Strategic objective – Community Consultation

Improve the accountability of the Council to its community by providing more open access to information and public participation.

Strategy

Encourage members of the Council's community to take an interest in the Council's affairs.

- Ensure that, through improved communications between the Council and its community, members of the Council's community are aware of the Council and its role.
- Inform members of the Council's community of their rights to be kept informed of the Council's activities via newspaper advertisements and other Council publications.
- Ensure that members of the Council's community receive meaningful information on the Council's operations.
- Early in each financial year, prepare a leaflet containing succinct and meaningful information, in plain English, on the Council's operations for the past year and its planned operations and budget for the current year.
- Publicise the availability of the leaflet and have staff hand a copy to any member of the Council's community with whom they come in contact, or send out, with the rate notices of constituent councils or otherwise.
- Establish a proper complaints handling procedure.
- Ensure that all complaints are recorded in the database.
- The General Manager to investigate all complaints and to make a determination on an appropriate response.

7. Strategic objective- Administration

Develop an efficient and effective Council administration for the management of Invasive weeds through improved training, procedures and use of technology.

Strategy

Engage and retain sufficient skilled staff to provide administrative services to the Council.

- Constantly monitor the workload of all staff and as necessary, engage additional staff, or provide other support, to meet the fluctuating workload of the Council.
- Ensure that all staff receive continuing training as required.
- Investigate the employment of a Community Liaison Officer to assist Weeds Officers in their education and advisory function.
- Provide up to date computer and other technological facilities including drones for inspections.
- Continue and enhance the present practice of entering into arrangements with constituent councils, or others, for obtaining GIS data.

- Provide an efficient records management system and appropriate storage for both soft and hard copies.
- Continually update and enhance the Council's website (www.Invasiveweeds.org.au)

8. Strategic objective- Funding Arrangements

Secure the Council's financial position by promoting stronger funding arrangements with funding bodies and seeking alternative sources of funds.

Strategy

Secure alternative sources of funding for the Council's ordinary operations.

Activities

- Lobby politicians to have the Invasive weed control grant programs increased.
- Investigate the availability of grant funds from other sources to assist the Council in its ordinary operations.
- Lobby public authorities for funding of weed control work on roads.
- Investigate alternative sources of grant funds for identifiable council weed control projects, such as serrated tussock control.
- Maximise income from fees, charges and income producing operations.
- Investigate opportunities for the Council to enhance income from its operations.
- Ensure that all operations carried out on a contract or agreed basis on behalf of others, including the control of weeds on private property by arrangement with the landholder, are properly costed and the cost fully recovered.
- Ensure that the Council does not undertake weed control work for which the Council does not have a statutory obligation unless the work is properly costed and charged at its true cost.

9. Strategic objective- Lobbying

Increase public awareness of the impact of Invasive weeds on the community and the cost to the community of Invasive weeds through contact with community leaders and public awareness campaigns.

Strategy

Increase politicians awareness of weeds.

Activities

- Write to politicians at every opportunity drawing attention to the importance of weeds and their impact on the community.
- Encourage interested groups in the community to lobby politicians about weeds issues and provide background material for their use in doing so.
- Invite politicians to Council meetings and to any other Council activities such as field days, community meetings, etc.
- Foster an interest in weeds in the local and rural press and news media and generate an interest in weeds by means of press releases in relation to any

relevant Invasive weed matter, such as scientific advances, research, new control initiatives, council activities, and such like.

- Publicise weed matters within the Council's community and ensure that the importance of weeds is emphasised in all Council publications.
- Continue and enhance the practice of having constituent councils include with rate notices a suitable information brochure about Invasive weeds and the work of the Council.
- Continue and enhance the practice of having constituent councils include with Section 149 and 603 certificates a suitable information brochure about Invasive weeds and the work of the Council and advising of the desirability of having a pre-purchase inspection about the Invasive weed status of land.

10. Strategic objective- Technology

Enhance the educational and advisory role of the Council through the provision of a range of written and electronic material and staff promotion of this role.

Strategy

Ensure that the Council fulfils its educational and advisory role.

Activities

- Ensure that Weeds Officers are aware of the importance of the educational and advisory role.
- Keep the training of Weeds Officer up to date so that they are better able to fulfil the educational and advisory role.
- Provide assistance to occupiers in completing Property Weed Management Plans and applying for the Council's approval to such plans.
- Council staff to attend at local agricultural shows and provide facilities for distributing educational and advisory material and provide advice on Invasive weed matters (perhaps jointly with Department of Primary Industries).
- Target solicitors and conveyancers and educate them on Invasive weed problems and how they might best protect their clients.

11. Strategic objective – Regulatory Powers

Improve the effectiveness of the Council's regulatory role by the strategic use of the regulatory powers and appropriate publicity.

Strategy

To use the Council's regulatory powers, where necessary, to enforce the requirements of the Act with regard to Invasive weed control.

Activities

- Institute a program of inspections to ensure compliance by private occupiers with programs of work set out in approved Property Weed Management Plans.
- The General Manager will, in accordance with this Plan and other Council policies, authorise the issue of a penalty notice, or the prosecution of an occupier or owner, at the General Manager's discretion and after consultation with the Senior Biosecurity Officer, where it appears that an offence against the Act or the regulations has been committed.
- The General Manager will authorise the issue of a penalty notice, or the prosecution

of an occupier or owner, only where the General Manager is satisfied that such action

—

(a) is necessary to enforce compliance by the offender with the Act and all other methods to encourage compliance have been unsuccessful, or,

(b) will serve as an example to others and will encourage the control of Invasive weeds and further the implementation of this Strategy.

- The General Manager will authorise the issue of a penalty notice in preference to prosecution action.
- Publicise the Council's intention to use its regulatory powers to enforce the requirements of the Act with regard to Invasive weed control.
- Include in the Council's advisory and extension material an explanation of Councils regulatory powers and the circumstances in which the Council will use its regulatory powers to enforce the requirements of the Act.
- Weeds Officers to explain, both orally and in writing, to occupiers, and where appropriate, owners, who are failing to meet the requirements of the Act, the regulatory consequences that may follow their continued failure to comply with the requirements of the Act.
- Emphasise in press releases and on all appropriate public occasions that the Council will use its regulatory powers to enforce the requirements of the Act where there is continued failure by occupiers and owners to comply with the Act.
- Ensure that the powers of inspection are used strictly in accordance with the Act and the Council's priorities.
- Before entering premises the Council will make every reasonable endeavour to contact the occupier to discuss its intention to enter and will endeavour to secure the occupier's consent to the entry, and a permanent record of the circumstances and details of all oral consents by occupiers to enter premises will be kept.
- Endeavour to secure the cooperation of public authorities in controlling Invasive weeds on land that they occupy.
- Where a public authority has failed to comply with Section 13, and the Council has been unsuccessful in securing its cooperation in controlling Invasive weeds on land that it occupies, recommend to the Minister that a weed control notice be given by the Minister to the public authority.
- Ensure that the regulatory powers are used fairly and impartially and in accordance with this strategy.
- All staff are to be made aware of the provisions of this plan relating to the use of regulatory powers.
- The General Manager to thoroughly investigate all complaints concerning the use of the regulatory powers.
- Institute a program of random reviews of instances where a failure of occupiers or owners to comply with the Act has not resulted in regulatory action to ensure that the matters were managed in accordance with this strategy.
- Report to the Council the result of any reviews conducted.

5.1 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 2025/26 to 2028/29 other than plant 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 Biosecurity Act 2015.

SALE OF HERBICIDES

Herbicides used for Invasive weed control will be made available to the public to purchase.

ADVICE

Fact sheets and brochures on Invasive 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

4. SALES AND PURCHASES OF ASSETS TO BE CONDUCTED 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.

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

5. HUMAN RESOURCES ACTIVITIES

Staff is to have training to meet the minimum requirements of the industry standards in Invasive weed identification, use of herbicides, health and safety and understanding integrated management techniques. Before staff can be appointed as authorised officers under the NSW Biosecurity Act 2015 they MUST;

Complete all of the introductory biosecurity legislation modules available through the online Emergency Management learning and development program (known as EMtrain).

All local council staff are welcome to complete the introductory biosecurity legislation modules available online at: <https://emtrain.dpi.nsw.gov.au/login/learnbooklogin.php>

Module 1 Legislation and the Biosecurity Act 2015

Module 2 Biosecurity Duties and Risk-Based Decision Making

Module 3 Biosecurity Emergencies

Module 4 Management Tools

Module 5 Powers of Authorised Officers

Module 6 Enforcement and Compliance

Module 7 Accreditation, Certification and Auditing

Module 8 Prohibited Dealings, Biosecurity Registration and Traceability Systems

Module 9 Fees, Cost Recovery Orders and Compensation

Module 10 Permits

It is also recommended that they complete: • compliance and regulatory training for Biosecurity Officers authorised under the Biosecurity Act 2015 (includes units that form part of the Certificate IV Government Investigations. Contact weed.resource@dpi.nsw.gov.au) • a Certificate III in Conservation and Land Management (weeds focus) or equivalent • training on how to correctly issue Penalty Fringement Notices under the Self Enforcement Infringement Notice Scheme.

All staff is 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 Management Plan is a separate document and is 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.

6. Weeds Categories

Common Name	Scientific Name	Regulatory Tool
African Boxthorn	<i>Lycium ferocissimum</i>	Mandatory Measure prohibits sale within or import into NSW
Alligator weed	<i>Alternanthera philoxeroides</i>	Alligator Weed Biosecurity Zone applies in some parts of NSW
		Mandatory Measure prohibits sale within or import into NSW
All species of vascular plant	<i>Tracheophyta</i>	Mandatory Measure prohibits import into NSW if the species is not already present in the State
Anchored water hyacinth	<i>Eichhornia azurea</i>	Prohibited Matter in NSW
Asparagus weeds	<i>Asparagus aethiopicus</i> , <i>A. africanus</i> , <i>A. asparagoides</i> including western cape form*, <i>A. plumosus</i> and <i>A. scandens</i>	Mandatory Measure prohibits sale within or import into NSW
Athel pine	<i>Tamarix aphylla</i>	Mandatory Measure prohibits sale within or import into NSW
Bellyache Bush	<i>Jatropha gossypifolia</i>	Mandatory Measure prohibits sale within or import into NSW
Bitou bush	<i>Chrysanthemoides monilifera subsp. Rotundata</i>	Bitou Bush Biosecurity Zone applies in some parts of NSW
		Mandatory Measure prohibits sale within or import into NSW
Blackberry	<i>Rubus fruticosus</i> spp.agg. (except the varieties chester thornless, dirksen thornless, loch ness silvan, black satin, murrindini, smooth stem, thornfree and chehalem)	Mandatory Measure prohibits sale within or import into NSW
Black knapweed	<i>Centaurea x moncktonii</i>	Prohibited Matter in NSW
Boneseed	<i>Chrysanthemoides monilifera subsp. Monilifera</i>	Biosecurity (Boneseed) Control Order 2022 applies in NSW
		Mandatory Measure prohibits sale within or import into NSW
Briddal veil creeper	<i>Asparagus declinatus</i>	Prohibited Matter in NSW
Broomrape	<i>Orobancha</i> spp. (all species except the native <i>O. cernua</i> var. <i>australiana</i> and <i>O. minor</i>)	Prohibited Matter in NSW
Brooms	<i>Genista monspessulana</i> , <i>G. linifolia</i> , <i>Cystisus scoparius</i>	Mandatory Measure prohibits sale within or import into NSW
Cabomba	<i>Cabomba caroliniana</i>	Mandatory Measure prohibits sale within or import into NSW
Cat's claw creeper	<i>Dolichandra unguis-cati</i>	Mandatory Measure prohibits sale within or import into NSW
Chilean needle grass	<i>Nassella neesiana</i>	Mandatory Measure prohibits sale within or import into NSW
Chinese violet	<i>Asystasia gangetica subsp. micrantha</i>	Biosecurity (Chinese Violet) Control Order 2019 applies in NSW

Eurasian water milfoil	<i>Myriophyllum spicatum</i>	Prohibited Matter in NSW
Fireweed	<i>Senecio madagascariensis</i>	Mandatory Measure prohibits sale within or import into NSW
Frogbit/Spongeplant	<i>Limnobiium spp.</i> (all species)	Prohibited Matter in NSW
Gamba Grass	<i>Andropogon gayanus</i>	Prohibited Matter in NSW
Gorse	<i>Ulex europaeus</i>	Mandatory Measure prohibits sale within or import into NSW
Hawkweed	<i>Pilosella spp</i> (all species) in addition to <i>Hieracium spp</i> (all species except <i>Hieracium murorum</i>)	Prohibited Matter in NSW
Hydrocotyl/Water pennywort	<i>Hydrocotyle ranunculoides</i>	Prohibited Matter in NSW
Hymenachne	<i>Hymenachne amplexicaulis</i>	Mandatory Measure prohibits sale within or import into NSW
Karoo acacia	<i>Vachellia karroo</i> (syn. <i>Acacia karoo</i>)	Prohibited Matter in NSW
Kochia	<i>Bassia scoparia</i> (excluding subsp. <i>Trichophylla</i>)	Prohibited Matter in NSW
Koster's curse	<i>Clidemia hirta</i>	Prohibited Matter in NSW
Lagarosiphon	<i>Lagarosiphon major</i>	Prohibited Matter in NSW
Lantana	<i>Lantana camara</i>	Mandatory Measure prohibits sale within or import into NSW
Madeira vine	<i>Anredera cordifolia</i>	Mandatory Measure prohibits sale within or import into NSW
Mesquite	<i>Prosopis spp</i>	Mandatory Measure prohibits sale within or import into NSW
Mexican feather grass	<i>Nassella tenuissima</i> (syn. <i>Stipa tenuissima</i>)	Prohibited Matter in NSW
Miconia	<i>Miconia spp.</i> (all species)	Prohibited Matter in NSW
Mikania vine	<i>Mikania micrantha</i>	Prohibited Matter in NSW
Mimosa	<i>Mimosa pigra</i>	Prohibited Matter in NSW
Parkinsonia	<i>Parkinsonia aculeata</i>	Biosecurity (Parkinsonia) Control Order 2022 applies in NSW
		Mandatory Measure prohibits sale within or import into NSW
Parthenium weed	<i>Parthenium hysterophorus</i>	Prohibited Matter in NSW
		Mandatory Measure prohibits sale within or import into NSW
Pond apple	<i>Annona glabra</i>	Prohibited Matter in NSW
Prickly acacia	<i>Vachellia nilotica</i> (syn. <i>Acacia nilotica</i>)	Prohibited Matter in NSW
Prickly pears	<i>Opuntia spp.</i> (excluding <i>O. ficus-indica</i>), <i>Cylindropuntia spp.</i> and <i>Austrocylindropuntia spp.</i>	Mandatory Measure prohibits sale within or import into NSW
Rubber vine	<i>Cryptostegia grandiflora</i>	Prohibited Matter in NSW
Sagittaria	<i>Sagittaria platyphylla</i>	Mandatory Measure prohibits sale within or import into NSW
Salvinia	<i>Salvinia molesta</i>	Mandatory Measure prohibits sale within or import into NSW
Serrated tussock	<i>Nassella trichotoma</i>	Mandatory Measure prohibits sale within or import into NSW

Siam weed	<i>Chromolaena odorata</i>	Prohibited Matter in NSW
Silver-leaf nightshade	<i>Solanum elaeagnifolium</i>	Mandatory Measure prohibits sale within or import into NSW
Spotted knapweed	<i>Centaurea stoebe.subsp. Australis</i>	Prohibited Matter in NSW
Tropical soda apple	<i>Solanum viarum</i>	Biosecurity (Tropical Soda Apple) Control Order 2022 applies in NSW
		Mandatory Measure prohibits sale within or import into NSW
Water caltrop	<i>Trapa spp.</i> (all species)	Prohibited Matter in NSW
Water hyacinth	<i>Eichhornia crassipes</i>	Water Hyacinth Biosecurity Zone applies in some parts of NSW
		Mandatory Measure prohibits sale within or import into NSW
Water soldier	<i>Stratiotes aloides</i>	Prohibited Matter in NSW
Willows	Salix species except <i>S.babylonica</i> , <i>S. X calodendron</i> and <i>S. x reichardtiji</i> (willows except weeping willows, pussy willow and sterile pussy)	Mandatory Measure prohibits sale within or import into NSW
Witchweed	<i>Striga spp.</i> (except the native <i>S. parviflora</i>)	Prohibited Matter in NSW
Yellow burrhead	<i>Limnocharis flava</i>	Prohibited Matter in NSW

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 set by IPART being the Ratepeg, or, an average of the Constituents Councils Ratepeg increases.

2. FEES

Council provides professional and specialist information in furnishing applicants with *"Invasive Weeds Certificates"*.

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%.

4. 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.

5. BORROWINGS

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

6. PRIVATE WORKS FOR CONSTITUENT COUNCIL

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

8. Plans and Reports

Plan	Date Adopted	Review Dates	Review Schedule
Operational Plan	23 June 2025	September, December and March	Quarterly Review
Long Term Financial Plan	23 June 2025	April 2026	Annually
Business Activity Strategy Plan	23 June 2025	April 2029	Within Twelve (12) months of the election of Council - Every 4 years
Workforce Management Strategy	23 June 2025	April 2029	Every 4 years
Asset Management Strategy	23 June 2025-	April 2029	Every 4 years
Annual Report	December 2025	December 2025	Annually
Delivery Programme	23 June 2025	April 2026	Annually
Equal Employment Opportunity Implementation Management Plan	23 June 2025	April 2026	Annually with the adoption of Delivery Plan
Pesticide Use Notification Plan	23 June 2025	April 2026	Annually with the adoption of Delivery Plan
Publication Guide		April 2026	Annually
Equal Employment Opportunity Management Plan	23 June 2025	April 2026	Annually

9. Pesticide Use Notification Plan

9.1 Activities to Protect Environmentally Sensitive Areas

9.1.1 Use Integrated Management Techniques to Reduce Reliance on Herbicides

The control options of Invasive weeds along roadsides are limited when compared with neighbouring land occupiers. The options include mechanical, chemical, cultural and biological.

An integrated approach will totally and completely eliminate a Invasive weed infestation. However, at times only a partial control and containment of an infestation is feasible. Reliance only on the control options rarely eradicates weeds. Each control option has several advantages and disadvantages and these are often governed by outside influences such as seasonal conditions.

Mechanical techniques may include slashing, ploughing and grading. Chemical techniques use herbicides by various application techniques. Cultural control, which may use strategic grazing on properties, is limited to growing more desirable and competitive vegetation along roadsides. Biological control can be achieved by using either classical or innovative techniques suited to the specific vector. For biological control to be successful, a host population needs to be maintained so that the vector does not die out.

Invasive weed control activities around environmentally sensitive areas will be reduced or stopped until the risk is at its lowest. An integrated approach using alternative methods may be necessary.

9.1.2 Use of Selective Herbicides

When assessing Invasive weed control programs, various suitable herbicides and additives are selected from a range of herbicides to give the following options:

- a) Reduce the risk of off target damage due to spray and/or volatile drift.
- b) Reduce the risk of off target damage due to leaching or sideways wash of soil herbicide residues.
- c) Treat greatest number of Invasive weed species in one pass with one spray tank mix to reduce the impact of herbicides on the environment.
- d) Use additives which increase the efficiency of the herbicide, reduce rain fastness time, reduce volatility of herbicide and increase droplet size to reduce spray drift.
- e) Where it has found that birds use various shrubby Invasive weeds such as African Boxthorn as nesting habitat, landholders are encouraged to plant desirable native shrubs alongside the weeds after they have been controlled.

9.2 Notification of Pesticide Use on Roadsides and Aquatic Areas

In accordance with the Pesticides Regulation 1995, Council has developed a Pesticide Use Notification Plan. This plan is available to the public at Constituent Council's Offices and on the Council's website: cmcc@cmcc.nsw.gov.au

The Pesticide Use Notification Plan requires Council to include in its Management Plan reference of Council's intention to use pesticides on urban and rural roadsides, verges and reserves

Council uses pesticides to meet its obligations in relation to the control of Invasive Plants declared under the NSW Biosecurity Act 2015. Council's staff will carry out treatment programs on these plants throughout the year on urban and rural roads. The location, timing of application, target species and pesticides used in these programs are all governed by prevailing seasonal conditions.

When Council staff apply a pesticide to urban and rural road shoulders, verges and reserves at the request of a Constituent Council, the notification of the pesticides use will be in accordance with the Constituent Council's notification plan.

10. Equal Employment Opportunity (EEO) Implementation Management Plan

The objects and provisions relating to Council's EEO Management Plan are outlined in the following sections of the Part 4, LGA 1993;

344 Objects

- a) to eliminate and ensure the absence of discrimination in employment on the grounds of race, sex, marital status and physical impairment in Councils; and
- b) to promote equal employment opportunity for women, members of racial minorities and physically handicapped persons in Councils.

345 Preparation and Implementation Management Plan

1. A Council must prepare and implement an EEO management plan in order to achieve the objects of this Part.
2. The plan is to include provisions relating to:
 - a) The devising of policies and programs by which the objects of this Part are to be achieved; and
 - b) the communication of those policies and programs to persons within the staff of the Council; and
 - c) the collection and recording of appropriate information; and
 - d) the review of personnel practices within the Council (including recruitment techniques, promotion and transfer policies and patterns, and conditions of service) with a view to the identification of any discriminatory practices; and
 - e) the setting of goals and targets, where these may reasonably be determined, against which the success of the plan in achieving the objects of this Part may be assessed; and
 - f) the means, other than those referred to in paragraph (e), of evaluating the policies and programs referred to in paragraph (a); and
 - g) the revision and amendment of the plan; and
 - h) the appointment of persons within the Council to implement the provisions referred to in paragraphs (a) (g)
3. An equal employment opportunity management plan may include provisions, other than those referred to in subsection (2), that are not inconsistent with the objects of this Part.

11. Equal Employment Opportunity Management Plan

OBJECTIVE: Compliance with objectives of Local Government Act 1993:

- a) to eliminate and ensure the absence of discrimination in employment on the grounds of race, sex, marital status and physical impairment in Council; and
- b) to promote equal employment opportunity for women, members of racial minorities and physically handicapped persons in Council.

STRATEGIES:

1. Develop and implement EEO Policy statement.
2. Allocate responsibility for EEO program management.
3. Discuss Policy and proposed strategies with Council and Union representatives.
4. Communicate policy to staff by distribution.
5. Review and/or development of employment policies and practices with the aim of integrated EEO/merit principles including:
 - recruitment techniques
 - selection criteria
 - promotions and transfers
 - training and development
 - conditions of employment
6. Develop grievance procedure.
7. Determine appropriate performance indicators and set goals and targets against program objectives.
8. Establish monitoring and evaluation procedures for the management plan.
9. Review of management plan periodically.
10. Annual reporting on progress publicly.

IMPLEMENTATION SCHEDULE:

During 2025/2026 it is proposed to undertake the following implementation program.

1. Review all existing Council policies to ensure compliance with EEO principles.
2. Further develop EEO policy.
3. Ensure people involved with EEO policy development and management have adequate training.

EQUAL EMPLOYMENT OPPORTUNITY POLICY:

Castlereagh Macquarie County Council is committed to its human resource management practices being conducted in a manner that ensure fair and equal treatment for employees and potential employees.

To ensure that for any position, training opportunity or other benefit, the best available person is selected, the merit principle will apply in assessing each person's skills and abilities against the needs of the job and disregarding unlawful personal characteristics which are irrelevant to the job.

Equal opportunity is an integral part of sound business practice which will enhance productivity and result in better services to the community.

Consistent with the requirements of the Local Government Act, 1993, the broad objectives/purpose of the policy are:

- a) to eliminate and ensure the absence of discrimination in employment on the grounds of race, sex, marital or domestic status and disability in Councils; and
- b) to promote equal employment opportunity for women, members of racial minorities and persons with disabilities in Council.

PROCEDURES

1. All staff will contribute toward the development, implementation and maintenance of an equal opportunity management plan which will include the provisions specified in the Act to achieve its broad objectives.
2. The following key principles will apply:

Non-discriminatory Environment

Every person employed by Council is entitled to work in an environment which is free of discrimination by Council and its employees, where discrimination means denying a person fair and equal treatment in employment on grounds other than those based on the requirements of the job.

Merit as the basis for Recruitment, Development and Promotion

- Those with the abilities, skills, qualifications and experience which are required for a particular job will have an equal opportunity of being considered for the position.
- The person selected will be the person who best meets the requirements for the particular position.
- Selection criteria should be made explicit and may include the opportunity for career development and potential for further promotion beyond that position.
- There will be equal opportunity of access to appropriate training and development opportunities.

Access to Information

All employees will have access to information about conditions and benefits pertaining to their employment.

Access to Entitlements

All employees will have equal access to the benefits and entitlements pertaining to the positions held.

Affirmative Action

Positive and constructive measures will be taken to identify and eliminate barriers which may exclude certain groups from the equal opportunity to be considered on their merits.

Workplace Harassment

Appropriate disciplinary action will be taken against harassers where complaints have been substantiated.

Resolution of Grievance

Employees shall have access to effective process for the resolution of grievances concerning discrimination and/or harassment.

RESPONSIBILITY

The Equal Employment Opportunity Policy applies to all staff, as all staff are obliged to follow non-discriminatory practices in the workplace, as it is Council being the responsible employer, which is legally accountable for discrimination on employment matters.

The General Manager will ensure that:

- Council's EEO Management Plan is implemented and maintained within Council;
- All staff comply with Council's EEO Policy and with relevant legislation and that the organisation of Council is subject to public scrutiny by way of external reporting.

All staff:

- Are responsible for upholding the EEO principles outlined in Council's Policy;
- Have the right to seek advice through the appropriate grievance mechanisms concerning discrimination and/or harassment.