

9.2.2

MONTHLY REVIEW - 2024/2028 DELIVERY PLAN AND OPERATIONAL PLAN 2024/2025

File No: 16.00198

RECOMMENDATION:

That the information be noted and Operational Plan Projects/Tasks be amended as noted.


REPORT:

Bathurst Regional Council has in place the Our Region Our Future Community Strategic Plan which aims to inform the community about the major directions and programs Council is undertaking in shaping the future of the Bathurst Region. These directions are summarised as objectives and strategies in the Community Strategic Plan which was adopted by Council on 15 June 2022. The Plan is available for viewing at the council offices at 158 Russell Street or can be downloaded from the Public Documents section of Council's website, www.bathurst.nsw.gov.au/council/plans-policies/community-strategic-plan. A listing of the Objectives and Strategies from the Community Strategic Plan can be found within the Plan commencing from page 18.

At **attachment 1** is an update of Council's progress towards achieving the Strategies and Objectives for the 2024-2028 Delivery Plan and the Annual Operational Plan 2024-2025. A summary of items graded as amber or red in the attached Delivery Plan report and Management Actions to address these issues and/or amend Operational Plan Projects/Tasks is as follows:


Engineering Services

Water

Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
Maintain and upgrade existing water infrastructure to meet the needs of all stakeholders into the future.	Stormwater Harvesting Project Stage 1	Project is constructed.	Manager Water and Waste	Survey, design reports and approvals are being progressed for this project. Site work has progressed in a number of locations for the pipework installation. The Water Filtration Plant's bulk earthworks for the land are complete and excavation is advanced at the WWTW for the intake pond. The original design and construct contract has recently been brought to an end, with planning in place to complete the remaining works under revised arrangements. Further confidential reports have been provided to Council.	


Management comment : Revised contractual arrangements have been put in place to progress construction. Planning and procurement of materials is underway for related minor works at the Water Filtration Plant.

Recreation

Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
Maintain existing and future recreational areas.	Maintain existing levels of service to all parks, reserves, open space areas and other recreational facilities	Maintenance activities undertaken to all recreation Assets in accordance with adopted maintenance service levels in the Asset Management Plan.	Manager Recreation	Ongoing as part of adopted maintenance service levels and funding provisions of the current Council Operational Plan. Council resources are not sufficient to keep up with its adopted service levels and the expectations of the community in respect to maintenance of park and recreation assets.	

Management comment : Additional ongoing funding within Council's maintenance budget is required to provide the necessary additional staff resources to be able to meet a maintenance standard acceptable to the community and to meet statutory obligations and public liability issues.


Corporate Services & Finance Information Services

Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
Improve long-term viability and availability of electronic data for both the current and long term.	Perform Disaster Recover testing at Bathurst Regional Council's DR site.	It is anticipated that full test will be performed by End of December 2024.	Manager Information Services	Full Disaster Recovery testing was not completed before 31 December 2024. Rescheduling is being investigated for completion prior to 30 June 2025. After testing a report will be written detailing the results obtained.	

Management comment : Limited resources resulted in this not being possible. If resourcing allows, DR testing will be rescheduled prior to 30 June 2025.

Tracking our Progress to be amended to "It is anticipated that full test will be performed by end of June 2025."

Corporate Communications

Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
Communicate and engage with the community	Bathurst Regional Council Community Survey undertaken.	Overall satisfaction rating > 70%	Manager Corporate Communications	<p>September 2024: RFQ for 2024/25 Community Survey issued.</p> <p>October: Survey company engaged, survey finalised and field work commenced</p> <p>November: Field work completed, data analysis underway</p> <p>December: Report drafting commenced.</p> <p>January 2025: Report finalised and Councillor Briefing. Survey result found 64% of the community is somewhat satisfied or higher (somewhat satisfied to very satisfied with Council. Down from 82% in 2023; 75% in 2021.</p>	


Management comment : The community survey is undertaken on average every two years. The satisfaction rating will be re-measured when the next survey is undertaken in 2026-27, as such the amber traffic light will remain until this time.

Cultural & Community Services

Community Services

Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
Work in partnership with key stakeholders to develop, administer and deliver community planning that reflects the strengths and needs of specific sectors and the community.	Undertake the actions identified in the Bathurst Community Safety Plan in partnership with the Bathurst Regional Community Safety Committee	Provide administrative support to meetings of the Bathurst Regional Community Safety Committee.	Manager Community Services	<p>February: No meetings held in February due to Community Development Officer role being vacant. Position is out for recruitment.</p> <p>YTD: One (1) Community Safety Committee Meeting held.</p>	

Management comment : Community Development Officer role, vacant since March 2024, has been readvertised with two rounds of interviews now completed and a preferred candidate identified.

Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
As above	As above	Relevant campaigns /projects developed and implemented as per priority areas identified in the Bathurst Community Safety Plan.	Manager Community Services	<p>February: No campaigns/projects undertaken.</p> <p>YTD: Zero (0) initiatives/projects undertaken in accordance with the Bathurst Community Safety Plan.</p> <p>Community Development Officer role is currently vacant out for recruitment.</p>	

Management comment : Community Development Officer role, vacant since March 2024, has been readvertised with two rounds of interviews now completed and a preferred candidate identified.

Bathurst Regional Art Gallery

Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
Promote cultural activity in the Bathurst CBD, neighbourhoods and the region's villages through the development of inclusive and accessible satellite programs and events, and the promotion of Hill End as a significant site of contemporary and historic Australian art and culture. Strengthen financial and organisational sustainability.	Ensure sustainability of BRAG artist in residence activities through development of new models and partnerships	Develop programs/opportunities.	Art Gallery Director	<p>February:</p> <p>Negotiations for Hill End AIR ongoing. Proposal to NPNSW/ negotiations ongoing. To be reviewed by new Art Gallery Director in 2025.</p>	

Management comment : Negotiations with NPWS are ongoing, with a long-term sustainable model required. The program has been identified in the new draft BRAG Strategic Plan. To be reviewed by DCCS and new Gallery Director in 2025.


As above	Increase revenue across gallery operations	An increase on 2023/2024 shop and program profit.	Art Gallery Director	<p>February:</p> <p>Shop Takings: Feb \$1,182.38 Program Takings: Nil for February.</p> <p>Shop + program takings: Total Takings Feb '25: \$1,182.38 Total Takings Feb '24: \$2,777.90 (\$2,349.90 shop, \$428.00 program)</p> <p>YTD Takings: \$25,523.61</p> <p>February: 80% decrease in total (Shop + Program) Takings compared to February 2024.</p> <p>Measures to recuperate and increase revenue include opening shop for select days during Exhibition Changeover, additional marketing of store via social media and increasing engagement with new and existing suppliers and artisans to increase product offerings.</p>	
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Management comment : Decrease in shop and program takings compared to previous year due to internal factors (limited staff resourcing) and external factors (financial pressures, particularly cost of living). Measures to recuperate/ increase revenue include opening shop for select days during Exhibition Changeover, additional marketing of store via social media and increasing engagement with new and existing suppliers and artisans to increase product offerings.

As above	Increase sponsorship	Develop sponsorship partnerships	Art Gallery Director	<p>February:</p> <ul style="list-style-type: none"> BRAG Supporter's Program, Future Fund, and renewed membership program in development Ongoing event sponsors: Cosmo Brewing, Renzaglia Wines, Grassparrot Vineyard, The Victoria Hotel New partnership in development with CSU faculty: Children's Voices Centre New partnership in development for youth programming: ArtsOutWest and Cementa Inc 	
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Management comment : New partnerships currently in development for 2025. Driving additional sponsorship has been impacted by absence of BRAG Director. Will be a priority of DCCS and new BRAG Director.

Tourism

Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
Grow the total number and engagement of businesses associated with the Visitor Economy	Work with local operators in the provision of visitor services and destination experiences	Ten (10) new packages, products or experiences developed	Manager Tourism & Visitor Services	<p>February: No new activity</p> <p>YTD: Three (3) new packages/products/experiences developed.</p> <ul style="list-style-type: none"> "Past to Pints" 	

				<ul style="list-style-type: none"> Bathurst Historic Houses Brochure. 2025 Pad Map. 	
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Management comment : Tourism Marketing Coordinator role has been vacant since September 2024 due to Departmental staff reallocations to backfill other critical vacancies and related need to affect budget savings. New products have been developed for Autumn campaigns and actions are expected to increase in the final quarter of 24/25.

As above.	Increase stakeholder advertising in Destination Guide	Number of ad placements increased 5%	Manager Tourism & Visitor Services	February: No activity. YTD no activity. As the last Guide was published May 2024 and has an 18-month shelf life, A new edition will now not be produced until 2025/26 FY to manage costs. No advertising will therefore be placed this financial year.	
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Management comment : Action to be deferred to 2025/26 FY as no new guide will be published in the current period and therefore no advertising sought.

Provide visitors and prospective visitors to the area with quality inspiration, information and services.	Develop new engaging content for Bathurst Step Beyond App	One (1) new tour product added and promoted	Manager Tourism & Visitor Services	February: No new tours added. YTD no (0) new products yet developed. Project on hold due to budget situation.	
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Management comment : Action to be deferred to 2025/26 as no new product will be developed in the current period as a budget saving measure.

As above.	Increase volume of online tour, event and accommodation bookings	Increase of 5% total bookings through online portal	Manager Tourism & Visitor Services	February: \$2,088 revenue from bookings. YTD: -3725% decrease against 2023/2024 figures to total \$43891.81 Decrease is primarily due to steep decline in bookings for Chifley Dam Cabins due in part to the absence of the Aqua Park.	
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Management comment : The absence of the aqua park and the reputational impact of multiple cancellations during summer 2023/24 due to algal blooms has severely impacted on the bookings for the Chifley Dam Cabins. This will be the subject of a new business plan and marketing for summer 2025/26.


As above.	Implement Tourism Wayfinding and Signage Strategy priority action items	10 action items completed within 2024/25	Manager Tourism & Visitor Services	February: No activity. YTD: No action items completed due to budget constraints.	
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Management comment : Action to be deferred to 2025/26 as no funding is available to implement. Alternate funding sources will continue to be pursued as available, with no viable options currently.

Effectively promote and market the Bathurst Region as a	Implement new marketing plan	50% of total actions completed or underway by 30 June 2025	Manager Tourism & Visitor Services	February: New marketing plan in development.	
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key destination				YTD: New marketing plan in development with actions to commence 3rd quarter 24/25.	
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Management comment : Tourism Marketing Coordinator role has been vacant since September 2024 due to Departmental staff reallocations to backfill other critical vacancies and related need to affect budget savings. New plan is expected to be completed in final quarter of 2024/25 FY.

Increase total number of visitors and overnight stays in the Bathurst region	Promote BVIC as essential step off point for Bathurst Region.	Annual visitation to BVIC increases by 3%	Manager Tourism & Visitor Services	February: 2,433 Visitors to BVIC. YTD visitations decrease –9.6% on 2023/2024 with a total of 26,003 visitors to BVIC.	
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Management comment : Overall domestic travel has been significantly impacted in 2024/25 by the cost-of-living crisis and lack of consumer confidence and decreased discretionary funds. Tourism staff are monitoring and working with regional and state agencies and partners to drive increased visitation in 2025.

The Local Government (General) Regulation 2021 has been amended by inserting clause 413A to make it the duty of the General Manager to give timely information to Councillors about any fines or penalty notices from agencies such as the Australian Taxation Office, the Roads and Maritime Services or the Environment Protection Authority, or where a court or tribunal makes a costs order against a council.

Fines or penalty notices this month - Refer to **attachment 1**.

FINANCIAL IMPLICATIONS:

Nil

BATHURST COMMUNITY STRATEGIC PLAN – OBJECTIVES AND STRATEGIES:

Objective 6: Community leadership and collaboration.

Strategy 6.4 Meet legislative and compliance requirements.

COMMUNITY ENGAGEMENT:

01 **Inform** - to provide the public with balanced and objective information to help them understand the problem, alternatives, opportunities and/or solutions.

ATTACHMENTS:

1. Operational Plan Review Feb 2025 [9.2.2.1 - 88 pages]

2024/25 Annual Operational Plan

Bathurst 2040 Community Strategic Plan

As at 28th February 2025

Council's Vision:

Bathurst: A vibrant and innovative region that values our heritage, culture, diversity and strong economy.

As a community it is important to have a plan that outlines what we want and need as a community now and as the region grows. The NSW Government also requires all councils to have such a plan. The Bathurst 2040 Community Strategic Plan (CSP) is the highest level forward planning document of Bathurst Regional Council. It identifies the community's priorities and guides the direction for the Bathurst region over the next 20 years.

Six key objectives have been established in the CSP:

1. Our Sense of place and identity
2. A smart and vibrant economy
3. Environmental stewardship
4. Enabling sustainable growth
5. Community health, safety and well-being
6. Community leadership and collaboration

These objectives are supported by strategies, shown below, aimed at identifying the importance of each objective.

As a 20 year plan, the CSP is not able to be wholly implemented in one term of Council. The Delivery Program represents actions that the Council expects to achieve during the current term of election for the Council, typically four years. This Annual Operational Plan identifies the individual activities and projects that will be completed within the current financial year of the Delivery Program.

OBJECTIVE 1: Our sense of place and identity

- 1.1 Respect, protect and promote the region's Aboriginal heritage assets
- 1.2 Protect, enhance and promote the region's European heritage assets and character
- 1.3 Enhance the cultural vitality of the region
- 1.4 Protect and improve the region's landscapes, views, vistas and open space
- 1.5 Promote good design in the built environment

OBJECTIVE 3: Environmental stewardship

- 3.1 Protect and improve our natural areas and ecosystems, including the Macquarie River and other waterways
- 3.2 Protect the City's water supply
- 3.3 Minimise the City's environmental footprint, live more sustainably and use resources more wisely
- 3.4 Protect and improve the region's biodiversity
- 3.5 Increase resilience to natural hazards and climate change

OBJECTIVE 5: Community health, safety and well being

- 5.1 Provide opportunities for our community to be healthy and active
- 5.2 Help make the Bathurst CBD, neighbourhoods and the region's villages attractive and full of life
- 5.3 Help build resilient, inclusive communities
- 5.4 Make our public places safe and welcoming
- 5.5 Plan and respond to demographic changes in the community

Bathurst 2040 Community Strategic Plan

OBJECTIVE 2: A smart and vibrant economy

- 2.1 Support local business and industry
- 2.2 Grow local employment, investment and attract new businesses by nurturing and supporting entrepreneurs, partnerships and local skill development
- 2.3 Develop Bathurst as a Smart City
- 2.4 Support agriculture, local manufacturing, food production and education as significant contributors to the region's economy
- 2.5 Support Mount Panorama as a premier motor sport and event precinct
- 2.6 Promote our City and Villages as a tourist destination

OBJECTIVE 4: Enabling sustainable growth

- 4.1 Facilitate development in the region that considers the current and future needs of our community
- 4.2 Provide safe and efficient road, cycleway and pathway networks to improve accessibility
- 4.3 Ensure services, facilities and infrastructure meet the changing needs of our region
- 4.4 Provide parking to meet the needs of the City
- 4.5 Work with partners to improve public transport, and passenger and freight transport connections to and from the region
- 4.6 Plan for, assess and regulate development activity

OBJECTIVE 6: Community leadership and collaboration

- 6.1 Communicate and engage with the community, government and business groups on important matters affecting the Bathurst Region
- 6.2 Work with our partners and neighbouring councils to share skills, knowledge and resources and find ways to deliver services more efficiently
- 6.3 Advocate for our community
- 6.4 Meet legislative and compliance requirements
- 6.5 Be open and fair in our decisions and our dealings with people
- 6.6 Manage our money and our assets to be sustainable now and into the future
- 6.7 Invest in our people
- 6.8 Implement opportunities for organisational improvement

Attachment 9.2.2.1

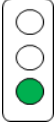

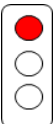
On the following pages, each of Council's principal activities is shown along with their four year Delivery Program actions and the Annual Operational Plan tasks that will be undertaken. These actions and tasks are linked back to the Bathurst 2040 CSP to show the community how its needs and wants are being delivered.

The table below is a guide to reading the Delivery Program and Annual Operational Plan.

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer
From the Objectives shown on Page 2	What actions will be delivered to achieve the objective	What specific projects will be undertaken this year to address the 4 year actions	Measurable KPI How we will know when we have achieved our plans	Position Title – Director, Manager, Team Leader

The Performance Measures in this Plan have been rated by the responsible Directors as to their status of completion.

Below is a summary of the Status of all Performance Measures:

<p>In progress – tracking as expected</p>  <p>152 / 168 90 %</p>	<p>Needs Attention</p>  <p>16 / 168 10 %</p>	<p>Urgent Attention</p>  <p>0 / 168 0 %</p>
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Engineering Services

The key to developing a sound foundation for growth and prosperity of the Bathurst Region is by ensuring infrastructure needs are keeping pace with demand. The Engineering Services Department has the responsibility to ensure the current needs of the community are met and the capacity exists to cater for future growth. A clean and safe water supply, a quality local road network, and environmentally responsible waste management systems are all high priorities for engineering the future of the Bathurst Region.

Asset Management

- CSP Strategy 4.2** Provide safe and efficient road, cycleway and pathway networks to improve accessibility
- CSP Strategy 4.1** Facilitate development in the region that considers the current and future needs of our community
- CSP Strategy 4.3** Ensure services, facilities and infrastructure meet the changing needs of our region
- CSP Strategy 4.5** Work with partners to improve public transport, and passenger and freight transport connections to and from the region
- CSP Strategy 5.1** Provide opportunities for our community to be healthy and active

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
4.1 4.2 5.1	Improve pedestrian access within the urban area.	Completion of additional concrete footpaths/cycleways in accordance with the Bathurst Regional Community Access and Cycling Plan 2011.	500 lineal metres of footpath and/or cycleway completed.	Manager Works	In progress/ongoing - Bonnor St footpath 242m completed Aug 24 - Funding withdrawn for further footpath construction	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Monitor condition of footpaths and record any defects.	100% of urban footpath inspected.	Manager Works	Level 1 (CBD) – Jan 25 – Apr 25 80% complete Level 2 – Jan – Apr 25 41% complete	
4.1 4.5	Maintain and improve the existing road infrastructure consistently throughout the network.	Improvement of road infrastructure to upgrade sub-standard sections of the sealed network.	Reconstruction and resealing works as per Council's 2024/2025 capital works and routine maintenance programs. Completion of 2024/2025 Roads to Recovery Program.	Manager Works	In progress/ongoing O'Regans Road – 1.2km upgrade Hollis Ln to Lagoon Rd. completed. Browning Street – 700m upgrade William to Stewart Street completed. Freemantle Rd upgrade 21 – 23 km completed Duramana Rd reconstruction 0.5 – 2.5 km – completed Reconstruction Eusdale Creek Bridge and road approaches – completed Reconstruction Stony Creek Bridge and road approaches – completed Reconstruction Windemere Rd – completed Reconstruction Swanbrooke St – completed Resurface Durham St – completed Mitre & Howick Street Roundabout Upgrade – completed.	
		Renewal of gravel road surface throughout the network.	Completion of 2024/2025 Unsealed Roads Gravel Resheeting program.	Manager Works	In progress/ongoing Back Swamp Road – 1500m completed Mt Horrible Road – various sections 5000m completed Eusdale Road – various sections 2000m completed Bridle Track – various sections 2000m completed November Bathampton Road – 2000m completed November Bowen St, Hill End – 150m completed July Posey Hill Rd – 1180m completed August Crudine Rd – 1130m completed	
	Undertake maintenance program in accordance with allocated budget.	Greater than 90% of the urban road network remains at condition index 3 or above.	Manager Works	Complete (last assessment 2023, next assessment due 2027)	Percentage Condition Rating	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<p>Excellent 29.5 1</p> <p>Good 37.0 2</p> <p>Fair 27.6 3</p> <p>Poor 5.0 4</p> <p>Bad 0.8 5</p> <p>94.1%</p> <p>5.8%</p>	
4.1 4.3	Protection of urban areas on the Bathurst Floodplain	Update Bathurst Flood Study	Substantial Completion Bathurst Flood Study Update	Manager Technical Services	Funding Grant application through NSW Government Floodplain Management Program in 2020/21 unsuccessful. Further application has been made in 2021/22 program, decision pending.	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>

Water

CSP Strategy 3.2 Improve water security

CSP Strategy 1.4 Protect and improve the region's landscapes, views, vistas and open space


CSP Strategy 3.3 Minimise the City's environmental footprint, live more sustainably and use **resources more wisely**



CSP Strategy 3.5 Increase resilience to natural hazards and climate change


CSP Strategy 4.3 Ensure services, facilities and infrastructure meet the changing needs of our region



CSP Strategy 6.2 Work with our partners and neighbouring councils to share skills, knowledge and resources and find ways to deliver services more efficiently


CSP Strategy 6.6 Manage our money and our assets to be sustainable now and into the future



Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
3.2 3.3 3.5 4.3 6.2 6.6 1.4	Maintain and upgrade existing water infrastructure to meet the needs of all stakeholders into the future.	Operate, maintain, repair and upgrade Water Filtration Plant	Achieve the Australian Drinking Water Standards 90% of the time.	Manager Water and Waste	<p>Water Filtration Plant daily operations are ongoing, with maintenance and repairs conducted as required. The treatment processes are constantly monitored through a SCADA system, reviewed daily by staff, and maintained by external contractors.</p> <p>Filter 7 refurbishment has been completed. The filter was put back into full operation on 26 February. Performance of the filter has been good and results consistent with the other 13 filters.</p> <p>Sedimentation Tank 3 has been repaired, sealed and epoxy coated. It was returned to service on 21/11/2024.</p> <p>Refurbishment of both Chifley Dam pontoons is required. The work specification is under development and will go out for tender soon.</p> <p>High Voltage switchgear on at the WFP site has been serviced.</p> <p>To 28 February 1795 tests were undertaken (through NSW Health FASS Laboratory plus Council testing for fluoride and chlorine). Compliance with the Australian Drinking Water Guidelines is 97.8% for the month of February and 98.6% for the financial year so far.</p> <p>Sludge Lagoon 3 has been cleaned out during January 2025. New sand gravel mix, (1000T), has now been installed to return the filter base to the same level as Lagoon 2. the lagoon has been returned to service.</p>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					In partnership with NSW Health, Council collected a treated water sample for PFAS testing from the Clear Water Tank at the Water Filtration Plant. The sample was sent to a NATA accredited laboratory, with no PFAS detected in the drinking water.	
		Operate, maintain, repair and upgrade water distribution system.	Customer complaints regarding flow and pressure are kept below 52 p.a.	Manager Water and Waste	<p>Water distribution system operations are ongoing, with monitoring, maintenance and repairs conducted as required.</p> <p>To 28 January, there were 19 burst water mains this financial year.</p> <p>All burst mains have been repaired and repeat burst mains are replaced as resources allow.</p> <p>Construction has been completed on a new bypass at Reservoir 10 with an eventual aim to take the reservoir offline to undertake internal assessment and repairs. Planning for a trial of taking the reservoir offline to be undertaken.</p> <p>Other reservoir improvements and maintenance activities are ongoing to maintain the integrity of the Bathurst drinking water supply system.</p> <p>To 28 February complaints regarding, flow and pressure were 27.</p>	
		Respond effectively to water quality complaints	100% of complaints investigated, actioned and resolved.	Manager Water and Waste	<p>Complaints regarding discoloured water are investigated, actioned, and resolved as soon as possible.</p> <p>To 28 February, 33 discoloured water complaints were received, and all have been resolved.</p>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Review, update and adhere to Drinking Water Management System (DWMS).	Australian Drinking Water Guidelines & DWMS compliance reported monthly.	Manager Water and Waste	<p>A Drinking Water Management System (DWMS) document has been completed and is in effect. Details on addressing the actions to ensure continuous improvement are documented.</p> <p>Compliance with the Australian Drinking Water Guidelines (ADWG) is reviewed and documented each month at scheduled water quality review meetings. Compliance with the ADWG is 97.8% for the month of February and 98.6% for the financial year so far.</p> <p>Continuous external monitoring of all CCPs is undertaken externally by D2K Information Pty Ltd. The distribution reservoir integrity CCP (CCP5) has now been included in the automatic review of CCP performance, resulting in improved data and monitoring and maintenance processes.</p> <p>An internal review of the Drinking Water Management System's Critical Control Points (CCPs) is undertaken weekly. CCP performance for the current financial year remains very strong.</p> <p>Council has participated in a DWMS readiness audit co-ordinated through the CNSWJO. The audit was undertaken by external auditors on 20 February. Audit findings will be received shortly and will help identify improvement activities and BRC's readiness for a formal NSW Health audit.</p>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Stormwater Harvesting Project Stage 1	Project is constructed.	Manager Water and Waste	<p>Survey, design reports and approvals are being progressed for this project.</p> <p>Site work has progressed in a number of locations for the pipework installation. The Water Filtration Plant's bulk earthworks for the land are complete and excavation is advanced at the WWTW for the intake pond.</p> <p>The original design and construct contract has recently been brought to an end, with planning in place to complete the remaining works under revised arrangements.</p> <p>Further confidential reports have been provided to Council.</p>	
		Achieve the 12 DPE Strategic Planning Outcomes to a reasonable standard	<p>Consolidate 12 Guidance documents into a table.</p> <p>Collaborate through CNSWJO on suitable aspects.</p> <p>Determine action plan towards compliance.</p>	Manager Water and Waste	<p>In progress.</p> <p>CNSWJO has held meetings and workshops on how to integrate this into the IP+R (Integrated Planning and Reporting) process.</p> <p>DCCEEW is working with CNSWJO on this project.</p> <p>The outcomes cover 106 expectations on local water utilities and a coordinated, condensed and shared approach is sought by all Councils, with a watching brief on actions by other Councils to reduce this regulatory burden.</p>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Prepare reports and studies for Winburndale Dam and Chifley Dam to achieve compliance with Dams Safety NSW regulatory requirements.	Compliance with Dams Safety NSW requirements reported annually.	Manager Water and Waste	<p>Internal review of compliance items is ongoing, with updates of documentation undertaken as per compliance review schedules. Both dams have current Emergency Plans in place, along with the overarching Dam Safety Management System Document. These three documents are currently being reviewed and updated.</p> <p>Annual reporting (Annual Safety Standards Report) for both dams has commenced and will be submitted before the deadline of 31 March.</p> <p>Delays from NSW Public Works in undertaking detailed studies and reports have prevented BRC from meeting some of the required review timeframes, however all outstanding items are being progressed. Dams Safety NSW has been informed of the situation.</p> <p>Chifley Dam: The first risk report (including Dambreak study) is nearing completion with peer review to be undertaken in March.</p> <p>An annual inspection of Chifley Dam was undertaken on 18 April 2024 by NSW Public Works (NSWPW) dam engineers.</p> <p>Winburndale Dam: Studies have commenced post-upgrade completion. Public Works has been appointed to undertake the Risk Report, Dambreak and Probable Loss of Life study, Consequence Category Assessment, and 15-year Comprehensive Safety Review. This large body of work, including sub-contracting of the hydrology modelling, is underway.</p> <p>A Survey Network Design for Winburndale Dam was completed on 23/09/2024. Work will commence soon to install these monument and settlement points at the dam.</p> <p>A 5-yearly surveillance inspection of Winburndale Dam was undertaken on 18 April 2024 by NSW Public Works (NSWPW) dam engineers. Actions are being progressed.</p>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Work with CNSWJO on Water Utilities Alliance goals	Meetings attended. Relevant projects supported. Goals delivered on projects relevant to BRC.	Manager Water and Waste	Work is continuing, through meetings and projects. An Alliance Business Plan has been developed and adopted. Bi-monthly meetings are attended online, with other projects and correspondence dealt with as required.	
		Identify, plan and undertake water construction works.	Complete capital works program	Manager Water and Waste	Liaison with Technical Services staff to obtain advice on road projects and / or developments is continuing. The aim is to ensure water and sewer services are relocated prior to TFNSW or BRC projects commencing.	

Sewer

CSP Strategy 3.3 Minimise the City's environmental footprint, live more sustainably and use resources more wisely



CSP Strategy 1.4 Protect and improve the region's landscapes, views, vistas and open space


CSP Strategy 3.5 Increase resilience to natural hazards and climate change


CSP Strategy 4.3 Ensure services, facilities and infrastructure meet the changing needs of our region

CSP Strategy 6.2 Work with our partners and neighbouring councils to share skills, knowledge and resources and find ways to deliver services more efficiently



CSP Strategy 6.6 Manage our money and our assets to be sustainable now and into the future

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
3.3 3.5 4.3 6.2 6.6 1.4	Maintain and upgrade existing sewer infrastructure to meet the needs of all stakeholders into the future.	Achieve the 12 DPE Strategic Planning Outcomes to a reasonable standard	Consolidate 12 Guidance documents into a table. Collaborate through CNSWJO on suitable aspects. Determine action plan towards compliance.	Manager Water and Waste	In progress. CNSWJO has held meetings and workshops on how to integrate this into the IP+R (Integrated Planning and Reporting) process. DCCEEW is working with CNSWJO on this project.	
		Continue implementation of Trade Waste Policy.	Maintain approvals at over 90% of active businesses.	Manager Water and Waste	Trade Waste Policy is current and was adopted by Council in April 2011. As of 28 February 2025, there were 316 approvals in place, with 352 active businesses (90%).	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Work with CNSWJO on Water Utilities Alliance goals	Meetings attended. Relevant projects supported. Goals delivered on projects relevant to BRC.	Manager Water and Waste	Work is continuing, through meetings and projects. An Alliance Business Plan has been developed and adopted. Bi-monthly meetings are attended online, with other projects and correspondence dealt with as required.	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Operate, maintain, repair and upgrade Waste Water Treatment Works to comply with licence conditions	Achieve over 90 % compliance with EPA licence conditions.	Manager Water and Waste	<p>Wastewater Treatment Works operations are ongoing, with maintenance and repairs conducted as required.</p> <p>For the current licence year commencing 1 April 2024, to 31/01/2025, 7,565.26 tonnes of biosolids have been delivered off site as per the contract.</p> <p>A trial to limit discharge odours from Sewer Pump Station no 2 continues with the results indicating a positive result.</p> <p>Designing and monitoring is ongoing.</p> <p>Plans for minor upgrades are underway.</p> <p>Daily and weekly sampling and monitoring of the plant's performance are continuing, with internal and external testing performed.</p> <p>A major upgrade of the plant control systems has begun. This will be rolled out over the next 2 years, as finances allow.</p> <p>Ongoing testing of wastewater discharged to the Macquarie River as per EPA Licence 1647 continues. For the licence period commencing 1 April 2024 there were 329 tests with no exceedances of the 100 percentile licence limits.</p> <p>One exceedance of a 90% licence limit for Total Nitrogen was recorded on 16/10/2024, 16.2mg/L. This was likely a result of 2 major events in Bathurst over 2 weekends in a row.</p> <p>Two exceedances of Faecal Coliform Counts was recorded in the effluent discharge in November. A specialist contractor has replaced a bank of failed lamps in the UV system, that had been contributing to these exceedances.</p>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<p>No license exceedances were recorded in February 2025.</p> <p>The 3rd belt press was installed in position during June 2024. This machine is now being electrically and hydraulically connected. Commissioning will begin after the construction period ends. Practical completion on the mechanical installation of the new belt press is expected by 15/03/2025, when the new cross conveyor is installed.</p> <p>An odour impact assessment for the site has been undertaken with recommended improvements either actioned or in progress.</p> <p>Modelling has been conducted by an external consultant, showing odours are at or below EPA thresholds.</p> <p>New odour reporting online forms have been developed for site staff and members of the public to report offensive odours.</p> <p>Changed methods for delivery of sewerage sludge to site are being developed. An online form will be implemented, when complete, to ensure that trade waste companies using the plant, have permission to discharge.</p> <p>Work has begun refurbishing the catchment ponds on site. A tender has been procured for the supply of up to 10,000 Tonnes of clay. This tender closed on 29/10/2024. The clay tender has been approved by Council and a contract has been signed with Oberon Quarries Pty Ltd.</p> <p>The installation of this clay will be contracted under a different tender.</p> <p>Redundant concrete footings were removed from the Northern catchment pond in September. Sections of the concrete apron for the Northern Lagoon were replaced in</p>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					October. This should improve lagoon sealing when the new clay liner is installed next year. The existing lagoon skirt in the southern (large) lagoon is being replaced to improve the safety and integrity of the lagoon.	
		Continue program of sewer main CCTV inspection, and lining if warranted	Mains where blockages or overflows occur are inspected.	Manager Water and Waste	Identification of appropriate locations for CCTV pipe inspection is ongoing through customer issues, staff advice and development proposals with 4km of pipes already inspected. Any issues found are scheduled for repair or replacement as required. To 28 February staff attended to and repaired 94 sewer blockages.	
		Identify, plan and undertake sewer construction works.	Complete capital works program	Manager Water and Waste	Manhole rehabilitation program being considered. Interflow have been engaged under a CNSWJO contract to undertake various sewer maintenance works	

Waste Management

CSP Strategy 3.3 Minimise the City's environmental footprint, live more sustainably and use resources more wisely

CSP Strategy 1.4 Protect and improve the region's landscapes, views, vistas and open space

CSP Strategy 2.2 Grow local employment, investment and attract new businesses and skills by nurturing and supporting entrepreneurs, partnerships and local skill development



CSP Strategy 3.5 Increase resilience to natural hazards and climate change



CSP Strategy 4.3 Ensure services, facilities and infrastructure meet the changing needs of our region


CSP Strategy 6.1 Communicate and engage with the community, government and business groups on important matters affecting the Bathurst region

CSP Strategy 6.2 Work with our partners and neighbouring councils to share skills, knowledge and resources and find ways to deliver services more efficiently

CSP Strategy 6.6 Manage our money and our assets to be sustainable now and into the future

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
3.3 4.3 6.6	Maintain and upgrade existing waste infrastructure to meet stakeholder requirements.	Replace waste collection vehicles on a 4 yearly cycle.	One waste collection vehicle replaced per annum.	Manager Water and Waste	The waste collection vehicle fleet is complete, however replacements have been greatly delayed due to limited availability of new vehicles and lengthy procurement lead times. A new fully electric truck for the Waste Management Collection Supervisor to deliver and collect new, old and event bins is in use.	
1.4 3.3 4.3 6.2 6.6 2.2 6.1	Maintain and upgrade existing waste infrastructure to meet stakeholder requirements. Reduce waste to landfill.	Review Waste Management Centre filling plans to ensure the optimum long term strategy is delivered, and to enable future planning timelines to be developed.	Survey and monitor the remaining air space of the landfill annually. Air space reduction minimised.	Manager Water and Waste	A stormwater management audit of the WMC has been conducted by EPA staff. A review has been conducted by an independent consultant. The final report has been received and recommendations are being put into effect. Aerial survey was most recently completed on 24 January 2025. This is done quarterly to monitor actual fill and the final fill plan. A new biogas flare with 38 vertical wells concreted, has been installed and has been operating since March 2024. Twelve months of data is required to evaluate future use.	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Work with NetWaste on waste projects and opportunities, for greater diversion from landfill and increased efficiencies.	Meetings attended. Relevant projects supported and delivered.	Manager Water and Waste	<p>Several ongoing projects are supported, with bi-monthly meetings attended online.</p> <p>New projects or opportunities are assessed as they arise.</p> <p>Almost all options available to Bathurst Regional Council through NetWaste are supported.</p> <p>Examples include recycling of waste tyres, mattresses, Household Chemical Cleanout, Waste 2 Art and collection and recycling of scrap metal.</p> <p>Recycling and organics collection service started in April 2016. The contract is currently undergoing early procurement investigations with the other NetWaste Councils.</p> <p>The 2024 Household Chemical Cleanout was held on 20 October at the Cooke Hockey Complex, providing an opportunity to collect challenging waste streams and send the waste materials for processing in Sydney. This event was well attended by the community.</p>	
2.2 3.3 6.1 6.2 6.6 3.5 4.3	Reduce waste to landfill.	Council to continue education and promotion of appropriate smart behaviours regarding green waste and recycling. Promote recycling to maximise diversion from landfill.	<p>Recycling promotion and education programs run and reported annually.</p> <p>Monitor combined diversion and report annually.</p>	Manager Water and Waste	<p>In this financial year to the end of December 2024, food and garden tonnage is 2,466 tonnes and recycling is 941 tonnes, resulting in a total of 3,407 tonnes in waste diversion.</p> <p>37,564 tonnes of food and garden waste have been sent for composting in the first 105 months (April 2016 to December 2024).</p> <p>Combined with recycling, totals show a diversion from landfill of over 56,641 tonnes, or over 56.6 million kilograms over this time.</p> <p>Sustainability is one focus area where education works are continuing, and the recycling contract education strategies are also underway.</p>	






Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<p>Council run waste education initiatives currently include, special waste management drives including battery, e-waste, and textile recycling, Don't waste your future, Waste 2 Art, Waste management app, Clean up Australia day as well as the development and distribution of a variety of educational materials.</p> <p><i>Key partners involved in these initiatives are:</i> NetWaste and EnviroCom.</p> <p>Council involved waste education initiatives currently includes, Asbestos waste management, Child restraint drop off and recycling campaign and Tidy Towns.</p>	
		Identify, assess and implement appropriate diversion opportunities.	Opportunities reviewed to determine cost/benefit and reported annually.	Manager Water and Waste	<p>Council participates in NetWaste Regional collection contracts for used material - motor oil, Community Recycling Centres (batteries, paint, gas bottles), green waste, tyres, household chemicals (annually), and mattress recycling. Scrap metal, textiles, and E-waste recycling is continuing with separate Council contract arrangements.</p>	


Recreation

CSP Strategy 5.1 Provide opportunities for our community to be healthy and active

CSP Strategy 1.4 Protect and improve the region's landscapes, views, vistas and open space

CSP Strategy 5.5 Plan and respond to demographic changes in the community

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
1.4 5.1 5.5	Plan for increasing population and aging population in the provision of suitable recreational projects	Update Sporting venues including associated infrastructure.	Installation of field drainage system - Jack Arrow rugby League Complex	Manager Recreation	Works commencement in October 2024. Contract completed November 2024. Works involved installation of a sand slit sub surface drainage system to fields 1 & 2 Jack Arrow Rugby League complex. This project was part of the 2022 NSW Severe Weather & Flood Grant program and was fully funded by the Grant.	
			Installation of ninja style fitness station, O'Keefe Park	Manager Recreation	Project completed in September 2024. Works involved the construction of a ninja style fitness station at O'Keefe Park. This project was fully grant funded under the NSW Government's Local Small Commitments Allocation Fund.	
			Upgrade of Crago Fountain, Machattie Park	Manager Recreation	Council's Technical Services department completed specification / scope of works. Tenders called January 2025 with no submissions. Works to be re tendered Anticipate completion of works 30 June 2025.	
			Upgrade of existing playground infrastructure Victoria Park Adventure Playground & Bike Education Track (Cubbyhouses)	Manager Recreation	Contract for works awarded 2024. Contract for cubby house upgrade and shop front of Bike Education Track playground completed. Final works on southern cross and dinosaur footprint features at Adventure Playground is anticipated for completion by June 2025.	
1.4 5.1 5.5	Maintain existing and future recreational areas.	Maintain existing levels of service to all parks, reserves, open space areas and other recreational facilities	Maintenance activities undertaken to all recreation Assets in accordance with adopted maintenance service levels in the	Manager Recreation	Ongoing as part of adopted maintenance service levels and funding provisions of the current Council Operational Plan. Council resources are not sufficient to keep up with its adopted service levels and the expectations of the community in respect to maintenance of park and recreation assets.	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
			Asset Management Plan.			
1.4 5.1 5.5	Continue environmental programs identified within the Bathurst Vegetation Management Plan	To ensure that appropriate Environmental Management Plans for the Bathurst Region are current, relevant and provide long term strategies for the Region.	Arrange for 11 Tree Planting and volunteer engagement activities.	Manager Recreation	Community and volunteer tree planting activities scheduled to commence in August 2024. 9 volunteer / community planting day has been held to date.	


Mount Panorama

CSP Strategy 2.5 Support Mount Panorama Wahluu as a premier motor sport and event precinct

CSP Strategy 6.4 Meet legislative and compliance requirements

CSP Strategy 6.5 Be open and fair in our decisions and our dealings with people

CSP Strategy 6.8 Implement opportunities for organisational improvement

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
6.4 6.5 6.8 2.5	Increase profile of Mount Panorama as the premier motor racing venue in Australia.	Track resurfacing and Tyre Wall replacement to ensure safety regulations are complied with.	Completed capital works	Director Engineering Services	Tyre Wall replacement at turn 2 completed Sep 2024.	

Corporate Services & Finance




Attracting, retaining & Investing in the safety & wellbeing and ongoing development of our people, whilst supporting an open and transparent, customer focused workplace culture is the main priority at Bathurst Regional Council. Council employs approximately 492 full time equivalent staff in 20 locations to provide services to support our community needs.


Human Resources

CSP Strategy 6.7 Invest in our people

- CSP Strategy 1.1** Respect, protect and promote the region's Indigenous heritage assets
- CSP Strategy 3.1** Protect and improve our natural areas and ecosystems, including the Macquarie River - Wambul and other waterways
- CSP Strategy 5.3** Help build resilient, inclusive communities
- CSP Strategy 5.5** Plan and respond to demographic changes in the community
- CSP Strategy 6.1** Communicate and engage with the community, government and business groups on important matters affecting the Bathurst region
- CSP Strategy 6.2** Work with our partners and neighbouring councils to share skills, knowledge and resources and find ways to deliver services more efficiently
- CSP Strategy 6.4** Meet legislative and compliance requirements
- CSP Strategy 6.5** Be open and fair in our decisions and our dealings with people
- CSP Strategy 6.6** Manage our money and our assets to be sustainable now and into the future
- CSP Strategy 6.8** Implement opportunities for organisational improvement
- CSP Strategy 6.9** Progressive Local Leadership

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
3.1 5.3 5.5 6.1 6.2 6.4 6.6 6.8	Ensure appropriate structure and resourcing is effectively supported & implemented to meet	Organisational structure in place supports a collaborative culture where strategic objectives and community needs are achieved within	Active day to day support of the HR team provided to managers to review org. structures & resourcing opportunities & efficiencies.	Manager Human Resources	2 year HR Plan developed for 2024 & 2025 with a focus on attraction, retention, efficiency & effectiveness. As at end of 2024, significant headway has been made in this plan and refocusing people policies and approaches, creating efficiencies and enabling Council leadership. This included the implementation of Flexible Work policy and approach, a range of new Safety policies and approaches, new	<div> <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> </div>

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
6.9	organisational needs.	budgetary constraints.			<p>processes for Performance Reviews & Appraisals and management of discipline and conduct, and the implementation of a new Learning Management System.</p> <p>The HR function has been refocused & realigned to enable partnership with leaders across Council, to assist in facilitating 'fit for purpose structures', modernisation of people processes, & people solutions.</p> <p>Talent Acquisition Co-ordinator role placed as a dedicated resource to enable effective & efficient attraction & selection of talent, & promotion of Council as an employer.</p> <p>Active partnership with people managers on appropriate structures and performance in their areas to ensure effectiveness & efficiency.</p> <p>Work has now commenced on a new 4 year People Strategy (Workforce Plan) to further these key themes and needs identified.</p>	
5.3 5.5 6.2 6.4 6.5 6.7 6.8	Promote and support a safe workplace in line with statutory and legislative requirements with a focus on employee wellbeing.	A child safe recruitment and working with children check system is developed and implemented. Related training programs focus on children in the workplace as well as compliance related training.	Build and implement Child Safe Standards in line with Office of the Children's Guardian "Child Safe Recruitment and Working with Children Check"	Manager Human Resources	<p>In progress/ongoing</p> <p>HR Plan developed for 2024 & 2025 with a focus on attraction, retention, efficiency & effectiveness.</p> <p>Child Safe requirements currently being reviewed. Organisational 'audit' to be completed, to inform next actions.</p>	
1.1 6.1 6.2 6.4 6.7 6.8	Training and development is fairly & effectively supported for all Council	Training needs are identified and effectively implemented for all Council staff.	New Learning Management System implemented to facilitate online	Manager Human Resources	Partnership with Lifeline (EAP) being leveraged to enhance wellbeing & mental health education and support across Council in 2024 – supporting employees in balancing their lives and mental health & wellbeing. Focused support implemented in a number of functions, including BARC.	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
6.9	employees with an aim to retain talent, develop current & future leaders, increase job satisfaction and morale and improve productivity and safety.	Training focus is on ensuring compliance requirements (WHS, Skills based) are met but also on investing in the ongoing development of our people.	learning & training records. Continuation of mandatory & safety face to face training programs		Wellbeing & Support plan developed & implemented to support employees & manage risk surrounding the 2024 Council elections & to enable broader wellbeing & provide support. Further planning around wellbeing and physical and emotional safety in the workplace will continue in 2025. New Learning Management system implemented – to facilitate learning needs, learning requests, certifications, records & mandatory training. Broad range of compliance and certification training programs delivered year to date, including Computer Literacy, and large volumes of funding for training successfully gained from State Government.	
		Learning and development program implementation.	Review of Performance Appraisal process including identification of learning needs & individual learning plans Training Programs delivered.	Manager Human Resources	Performance Review process reviewed, with a focus on enabling early identification of performance issues, recognition of performance, and better identification of learning & capability uplift needs. Further enhancements to this process will continue into 2025. Talent review & identification, and succession planning, processes planned for design & implementation in 2025.	

Governance

CSP Strategy 6.4 Meet legislative and compliance requirements


CSP Strategy 4.3 Ensure services, facilities and infrastructure meet the changing needs of our region
CSP Strategy 6.5 Be open and fair in our decisions and our dealings with people
CSP Strategy 6.6 Manage our money and our assets to be sustainable now and into the future
CSP Strategy 6.8 Implement opportunities for organisational improvement
CSP Strategy 6.9 Progressive Local Leadership

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
6.4 6.5 6.8 6.9	Ensure Council policies reflect community needs and organisational requirements.	Regular review of Council's policies (Policy Manual).	Individual Policies reviewed for relevance and compliance with statutory requirements	Manager Corporate Governance	All Council policies are undergoing review. Policies are then forwarded to Council meetings for adoption. Program continuing with reviewed policies being reported to Council as required. Policy status report presented to ELT in January 2025 which identifies the policies overdue for review. Report scheduled to be presented on a monthly basis.	
6.4 6.5	Implementation of the Government Information Public Access Act (GIPA Act)	Provision of Contract Register on Council's website. Action requests for information under GIPA Act.	Register updated monthly. Information requests (formal and informal) actioned in accordance with statutory guidelines.	Manager Corporate Governance	Online Contract Register is available and updated following Council meetings if required. We continue to review opportunities for improvement, including possible use of new RelianSys system. December 2024 – 4 applications received. January 2025 - 4 applications received. February 2025 - 5 applications received. Total of 29 applications received YTD, with 28 finalised.	
4.3 6.4 6.8	Ensure Council's continuity of operations.	Review of Disaster Recovery Plan and Business Continuity Plan.	Plan reviews completed	Manager Corporate Governance	Annual report submitted to the IPC on time. Business Continuity Plan tested November 2023. Review of the BCP undertaken in November 2024.	
6.4 6.5 6.8 6.9	Ensure Audit Risk Improvement Committee	Regular risk management reporting.	Quarterly risk register updates.	Manager Corporate Governance	Ongoing discussions happening. RelianSys now in use in this area. Risk Register updates reported to ARIC quarterly.	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
	(ARIC) effective operation				Participating in a JLT Board Initiative to undertake a Risk Maturity Survey of the organisation. Risk Maturity report received and reported to ELT for comment.	
		Completion of internal audits as established by the Internal Audit Plan.	Internal audits completed and reported to ARIC.	Manager Corporate Governance	Nine Internal Audits have been completed. There are a number of recommendations arising from these internal audits. The progress of the Internal Audits are reported periodically to ARIC and ELT. Implementation of the audits continues. RFQ for Internal Audit services being prepared for distribution in w/c 10/2/25.	
6.4 6.5 6.6 6.8	Manage insurance claims in a timely, efficient and effective manner	Manage insurance claims and provide data to inform strategic decision making. Coordinate participation in the Statewide Mutual Continuous Improvement Pathway (CIP) program.	Monthly insurance reports to Executive Leadership Team. Submission of completed CIP workbooks to Statewide Mutual	Manager Corporate Governance	Reporting framework finalised. Reports now generated as required. Report presented to January 2025 ELT meeting. Report scheduled to be presented on a monthly basis. 2024 CIP workbooks submitted to JLT. 2024: Footpaths, Swimming Pools, Enterprise Risk Management	
6.4 6.8	Manage Council's obligations under the Integrated Planning and Reporting framework (IP&R)	Adopt a new Community Strategic Plan (CSP) Report to Council the State of the Region Report	CSP endorsed by Council by 30 June 2025. Report endorsed by Council by 30 November 2024.	Manager Corporate Governance	Community consultation has commenced including careers expo, yousay survey, ratepayer newsletter. Introduction to IP&R session held with Councillors 30 October 2024. Councillor visioning session held on 14 December 2024 and 22 February 2025. Preparation of IPR documents continues. 2023/24 annual report and state of the region report have been prepared with contribution across the organisation. Presented to Council at its meeting 20 November 2024.	
		Submit the Annual Report to OLG	Report endorsed by Council by 30 November 2024.	Manager Corporate Governance	2023/24 annual report and state of the region report have been prepared with contribution across the organisation. Presented to Council at its meeting 20 November 2024 and submitted to OLG.	

Events

- CSP Strategy 5.2** Help make the Bathurst CBD, neighbourhoods and the region's villages attractive and full of life
- CSP Strategy 1.3** Enhance the cultural vitality of the region
- CSP Strategy 2.1** Support local business and industry
- CSP Strategy 2.2** Grow local employment, investment and attract new businesses and skills by nurturing and supporting entrepreneurs, partnerships and local skill development
- CSP Strategy 2.6** Promote our City and Villages as a tourist destination
- CSP Strategy 5.3** Help build resilient, inclusive communities
- CSP Strategy 6.3** Advocate for our community

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
1.3 2.1 2.2 2.6 5.2 5.3 6.3	Coordinate and deliver events to enhance the cultural life of residents and promote the Bathurst Region	Deliver events including Winter Festival, NRL, Bathurst 1000 off track events, Australia Day, and special events.	Events as listed are delivered.	Events Manager	<p><u>July</u></p> <ul style="list-style-type: none"> Successfully delivered the Bathurst Winter Festival with the outdoor ice rink, illuminations, food and wine events, music, entertainment, business engagement, feature days, rides and community spirit. 20,000 ice skating tickets sold 54,037 total ride tickets sold 17 sponsors for the event Record numbers at Opening Night (8,500) and Brew and Bite (27,000) people. <p><u>August</u></p> <ul style="list-style-type: none"> Winter Festival reporting, invoicing, thanking suppliers and sponsors Winter Festival sponsors reports finalised Applied for NSW Tourism awards for the 2023 Bathurst Winter Festival Commenced planning for the Bathurst 1000 Off Track events, including meetings with key stakeholders (Supercars, police, Transport NSW, Workcontrol). Bathurst International camping on sale Planning commenced for the Australia Day award nominations. Assisted with community event applications and event enquiries 	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<p><u>September</u></p> <ul style="list-style-type: none"> Continued reporting on 2024 winter festival Submission for the NSW Tourism Awards – 2023 Winter Festival Preparing and planning for Bathurst 1000 Off track events including: <ul style="list-style-type: none"> the new format/event the Wednesday Street Party that will include a track to town with all 26 Supercars making their way from Mount Panorama to Russell Street, 2023 winners presentation, drivers signing session, Pirtek Pit Stop Challenge and will be lived broadcasted on Foxtel. Legends Dinner – tickets on sale, suppliers booked in Friday Music in the parade, expression of interest for vendors, suppliers and contractors contacted, entertainers expression of interest. Insurance documentation created – Safety Management Plan, Emergency Management Plan, Site Maps, Risk Assessment, run sheets, inductions, staff briefings, traffic management plan, notice of intention to hold a public assembly Marketing and advertising – communication plan, street flags installed, print, radio advertising booked, creation of collateral Weekly meetings with Supercars Meetings with council departments and work control Business Window display competition registration and packs created, consultation with sponsor (Bathurst Broadcasters) Australia Day – first working party meeting was held, nomination forms for the Australia Day Awards were created, opened and advertised including Citizen of the Year, Living legends, Youth Arts Award, Event of the Year Award. Australia Day grant was applied for through the Australia Day Council. Preparations for Bathurst International, Challenge Bathurst and Christmas commenced. 6 Hour camping went on sale and continued booking for Challenge Bathurst camping 	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<p><u>October</u></p> <ul style="list-style-type: none"> Successfully delivered the Bathurst 1000 Off Track events including the Wednesday Stret Party, Legends Dinner and Friday Music in the Parade. Bathurst 1000 survey Continued planning for Australia Day – held the October Australia Day Working Party Meeting. Continue working on the planning and delivery race for the Bathurst International including the Circuit to City and Challenge Bathurst Winter Festival councillor report Continued reporting on 2024 Bathurst Winter Festival Continued 2024 Winter Festival sponsorship reports Commenced 2024 NRL report Planning for Christmas tree installation Planning commenced for the Bathurst 12 Hour <p><u>November</u></p> <ul style="list-style-type: none"> Successfully assisted the Bathurst International on track with Australia Racing Group including the City to Circuit Successfully assisted in the delivery of Challenge Bathurst with all event staff on site at Mount Panorama from 18 – 28 November. Planning underway for Christmas, Australia Day and 12 Hour Provided support and advice for non council events including 2025 Jaguar Rally and EV Drive Day to be held at Mount Panorama in December. Finalised the 2024 NRL report Finalised the 2024 Bathurst Winter Festival report Completed the 2024 Winter Festival sponsorship reports 	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<p><u>December</u></p> <ul style="list-style-type: none"> • Installation of the Kings Parade Christmas tree and Christmas light decorations. • Planning continued for Australia Day. Youth Arts Awards nominations closed, December working party meeting was held. • Planning continued for the Bathurst 12 Hour, including meetings with Supercars, police, Workcontrol and the courthouse. Marketing and advertising, camping permit submitted, traffic notifications were sent, Track to Town equipment and suppliers confirmed, insurance documentation. • Planning started for the NRL match to be held in May. Ticketing price was researched, Sponsor proposal created. • Planning and execution of Council's All Staff Christmas Party at Mount Panorama • Post event tasks for Challenge Bathurst were finalised • Additional tasks including: Winter Festival Councillor report, grant searching, research into sponsors for 2025 events, assisting the public with varying events including the Jaguar National Rally, gathering information for Mount Panorama, assisting in the EV drive day event held at Mount Panorama. <p><u>January</u></p> <ul style="list-style-type: none"> • Planning and execution of the Australia Day event, including working party reports and meetings, coordination of awards, run sheets, set up and coordinating with Mayor's department. The event ran seamlessly and included: Citizenship ceremony, morning tea, Awards Ceremony, Free entry to the pool and supporting events in surrounding villages • Planning and execution of the 12 Hour Track to Town. Event staff manned reception at Mount Panorama for eight days over the 12 Hour event • Planning commenced on the NRL event for May, with tickets going on sale in mid February. 	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<ul style="list-style-type: none"> Winter Festival – Ice rink and illumination tenders created and due to be advertised the first week of February. Food vendor, market stall, alcohol vendors and installation expression of interested created and advertised. Business information session presentation created. Economic Development team, BVIC and the events team meeting to plan the information session to be held on 19 February. Amusement ride suppliers contacted for quotes, traffic report created, meetings arranged with stakeholders. Dismantle of Christmas tree lights and decorations <p>February</p> <ul style="list-style-type: none"> Winter Festival – Ice Rink and Illumination tenders were advertised, site visits conducted for illumination tender, sponsor meetings, meetings with BRAG and BMEC, ride quotes obtained, marketing and advertising communication plan created, event equipment and infrastructure confirmed, ongoing meetings with contractors, entertainers quotes received, media release, investigating gift vouchers as an option for ice skating and rides. Held the Winter Festival Business Information Session NRL tickets went on sale with strong sales NRL planning, marketing plan, sponsorship meetings, contractor meetings and correspondence with Panthers and Mojo Events continued, entertainment registrations advertised. Bathurst 6 Hour planning and camping bookings continued. Meetings with Australian Racing Group Debrief and Working Party meeting for the 2025 Australia Day events. Updated Youth Arts award and Event of the Year award nomination forms. Researched 2026 event plan proposed by Working Party to include an evening event held at Bicentennial Park. Meet with the Ulysses Club who are interested in holding an event at Mount Panorama in 2027 Continued supporting the Jaguar Rally which will be held in April 2025 Meeting with Beatlefest event organisers. 12 Hour – debrief and administration wrap up 	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<ul style="list-style-type: none"> Budget review for 2026 	

Information Services

- CSP Strategy 6.8** Implement opportunities for organisational improvement
- CSP Strategy 2.3** Develop Bathurst as a Smart City
- CSP Strategy 2.5** Support Mount Panorama Wahluu as a premier motor sport and event precinct

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
2.3 2.5 6.8	Improve long-term viability and availability of electronic data for both the current and long term.	Perform Penetration testing to ensure the security of Bathurst Regional Council data	Engage Third Party to perform Penetration tests.	Manager Information Services	Penetration testing was performed on the week of the 8th of January 2024. Council has received the testing report. This testing included external and internal penetration testing. Council's IT section has created a plan to correct the issues identified and is currently working through it. Several recommendations from the testing report have been implemented. Further recommendations require assessment before being implemented. Next round of testing is scheduled for January 2025	
		Continue regimen of Cyber-Security training for all staff & Councillors at Bathurst Regional Council.	Staff undertake random Phishing simulation training. Councillors & staff will be required to complete Cyber Security training with the implementation of the new Learning Management System.	Manager Information Services	Training has been purchased and a schedule has been developed. Training will now continue on a rolling basis. Phishing simulation training ongoing.	
		Continuous upgrading of Cyber Security posture based upon recommendations from Penetration Testing.	This is a continuous process.	Manager Information Services	Cyber security framework and documents have been developed. The Framework was approved by the General Manager. Discussions are now on going with risk owners.	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Develop Cyber Security Strategic Plan and Roadmap	Strategy and Roadmap adopted	Manager Information Services	In progress/ongoing	
		Upgrade GIS from GDA94 to GDA 2020.	Ensure that BRC GIS is current by continuing the implementation of GDA2020. It is anticipated that this will be completed in 2024/2025 financial year.	Manager Information Services	This project is progressing well. Much work has been completed and we have engaged the service of Chartis Technology to assist with the implementation. A full test conversion of Council's GDA94 data to GDA2020 has been successfully performed. The conversion of the production data is on track to be performed this financial year.	
		Implement cloud based VOIP telephone system.	Proof of Concept for Microsoft Teams calling is underway. This will allow staff to test the viability of this technology. It is then expected that the system will be implemented in 2024/2025.	Manager Information Services	Council has engaged the services of Ethan Group to investigate migrating our Mitel system to a hosted cloud service. The solution presented will enable softphone functionality and is scheduled to be implemented in the second half of this financial year.	
		Perform Disaster Recover testing at Bathurst Regional Council's DR site.	It is anticipated that full test will be performed by End of December 2024.	Manager Information Services	Full Disaster Recovery testing was not completed before 31 December 2024. Rescheduling is being investigated for completion prior to 30 June 2025. After testing a report will be written detailing the results obtained.	

Property

CSP Strategy 4.1 Facilitate development in the region that considers the current and future needs of our community



CSP Strategy 1.5 Promote good design in the built environment


CSP Strategy 2.1 Support local business and industry

CSP Strategy 6.4 Meet legislative and compliance requirements

CSP Strategy 6.5 Be open and fair in our decisions and our dealings with people

CSP Strategy 6.8 Implement opportunities for organisational improvement

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
1.5 6.4 6.5 6.8	Manage development of new residential land releases to ensure appropriate level of supply.	Complete development of residential land in accordance with Council plans.	Provision of land to meet demands.	Property Manager Coordinator	<p>The Reserve (Windy 1100) - 205 lots - Tender for development approved by Council 19/10/2022. Land sales commenced 22 March 2024.</p> <p>YTD 7x lots sold, 7x settled (\$2,209,000 received by BRC) 24 lots under offer</p> <p>February 7x lots settled with 2x dual service lots under contract – Appointed agent has a further sixteen (16) lots under negotiation with exchange expected by late February/early March 2025</p> <p>Stage 2 Sunnybright works for substantial commencement being undertaken in 2025, likely no land release until The Reserve Stage 1 sales finalised.</p>	
2.1 4.1 6.4	Manage development of new commercial and industrial land releases as required to meet the needs of new businesses.	Development in Kelso Industrial Park as required.	Provision of land to meet demands.	Property Manager Coordinator	<p>YTD Subdivision works ongoing Subdivision expected to be completed by early 2025, updated valuation to come shortly also.</p> <p>February Two lots sold, additional lots have significant interest, update sent to NSW State Govt by Economic Development section for prospective investors.</p>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
6.6	Manage Council's property portfolio	Manage leases and licences to ensure they remain current.	Available properties are leased / licenced as required.	Property Manager Coordinator	<p>Two lots under negotiation – proposals received for all lots from interested parties.</p> <p>YTD</p> <p>Licences periodically reviewed, new tenancies secured, overall decrease to number of vacant properties, projects commenced for enacting additional agreements and securing new tenancies</p> <p>February</p> <p>EOIs for rural and residential properties progressing, agent appointed for residential and retail tenant acquisition</p> <p>Alternate approaches being explored with renovators also</p>	

Finance

CSP Strategy 6.6 Manage our money and our assets to be sustainable now and into the future



CSP Strategy 6.1 Communicate and engage with the community, government and business groups on important matters affecting the Bathurst region



CSP Strategy 6.4 Meet legislative and compliance requirements

CSP Strategy 6.5 Be open and fair in our decisions and our dealings with people

CSP Strategy 6.8 Implement opportunities for organisational improvement


CSP Strategy 6.9 Progressive Local Leadership


Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
6.6 6.1 6.4 6.8 6.9	Ensure Council's long term financial sustainability.	Improve Council's cash flows.	Rates and Charges Outstanding Ratio less than 10%.	Manager Financial Services	As per 2023/24 Financial Statements achieved 6.68% (2022/23 6.32%) (2021/22 5.82%) (2020/21 6.29%) (2019/20 6.49%) (2018/19 6.22%) (2017/18 6.17%) (2016/17 5.68%)	
		Ensure Council's level of debt is manageable.	Debt service cover ratio greater than 2.	Manager Financial Services	As per 2023/24 Financial Statements achieved 2.70 times on Consolidated basis (note – General Fund is only 1.47 times) (2022/23 2.03) (2021/22 2.46) (2020/21 1.71) (2019/20 1.06) (2018/19 2.17) (2017/18 3.66) (2016/17 4.12)	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Maximise invested funds within prudential guidelines.	Outperform monthly 90 day bank bill swap rate.	Manager Financial Services	<p>At 28th February 2025 current year average:</p> <ul style="list-style-type: none"> Investment earnings – 5.07% (2023/24 average 5.02%) 90 day Bank Bill Swap Rate – 4.39% 	
		Monitor, review and update Long Term Financial Plan	Long Term Financial Plan 2024-2034 adopted.	Manager Financial Services	<p>Long Term Financial Plan for 2024-2034 adopted by Council on 19/06/2024.</p> <p>Finance section are monitoring performance and assumptions used in the adopted LTFP 2024-2034, with no major inconsistencies identified yet that would require a review.</p> <p>The LTFP update for 2025-2035 has begun.</p>	

Corporate Communications

CSP Strategy 6.1 Communicate and engage with the community, government and business groups on important matters affecting the Bathurst region

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
6.1	Communicate and engage with the community	Bathurst Regional Council Community Survey undertaken.	Overall satisfaction rating > 70%	Manager Corporate Communications	<p>September 2024: RFQ for 2024/25 Community Survey issued.</p> <p>October: Survey company engaged, survey finalised and field work commenced</p> <p>November: Field work completed, data analysis underway</p> <p>December: Report drafting commenced.</p> <p>January 2025: Report finalised and Councillor Briefing. Survey result found 64% of the community is somewhat satisfied or higher (somewhat satisfied to very satisfied with Council. Down from 82% in 2023; 75% in 2021.</p>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Undertake community consultation as identified by Council to support relevant projects and activities.	Consultation projects included on the "Your Say" Bathurst platform.	Manager Corporate Communications	<p>As 28 February 2025:</p> <p>100% consultation projects on Your Say Bathurst Ongoing: (Irrigation portal, Kart Track Facility DA, Water Harvesting, Floodplain Study update, Pathway to Sustainability, Special Rate Variation, Draft Council Policies and Plans, Busby St Planning proposal, Heritage Study update, Rural Cemetery reform, Village Planning, Community Engagement Strategy, BRATS</p> <p>New: Library Survey</p> <p>July: 2,505 site visits. 183 contributions</p> <p>August: 2,414 site visits. 91 contributions</p> <p>September: 2,705 visits. 65 contributions.</p> <p>October: 3,828 visits. 82 contributions (NOTE – asset survey submissions going direct to survey company, not your say)</p> <p>November: 2,983 visits. 179 Contributions</p> <p>December: 4,302 visits. 648 contributions</p> <p>January: 3,770 visits. 365 contributions</p> <p>February: 2,624 visits. 176 contributions</p>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					January: 19,990 February: 19,401 BRC: 16,824 Bathurst Library: 1,624 Bathurst Winter Festival: 953	

Cultural & Community Services

Bathurst Regional Council supports a vibrant culture and community. Lifestyle in the Bathurst Region is enriched by providing a diverse range of cultural facilities and programs and by promoting cultural diversity. Community well-being is promoted through social planning, community development and ensuring access to community services.

Community Services

CSP Strategy 4.3 Ensure services, facilities and infrastructure meet the changing needs of our region

CSP Strategy 5.1 Provide opportunities for our community to be healthy and active

CSP Strategy 5.2 Help make the Bathurst CBD, neighbourhoods and the region's villages attractive and full of life

CSP Strategy 5.3 Help build resilient, inclusive communities

CSP Strategy 5.4 Make our public places safe and welcoming


CSP Strategy 5.5 Plan and respond to demographic changes in the community

CSP Strategy 6.1 Communicate and engage with the community, government and business groups on important matters affecting the Bathurst region



CSP Strategy 6.3 Advocate for our community


CSP Strategy 6.4 Meet legislative and compliance requirements

CSP Strategy 6.7 Invest in our people


Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
5.1 5.2 5.3 5.4 5.5	Work in partnership with key stakeholders to develop, administer and deliver community planning that reflects the strengths and needs of specific sectors and the community.	Undertake the actions identified in the Bathurst Community Safety Plan in partnership with the Bathurst Regional Community Safety Committee	Provide administrative support to meetings of the Bathurst Regional Community Safety Committee. Relevant campaigns /projects	Manager Community Services	February: No meetings held in February due to Community Development Officer role being vacant. Position is out for recruitment. YTD: One (1) Community Safety Committee Meeting held.	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
6.3			developed and implemented as per priority areas identified in the Bathurst Community Safety Plan.		February: No campaigns/projects undertaken. YTD: Zero (0) initiatives/projects undertaken in accordance with the Bathurst Community Safety Plan. Community Development Officer role is currently vacant out for recruitment.	
		Implementation of the strategies and actions identified in the Disability Inclusion Action Plan (DIAP) that address each of the four focus areas of the plan 2022-2027.	Reviews undertaken to determine the number of actions in progress or complete.	Manager Community Services	February: No reviews occurred in February. Community Development Officer role is currently vacant out for recruitment. YTD: One (1) review undertaken. 1. Annual DIAP report submitted to Action for Inclusion-Communities and Justice.	
			Relevant Community Services initiatives/projects developed and implemented as per actions identified in the Disability Inclusion Action Plan (DIAP).	Manager Community Services	February: No initiatives/projects Community Development role is currently vacant out for recruitment. YTD: three (3) community services initiatives/projects were developed and implemented. 1. Bathurst Access Improvement grants 2. International Day of People with a Disability promotion 3. Consultation completed for CSP February: No reviews undertaken.	
		Implement strategies and actions identified in the Positive Ageing Strategy	Reviews undertaken to determine the number of actions in progress or complete.	Manager Community Services	YTD: one (1) review undertaken. 1. Collation of data for completion of Annual Positive Ageing report.	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
			Relevant Community Services initiatives/projects developed and implemented as per actions identified in the Positive Ageing Strategy.	Manager Community Services	<p>February: Seniors Festival 2025 Program launched, with 79 events for seniors to attend. The event was promoted through community and stakeholder groups, Council's social media platforms and organisations such as Meals on Wheels.</p> <p>Senior Festival Organisation Committee met in February to finalise implementation of program.</p> <p>YTD: five (5) initiatives/projects developed and implemented.</p> <ol style="list-style-type: none"> 1. Connecting Seniors project continued, 52 free intergenerational tech help sessions. 2. Commenced collation of events for Seniors Festival 2025 and planning Seniors Festival Organising Committee discussion. 3. Consultation with aged community for CSP 4. Seniors Festival 2025 program launched with 79 events and activities for seniors to attend. 5. Seniors Festival Organising Committee meeting conducted. 	
		Collaborate with key stakeholders to develop and deliver programs/ activities to meet the needs of the Indigenous community	Aboriginal Commitment Strategy actions implemented and relevant meetings facilitated.	<p>Manager Community Services</p> <p>Manager Community Services</p>	<p>February: Aboriginal Commitment Strategy update/report (August 2024 – January 2025) tabled for Council DCCS Report # 8.5.1 meeting held 19 February 2025.</p> <p>YTD: Five (5) actions implemented:</p> <ol style="list-style-type: none"> 1. Aboriginal Commitment Strategy update/report (February 2024 – August 2024 tabled for Council DCCS Report # 8.5.2 meeting 21 August 2024. 2. Working group meeting held 17 September 2024. 3. Consultation with Aboriginal community for development of version 2 ACS. 4. Working group meeting held 19 November 2024. 5. Aboriginal Commitment Strategy update/report (August 2024 – January 2025) tabled for Council DCCS Report # 8.5.1 meeting held 19 February 2025. 	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
			Relevant Community Services initiatives, projects, activities, and events developed and implemented to service the Indigenous community.		<p>February: Zero (0) Community Services initiatives completed.</p> <p>YTD ten (10) Community Services initiatives completed.</p> <ol style="list-style-type: none"> 1. Council's NAIDOC Week event and premiere screening of Mill Bulal Film held at BMEC on 3 July 2024. Over 400 people attended the event. 2. Skate with Ya Mates held on 9 July 2024, provided 98 young people with a free ice-skating session, transport, lunch and beverage. 3. Council partnered with non-government organisations to celebrate National Aboriginal and Torres Strait Islander Children's Day on Friday 2 August 2024. 4. Council's Aboriginal Community Development Officer partnered with Bathurst Library Services to deliver Indigenous Literacy Day Story Time on Tuesday 3 September 2024. 5. Council partnered with Bathurst Local Aboriginal Land Council to coordinate NAIDOC Week musical bingo night on 13 September 2024, with over 100 community members participating. 6. Paint with ya mates, 'paint & sip' workshop for young people facilitated on Tuesday 1 October 2024 at PCYC Bathurst. 27 young people participated in the workshops. 7. Council partnered with Bathurst Local Aboriginal Land Council to install a memorial plaque at Kelso Community Hub, in honour of the late Uncle Roy Bligh. An unveiling event was held on Tuesday 22 October 2024. 8. Community Consultation took place throughout November with Aboriginal community for CSP and ACS. 9. Partnered with the Bathurst Local Aboriginal Land Council to coordinate Kelso Community Christmas Party, with over 250 attendees. 10. Coordinated Marang Connections Cultural Day on Wednesday 22 January 2025 at Kelso Community 	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					Hub. Bathurst Local Aboriginal Land Council organised facilitators for cultural activities.	
4.3 5.1 5.3 5.4 5.5 6.1 6.3		Encourage and facilitate the use of Kelso Community Hub to meet community needs	Quarterly update on usage of Kelso Community Hub by services / programs.	Manager Community Services	February: No update report completed in February. Council is in negotiations with Wahluu Health Aboriginal Corporation for the lease of Kelso Community Hub. YTD one (1) update report completed.	
5.1 5.3 6.1 6.3 6.7	Value and support opportunities for young people to understand the processes of Local Government and be involved in relevant projects.	Continue to support the operations of the Bathurst Regional Youth Council	Facilitation of Bathurst Regional Youth Council meetings	Manager Community Services	February: The Youth Council attended three (3) meetings including their official monthly meeting, working party meeting to discuss Youth Week details and a site visit at the Bathurst Showgrounds to determine how they can utilise the space for Youth Week. YTD Thirteen (13) Youth Council Meetings held.	
			Undertake and/or participate in initiatives, activities, programs and events.	Manager Community Services	February: Youth Council participated in the following initiatives/activities: <ul style="list-style-type: none"> The Youth Mayor and Deputy Youth Mayor attended the 2025 Meguiar's Bathurst 12 Hour. YTD Eighteen (18) activities have occurred	
5.1 6.1	Provision of high quality child care facilities to cater for children aged 0-12 years in the Bathurst Community.	Ensure policies and procedures align with industry, Education and Care legislation.	50% of policies reviewed.	Manager Community Services	February all policies fully reviewed. Edits made to the Policies scheduled for Council Adoption. YTD: Fifty-Eight (58) Policies Reviewed. Five (5) new policies created. Sixty (61) Children's Services Policies altogether.	
5.1 5.2 5.3 5.4			Review and update current Service Self-Assessment Tool	Manager Community Services	February: Family Day Care (FDC) Self-Assessment remains untouched from Accreditation (ASR), Waiting for outcome from ASR to begin editing again. YTD: All seven (7) areas reviewed	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
6.3 6.4 6.7	The provision of Council's Children's Services, setting a benchmark for education and care in the Bathurst LGA.	Research and implement programs/projects reflecting industry and stakeholder needs.	Implementation of relevant programs as part of the service delivery.	Manager Community Services	February: Long Day Care (LDC) Area 1 and 2 reviewed. YTD: Seven (7) Quality Areas reviewed and updated December 2024, review cycle recommenced. February: Three (3) programs below, Get Grubby Program will be implemented February within Scallywags Preschool Program, linking back into biodiversity and sustainability. Bush kinder program scheduled to recommence March. Inter-Generational Program for Acacia 3-4 Years room [PAUSED]. The connections are still made but not currently in operation due to elevated levels of flu and COVID in the local area. Service wide Including Family Day Care (FDC): Aboriginal Cultural Safety Framework early adopters' program has commenced with all five cores being explored and beginning to be added to programs. Meetings have recommenced. A meeting is book with Halliee to strengthen the ACF in services.	
					YTD: Three (3) programs implemented February: 86.90% YTD: 81.30%	
					February: 94.56%	



Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
	Connect and collaborate with Children's Services networks locally to ensure service provision reflects strengths and needs of the sector.	Networks identified.	Participation in a range of appropriate networks.	Manager Community Services	<p>YTD: 89.92%</p> <p>February:</p> <p>Five (5) networks that children's services have connected into include:</p> <ol style="list-style-type: none"> 1. Local Government Children's services meetings Ongoing 2. Aboriginal Cultural Safety Framework early adopters' program ongoing 3. ORICL project (Observe, Reflect, Improve Children's Learning – supporting educators). Ongoing 4. Yarning for inclusion- First Dimension of Reconciliation 5. NSW Family Day Care Association state meeting (February) <p>YTD: Eleven (11) networks participated further to the five (5) above, including: BECIS Bites and Local Leaders; Australian Education and Research Organisation [AERO] Teachers Connect; NSW FDC regional meeting.</p>	

Bathurst Library

- CSP Strategy 1.3** Enhance the cultural vitality of the region
- CSP Strategy 4.3** Ensure services, facilities and infrastructure meet the changing needs of our region
- CSP Strategy 5.3** Help build resilient, inclusive communities
- CSP Strategy 5.5** Plan and respond to demographic changes in the community
- CSP Strategy 6.1** Communicate and engage with the community, government and business groups on important matters affecting the Bathurst region
- CSP Strategy 6.2** Work with our partners and neighbouring councils to share skills, knowledge and resources and find ways to deliver services more efficiently

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
4.3 5.5	Develop a strategic approach to planning the next-practice library.	Develop the next Library Strategic Plan	Report to Council by June 2025	Manager Library Services	February: Work on structure underway, community survey launched YTD: Literature review underway, Work on structure underway.	
1.3 5.3	Maintain and improve community participation in the Library Services	Maintain and improve membership base	Membership is 25% or more of total population.	Manager Library Services	February: 135 new members YTD the total active membership of Bathurst Library is 10870 = 25.34% of Bathurst population.	
		Maintain and improve visitations.	Yearly visitations are 96,000 or more (monthly average: 8,000)	Manager Library Services	February: 7,943 visitations YTD: 66,845 visitations Monthly average: 8,356	
		Maintain and improve program and event delivery.	Deliver 200 or more programs / events per year – monthly average: 16.6.	Manager Library Services	February: 18 programs/events delivered. YTD: 166 programs/events delivered. Monthly average: 21	
		Maintain and improve attendance at programs and events	4,460 attendees or more to programs / events per year - monthly average: 380	Manager Library Services	February: 357 attendees at programs and events YTD: 3,990 attendees at programs and events Monthly average: 499	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
1.3 5.3	Maintain and improve access to information and life-long learning	Maintain and increase circulation of all library material	Loans exceed 200,000 per year – monthly average 16,600.	Manager Library Services	February: 16,412 items borrowed (5,228 electronically) YTD: 137,944 items borrowed. Monthly average: 17,243	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>
		Improve adult digital literacy skills	Provide at least 20 technology sessions / workshops for adults	Manager Library Services	February 3 technology sessions/workshops delivered. YTD: 38 technology sessions/workshops delivered.	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>
		Improve Readers Resources	Curate and provide access to 4 new or revised subject specific reading lists per year	Manager Library Services	February: New Crime Fiction YTD: Eight (8) reading lists	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>
			Curate 6 book displays per year	Manager Library Services	February: Library Lovers Day, The film or the book YTD: Six (6) displays	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>
		Improve Readers Resources Promote Australian Indigenous history and content.	One (1) Wiradjuri or Australian Indigenous content highlight per month	Manager Library Services	February: 10 February 2025 643 reach, 1,384 views. YTD: Eight (8) content highlights	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>
6.1	Communicate and engage with the community	Growth in followers on the library social media platform	More than 4,700 followers on Facebook	Manager Library Services	February: +36 followers YTD: 5 029 Facebook followers	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>
		Monitor community satisfaction with Library Services, Programs and Collections	Launch Bathurst Library Biennial Customer Satisfaction Survey by June 2025	Manager Library Services	February: Survey launched YTD: Survey launched. Closes 24 March 2025	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Reach out to the community beyond the walls of the facility	At least two (2) library pop-ups by June 2025.	Manager Library Services	February: Pop up at Eglinton Fair YTD: One (1) pop up	
6.2	Maintain and create partnerships with local organisations and neighbouring councils.	Foster relationships with local educational institutions	Partner with 2 educational institutions to deliver activities in the library by June 2025	Manager Library Services	February: No action YTD: Five (5) educational partnerships	

Bathurst Regional Art Gallery

CSP Strategy 1.3 Enhance the cultural vitality of the region

CSP Strategy 2.6 Promote our City and Villages as a tourist destination





CSP Strategy 5.2 Help make the Bathurst CBD, neighbourhoods and the region's villages attractive and full of life

CSP Strategy 6.1 Communicate and engage with the community, government and business groups on important matters affecting the Bathurst region




CSP Strategy 6.6 Manage our money and our assets to be sustainable now and into the future


Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
1.3	Provide a focus on the visual arts for the community by providing education and public programs that challenge thinking and stimulate creativity and promote cultural vitality in the region through the development and care of the permanent collection, temporary exhibitions and research facilities.	Maintain and improve community participation and engagement through public programs and events.	Deliver public programs per exhibition.	Art Gallery Director	February: <ul style="list-style-type: none">• 2x Exhibition tours• 3x Sunday Sketch Sessions• Maker space (32)• 'I-Spy' 'Space Hunt' exhibition activity (36)• Badge-making exhibition activity (13)• Wynne Prize 2024 exhibition opening night (141)• AGNSW Curator Talk (39)• TC Overson Artist Talk (9)• Children's Trail exhibition activity (53) February public programs: (12) February PP attendance: (323) YTD Public Programs: 130 Participation: 3,423	<div><div></div><div></div><div></div></div>
		Maintain and improve student and teacher engagement through education programs and outreach.	Education projects delivered.	Art Gallery Director	<ul style="list-style-type: none">• Our Home - Wiradyuri Art Education Program (in development). (2) Wiradyuri elders/knowledge holders, (2) Wiradyuri artists, (1) BRAG staff, (26) students (current) <i>Our Home</i> is a Wiradyuri Art Education Program in development with BRAG.	<div><div></div><div></div><div></div></div>

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<p>Wiradyuri Elders and community, and Wiradyuri artists. To be developed and run in 2025 as a pilot program.</p> <ul style="list-style-type: none"> • Education kit available for exhibition + online learning resource available • Maker space (32) • Youth Advocates meeting (2) - launched Zine issue #2 alongside Wynne Prize 2024 • In development: The Uncooperative Network- OutWest. BRAG's existing youth programming will re-brand becoming part of <i>The Uncooperative Network</i>, bringing together a spread of interested young people to organise and participate in creative, social, skills development and confidence building outcomes across arts, new technology and cultural expression. (3) <p>Monthly total:</p> <ul style="list-style-type: none"> • Three (3) educational projects delivered • Two (2) educational projects in development • Participation: Children (31) Adults (37) <p>YTD: 63 educational projects delivered. Participation: Children (1687) Adults (3061)</p>	<div> <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> </div>
		Provide opportunities for the professional development of regionally based artists.	Research & establish BRAG Artist Collective.	Art Gallery Director	<p>OUT THERE 2025 Digital Platforms Artistic Programs underway.</p> <p>2026-2027 Exhibition Program planning in progress.</p>	<div> <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> </div>
		Develop community access to and understanding of contemporary indigenous art.	Stage contemporary Aboriginal art programs.	Art Gallery Director	<p>February: Three (3) contemporary Aboriginal art projects undertaken, attendance: 60</p> <ul style="list-style-type: none"> • Our Home - Wiradyuri Art Education Program in development. 	<div> <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> </div>

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<ul style="list-style-type: none"> Bria McCarthy digital artwork on display at TAFE screens (60) Cultural Engagement Framework underway <p>YTD: Twenty-seven (27) contemporary Aboriginal art projects undertaken, attendance total: 7611</p>	
		Deliver activities for Bathurst 2024 Commemoration.	Deliver partnership projects with key stakeholder groups during 2025 calendar year.	Art Gallery Director	<p>February:</p> <ul style="list-style-type: none"> Our Home - Wiradyuri Art Education Program (in development) partnering with Wiradyuri Elders and community, and Wiradyuri artists. Bathurst 2024 commemoration – January program continued– <i>The dreaming holds us</i>, artwork to be displayed on TAFE Screens in Ribbon Gang Lane 30 November – 2 February 2025 <p>YTD: Ten (10) partnerships delivered/ in development</p>	
		Develop community access to the permanent collection.	Develop online search engine for permanent collection through BRAG website.	Art Gallery Director	<p>February:</p> <p>Approximately 20% of the BRAG permanent collection has now been published online, the remainder require securing copyright permission on visual reproductions which continues to be an ongoing project.</p>	
6.1 2.6	Communicate and engage with the community	Increase community engagement on social media platforms.	<p>Increase followers on social media, increase web traffic and e-news subscribers.</p> <p>Increase followers on social media, increase web traffic and e-news subscribers.</p>	Art Gallery Director	<p>February:</p> <p>Instagram, Facebook, YouTube</p> <p>February followers: 13,279 Monthly increase: 29 YTD followers: 13, 279 FY23/24 / FY 24/25 followers: 12,945/13,257 Target increase (+1.25%): 13,106</p> <p>February engagement/impressions: 30,459</p>	




Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<p>2024/2025 FY engagement/impressions: 267,113 FY22/23 / FY23/24 FY engagement/impressions: 843,108 / 691,257 Yearly target (+1.25%): 699,897</p> <p><u>Linktree</u> February views: 43 February clicks: 23 February clickrate: 53.49%</p> <p>Lifetime views: 3,740 Lifetime clicks: 3,230 Lifetime clickrate: 86% Subscribers: 2</p> <p><u>Humanitix</u> February event views: 724 February ticket sales: 103</p> <p><u>Mailchimp</u> February email campaigns sent: 1 February subscribers: 1,435 Monthly increase: -1 Opens average: 55.7% Clicks average: 3.6%</p> <p><u>Website</u> Traffic sessions: 1,672 Organic search: 776 Direct: 629 Referral: 145 Unassigned: 66 Organic social: 54 Engagement rate: 53.59%</p> <p><u>Engagement</u> Pageviews: 5,781 Top page & views: BRAG Homepage: 1,162 2nd Top page & views: Wynne Prize 2024: 320</p>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
5.2 1.3 6.6	Promote cultural activity in the Bathurst CBD, neighbourhoods and the region's villages through the development of inclusive and accessible satellite programs and events, and the promotion of Hill End as a significant site of contemporary and historic Australian art and culture. Strengthen financial and organisational sustainability.	Ensure sustainability of BRAG artist in residence activities through development of new models and partnerships	Develop programs/opportunities.	Art Gallery Director	February: Negotiations for Hill End AIR ongoing. Proposal to NPNWSW/ negotiations ongoing. To be reviewed by new Art Gallery Director in 2025.	
		Increase revenue across gallery operations	An increase on 2023/2024 shop and program profit.	Art Gallery Director	February: Shop Takings: Feb \$1,182.38 Program Takings: Nil for February. Shop + program takings: Total Takings Feb '25: \$1,182.38 Total Takings Feb '24: \$2,777.90 (\$2,349.90 shop, \$428.00 program) YTD Takings: \$25,523.61 February: 80% decrease in total (Shop + Program) Takings compared to February 2024. Measures to recuperate and increase revenue include opening shop for select days during Exhibition Changeover, additional marketing of store via social media and increasing engagement with new and existing suppliers and artisans to increase product offerings.	
		Increase sponsorship	Develop sponsorship partnerships	Art Gallery Director	February: <ul style="list-style-type: none"> BRAG Supporter's Program, Future Fund, and renewed membership program in development Ongoing event sponsors: Cosmo Brewing, Renzaglia Wines, Grassparrot Vineyard, The Victoria Hotel New partnership in development with CSU faculty: Children's Voices Centre 	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<ul style="list-style-type: none"> New partnership in development for youth programming: ArtsOutWest and Cementa Inc. 	
		Review and revise gallery policies and plans	Develop 2024 – 2028 Strategic Plan	Art Gallery Director	<p>February:</p> <ul style="list-style-type: none"> Collection policy to enshrine First Nations collection priority in draft – WIP – New Director to review in 2025 Cultural Engagement Framework in draft – working with Steve Miller from AACHA to achieve this - WIP Public Art Policy to be reviewed by new Art Gallery Director in 2025. Supporters Program, Future Fund to address asset maintenance backlog and provide pathway to new gallery facility, engaging and revitalising town square plans adopted by Council and to invest in Key programs such as Hill End AIR and resource effectively with adequate staffing- to be reviewed by new Art Gallery Director in 2025. 	

Bathurst Memorial Entertainment Centre

- CSP Strategy 1.3** Enhance the cultural vitality of the region
- CSP Strategy 1.5** Promote good design in the built environment
- CSP Strategy 2.4** Promote our City and Villages as an attractive place to live
- CSP Strategy 4.1** Facilitate development in the region that considers the current and future needs of our community
- CSP Strategy 4.3** Ensure services, facilities and infrastructure meet the changing needs of our region
- CSP Strategy 5.1** Provide opportunities for our community to be healthy and active
- CSP Strategy 5.2** Help make the Bathurst CBD, neighbourhoods and the region's villages attractive and full of life
- CSP Strategy 5.3** Help build resilient, inclusive communities
- CSP Strategy 5.5** Plan and respond to demographic changes in the community
- CSP Strategy 6.8** Implement opportunities for organisational improvement


Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
1.3 1.5 2.4 4.1 4.3	Implement a strategic approach to the maintenance and upgrade of the existing BMEC facility until new facilities can be developed.	Identification and documentation of weekly, monthly, quarterly, half yearly, annual and bi-annual maintenance. Planning and budget allocation to identified areas of regular maintenance.	Apply for funding for maintenance improvements as suitable opportunities arise. Documentation to be created and made readily available with regular actions and outcomes	Manager BMEC	Create NSW have advised that there is no plan for Create Infrastructure funding in this FY at this time. Other sources to be looked at. Adding all annual maintenance items into budget to calculate required budget for each year to avoid surprises.	
2.4 5.1 5.2 5.3 5.5	Maintain and improve community participation in BMEC services and activities	Maintain and improve venue attendance	Maintain audience attendance levels to above 50,000 and grow if possible	Manager BMEC	February 2025: 686 YTD: 30,837 Less events as February as we perform yearly routine maintenance.	
4.3 6.8	Measure and increase customer satisfaction within BMEC, as well as identify areas to improve customer	Maintain and improve program and event delivery	Deliver a program of events for a variety of segments of the community and visitors.	Manager BMEC	February: - Errol Flynn Middle Wicket - Prima Face - Andrew Lloyd Webber - Love Never Dies - Man I feel Like a Woman	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
	experience for users of the venue.	Maintain and improve program and event delivery. Strive to diversify attendance at programs and events.			January and February has historically been a quieter audience after Christmas so this is the period routine yearly maintenance is performed.	
			Deliver a Local Stages Program supporting local skill development and the creation of new, contemporary performing arts events.	Manager BMEC	February – No action. Planning in place for 3 local stages events in 2025/2026. Songwriting Competition, Viv! And Murder Horse YTD: - Compareo Classes - Regional Songwriting Competition.	
			Deliver at least one performing arts-based festival such as Bathurst Sea of Sound or collaborate with others to achieve	Manager BMEC	February – No activity YTD: - East – A Celebration of Asian Cultures in Bathurst Future - Bathurst Sea of Sound – Cancelled - East 2025 – In planning to rebrand as FEAST pending funding.	
			Deliver the Bathurst Writers' & Readers Festival	Manager BMEC	In planning, scheduled for May 2025.	
			Devise and implement strategies to engage with diverse sectors of the community.	Manager BMEC	February – Planning committee in place. We have been invited to apply for a grant of \$50k to present the festival. Looking to rebrand as FEAST, a multicultural festival rather than focusing on one geographical area. YTD: - East – A Celebration of Asian Cultures in Bathurst held September 2024	



Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Achieve a minimum Net Promoter Score of +50 over the next year.	Net Promotor Score (NPS) results reviewed in real time, to be analysed on a monthly basis. Tracked via Microsoft forms.	Manager BMEC	<p>Net Promotor Score result for February 2025:</p> <ul style="list-style-type: none"> Score for customers attending events +72 Venue hire score +66 <p>Target score is over +50</p>	
		Identify areas for improvement from current statistics, create strategic responses and implement change.	NPS results to increase from current levels as strategy is implemented.	Manager BMEC	<p>February - Introduction of new local soft drinks as well as local Renzaglia wine for BMEC bars.</p> <p>YTD:</p> <ul style="list-style-type: none"> Rewriting of BMEC pricing in response to customer feedback Pricing submitted. New Bar Fridges in place adding more contingency for breakdown, as well as faster bar service with sliding doors. NPS surveys have added area for customers to sign up to what's on email. Customer communication reviewed and changed to more personalised communication. Marketing started in local print media to target older demographic to know what's on. 	
1.3 4.3	Communicate and engage with the community	Growth in community engagement	<p>Growth of email database numbers</p> <p>Hold 3 or more stalls annually in shopping centres and/or at Royal Bathurst Show to grow awareness of BMEC and other cultural facilities</p>	Manager BMEC	<p>February- No Activity</p> <p>YTD:</p> <ul style="list-style-type: none"> Armada shopping stand held July 2025 and December 2025. <p>Future</p> <ul style="list-style-type: none"> Stand at Bathurst show planned and future shopping centre stands. <p>Email database has grown by 11.3% since January Social Media followers have grown by 0.5% in January</p>	


Museums

- CSP Strategy 1.3** Enhance the cultural vitality of the region
- CSP Strategy 1.1** Respect, protect and promote the region's Indigenous heritage assets
- CSP Strategy 1.2** Protect, enhance and promote the region's Non-Indigenous assets and character
- CSP Strategy 2.4** Promote our City and Villages as an attractive place to live
- CSP Strategy 2.5** Support Mount Panorama Wahluu as a premier motor sport and event precinct
- CSP Strategy 2.6** Promote our City and Villages as a tourist destination
- CSP Strategy 3.3** Minimise the City's environmental footprint, live more sustainably and use resources more wisely
- CSP Strategy 5.1** Provide opportunities for our community to be healthy and active
- CSP Strategy 5.2** Help make the Bathurst CBD, neighbourhoods and the region's villages attractive and full of life
- CSP Strategy 5.3** Help build resilient, inclusive communities
- CSP Strategy 5.4** Make our public places safe and welcoming
- CSP Strategy 5.5** Plan and respond to demographic changes in the community
- CSP Strategy 6.2** Work with our partners and neighbouring councils to share skills, knowledge and resources and find ways to deliver services more efficiently

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
1.1 1.2 1.3 2.4 2.5 2.6 5.1 5.2 5.4	Provide opportunities for locals and visitors to Bathurst to engage with our stories and objects through the operation of Museums Bathurst	Facilitate engagement with Museums Bathurst through the provision of exhibitions, public programs, lifelong education and other activities	90,000 annual visitors to Museums Bathurst. Provision of exhibitions, public programs, and educational opportunities across all Museums Bathurst sites.	Manager Museums	<p>In February 2025 a total of 6,390 individuals visited the Australian Fossil and Mineral Museum (AFMM), National Motor Racing Museum (NMRM), Bathurst Rail Museum (BRM), Chifley Home (CH) and the Central Tablelands Collections Facility (CTCF).</p> <p>Year to date (YTD) total visitors to Council Museums is 81,973.</p> <p>In February the following occurred:</p> <p><u>Exhibitions</u></p> <ul style="list-style-type: none"> AFMM - The Dino-store - ongoing AFMM – 'Local Schools, Local Stories' cabinet – Mammoths in the Museum, Corinium Museum, Cirencester - new display AFMM – 'Minerals of Minecraft' display cabinet 	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<ul style="list-style-type: none"> Mesozoic Plants - courtyard Chifley Home – Gallery and interpretation – ongoing Chifley Home – Ben Chifley: 75 Years of Light on the Hill 1949-2024 - ongoing BRM – Temporary Exhibition - Before and After: How the Railway changed Bathurst – ongoing NMRM - LEGO – Mount Hondarama (ongoing) NMRM –Group C Touring Cars 1973-1984 Special Exhibition – ongoing to February 2025 <p><u>Public programs:</u></p> <p>No public programs in February</p> <p><u>Educational Tours (schools)</u></p> <p>No guided school tours in February</p> <p><u>Adult Tours</u></p> <p>One (1) tour with a total of 31 people visited the following museum:</p> <ul style="list-style-type: none"> Chifley Home – 1 tour by Prospect Caravan Club (31 adults) on 8 February 	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
5.1 5.3 5.4 5.5	Provide a range of opportunities and mechanism for visitors to Museums Bathurst that encourage access for all and celebrates diversity	Identify, plan and provide a range of targeted activities and interpretation tools across Museums Bathurst that encourage inclusiveness for locals and visitors to Bathurst	Continue to grow volunteer opportunities across Museums Bathurst. Work with organisations and groups to provide opportunities for their clients and the broader community to access museums, programs, and activities.	Manager Museums	<p>In February the following occurred:</p> <ul style="list-style-type: none"> • Museums Bathurst ratepayers vouchers (ongoing) • 15 volunteers (including 2 new volunteers) assisted at BRM with the operation of the layout for February. • All museums provide free entry to carers and welcome support animals. • All museums welcome disability and special need groups and carers. • Volunteers at BRM: <ul style="list-style-type: none"> ➢ Continued development of new temporary exhibition of miniature models of significant buildings of the Bathurst region. ➢ Continuing work on new permanent layout display – major project over next 18 months 	
3.3 5.3	Strive for environmental stewardship through improved operations and the provision of education for Museums Bathurst visitors	Review and implement strategies to reduce Museums Bathurst environmental footprint and provide educational opportunities for visitors and the broader Bathurst community	<p>Identify and target areas to reduce energy consumption in the operations of each facility.</p> <p>Provide educational information, activities, programs and resources for visitors to Museums Bathurst and the broader community on environmental sustainability and practical actions that can be implemented.</p>	Manager Museums	<p>In February Museums Bathurst have undertaken the following environmental strategies:</p> <ul style="list-style-type: none"> • Monitoring and reducing, where possible, energy use including turning off appliances and equipment including air-conditioning when spaces are not in use. • Recycling of packaging and paper. • Recycling of coffee cups at BRM (3,873 cups recycled for month). • Ongoing provision of solar panels at BRM and NMRM. • Ongoing provision of EV charging stations at BRM and NMRM. • Ongoing provision of EV charger and solar panels at CTCF. • CTCF - PV metering on site with South Street Energy to aggregate Council's electricity. 	



Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<ul style="list-style-type: none"> Ongoing monitoring of CTCF electricity consumption. Development of Unearthed – Critical Minerals in the Energy Transition exhibition 	
1.1 1.2 6.2	Provide a range of collection storage and learning opportunities in the operations of the Central Tablelands Collections Facility (CTCF)	Work with external bodies to develop partnerships for storage and learning opportunities at CTCF	Identify, develop and manage key partnerships that will result in storage and facility hire and regional educational opportunities.	Manager Museums	<p>In February at the Central Tablelands Collection Facility:</p> <ul style="list-style-type: none"> At end February 183 cubic metres of material is in commercial storage from external users. 5 x events booked during February with 91 attendees. Ongoing planning with Campbelltown Arts Centre staff regarding artwork storage in 2025. 	


Tourism

CSP Strategy 1.2 Protect, enhance and promote the region's non-indigenous assets and character
CSP Strategy 1.3 Enhance the cultural vitality of the region
CSP Strategy 2.1 Support local business and industry
CSP Strategy 2.2 Grow local employment, investment and attract new businesses and skills by nurturing and supporting entrepreneurs, partnerships and local skill development
CSP Strategy 2.6 Promote our City and Villages as a tourist destination

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
2.1 2.2	Grow the total number and engagement of businesses associated with the Visitor Economy	Work with local operators in the provision of visitor services and destination experiences	Ten (10) new packages, products or experiences developed	Manager Tourism & Visitor Services	February: No new activity YTD: Three (3) new packages/products/experiences developed. <ul style="list-style-type: none"> • “Past to Pints” • Bathurst Historic Houses Brochure. • 2025 Pad Map. 	
		Grow Regional Tourism Partnership program.	Number of tourism partners increased by 10%	Manager Tourism & Visitor Services	February: 17 new/renewing partners for current financial year. YTD 139 tourism partners. Full year target 172.	
		Increase stakeholder advertising in Destination Guide	Number of ad placements increased 5%	Manager Tourism & Visitor Services	February: No activity. YTD no activity. As the last Guide was published May 2024 and has an 18-month shelf life, A new edition will now not be produced until 2025/26 FY to manage costs. No advertising will therefore be placed this financial year.	
1.3 2.6	Provide visitors and prospective visitors to the area with quality inspiration,	Develop new engaging content for Bathurst Step Beyond App	One (1) new tour product added and promoted	Manager Tourism & Visitor Services	February: No new tours added. YTD no (0) new products yet developed. Project on hold due to budget situation.	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
2.6	Effectively promote and market the Bathurst Region as a key destination	Increase volume of online tour, event and accommodation bookings	Increase of 5% total bookings through online portal	Manager Tourism & Visitor Services	February: \$2,088 revenue from bookings. YTD: -3725% decrease against 2023/2024 figures to total \$43891.81 Decrease is primarily due to steep decline in bookings for Chifley Dam Cabins due in part to the absence of the Aqua Park.	
		Develop annual Destination Guide	2024/5 Destination Guide published	Manager Tourism & Visitor Services	February: Previous Destination Guide still in print. YTD: As the last Guide was published May 2024 and has an 18-month shelf life, A new edition will now not need to be produced until 2025/26 FY to manage costs.	
		Implement Tourism Wayfinding and Signage Strategy priority action items	10 action items completed within 2024/25	Manager Tourism & Visitor Services	February: No activity. YTD: No action items completed due to budget constraints.	
		Increase range of retail products and souvenirs at BVIC and total retail sales.	Retail sales at BVIC increase by 5% over previous year.	Manager Tourism & Visitor Services	February: \$5,530.09 gross sales from 246 customers YTD: 5.3% increase against previous year increase to \$69,925.22	
		Implement new marketing plan	50% of total actions completed or underway by 30 June 2025	Manager Tourism & Visitor Services	February: New marketing plan in development. YTD: New marketing plan in development with actions to commence 3 rd quarter 24/25.	
		Implement online content strategy.	Destination website page views increase 10% Total social media following (includes Facebook, Instagram and YouTube) increase 10%	Manager Tourism & Visitor Services	Pageviews: February: 12,682 users -34% decrease on February 2024. 33,311 pageviews -16% against February 2024 YTD Pageviews 26.7% increase on 2023/2024 to 316482	
					YTD Users 6.5% increase on 2023/2024 to 105,505 <u>Social Media:</u>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					February: 208 new social media followers YTD: 0.7% increase total social media to total 28,391 followers	
		Work with industry and specialist agencies as required to generate brand building earned media coverage through public relations activity	120 media articles generated (across all platforms).	Manager Tourism & Visitor Services	February: Eight (8) articles generated. YTD: 62 media articles generated across all platforms including Weekend Sunrise (July), Explore and SMH, Escape, Speed Cafe, Blue mountains Life, Holidays With Kids, Caravan World.	
2.6	Increase total number of visitors and overnight stays in the Bathurst region	Promote Bathurst Region to niche and specialist markets as identified in Destination Management Plan and Marketing Plan	Overnight visitors increase by 3% Total annual visitors increase by 5% Visitor Spend increases 5% Measurement based on Tourism Research Australia annual data and Localis data analytics	Manager Tourism & Visitor Services	Annual Tourism Research Australia figures: Year ending June 2023 (most recent TRA figures available): <ul style="list-style-type: none"> - Domestic overnight visitors had increased by 18.9% over 2019 (pre-pandemic) figure to 497,000. - Total domestic annual visitors increased 21% over 2019 levels to 1,244,000 - Visitor spend increase of 58.7% over 2019 to \$389 million February occupancy decrease –12% compared to February 2024 (Note: decrease due to the 2024 Bathurst 12 Hour and Thrifty 500 (relocated Newcastle race) occurred in Feb. This year saw the 12 Hour over the last weekend of January.) February Length of Stay –1% compared to February 2024 February ADR 8% increase compared to February 2024 YTD –0.3% decrease overall average occupancy to 44.4% as shown by 'Localis' analytics platform	


Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Promote BVIC as essential step off point for Bathurst Region.	Annual visitation to BVIC increases by 3%	Manager Tourism & Visitor Services	February: 2,433 Visitors to BVIC. YTD visitations decrease –9.6% on 2023/2024 with a total of 26,003 visitors to BVIC.	

Destination Management

CSP Strategy 2.6 Promote our City and Villages as a tourist destination

CSP Strategy 2.2 Grow local employment, investment and attract new businesses and skills by nurturing and supporting entrepreneurs, partnerships and local skill development

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
2.6	Utilise the Destination Management Plan as a basis for marketing, promotion and tourism development.	Develop and implement the Strategic priorities of the 2024-2029 DMP	25% of actions completed or underway	Manager Tourism & Visitor Services	Consultation report for the DMP delivered by Flagship Communications. Draft plan being drafted. DMP development ongoing. Actions to commence in 4 th quarter 24/25 FY.	
2.2 2.6	Support and develop the regional tourism industry	Implement the Tourism Industry Engagement Strategy	Hold at least: <ul style="list-style-type: none"> four (4) targeted meetings or industry capacity building activities with industry segments 30 one on one meetings between MT&VS and industry partners Conduct 60 famil visits to tourism businesses. 	Manager Tourism & Visitor Services	Targeted meetings or industry capacity building February: No industry capacity building meeting held. YTD: Five (5) <u>One on One Meetings</u> February: Two (2). One-on-one meetings held. YTD: Nine (9) <u>Workshops</u> January: No workshops held YTD: 0 <u>Famil Visits</u> February: Two (2) business famil visits YTD: 29	
2.2 2.6	Connect with industry and consult with a cross section of industry representatives	Continue monthly industry eDM. Host industry gatherings	Minimum of 12 industry eDMs issued. Hold at least four (4) overall industry	Manager Tourism & Visitor Services	February: One (1) eDMs issued YTD: Eleven (11) eDMs Issued <u>Industry Events:</u> February: One (1) industry events hosted.	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Increase online engagement with industry	networking and education events. Pageviews of industry website increase 20%		YTD: Three (3). <u>Pageviews:</u> February: 17 pageviews YTD –5.7% decrease in pageviews <u>New industry webpage views</u> February: 33 YTD: 186 Market intelligence now includes data drawn from 367 accommodation properties. Benchmarking achieved through Localis analytics platform. Annual market intelligence report last completed June 2024. To be updated June 2025.	
2.6	Set and measure benchmarks	Publish annual market intelligence report to strengthen knowledge and guide investment.	Annual market intelligence report produced. Accommodation benchmarking maintained by use of analytics platform	Manager Tourism & Visitor Services		

Council will manage growth and development in alignment with Council's and the NSW Government's planning instruments and controls, and continue forward planning through reviews of the Housing Strategy, Open Space Strategy and Transport and Parking Strategy. Adoption of a new Economic Development Strategy will identify opportunities for continued growth, mindful of Council's obligations to environmental stewardship, heritage conservation and good urban design.

Environmental

CSP Strategy 1.4 Protect and improve the region's landscapes, views, vistas and open space

CSP Strategy 3.1 Protect and improve our natural areas and ecosystems, including the Macquarie River - Wambuil and other waterways

CSP Strategy 3.2 Improve water security

CSP Strategy 3.3 Minimise the City's environmental footprint, live more sustainably and use resources more wisely

CSP Strategy 3.4 Protect and improve the region's biodiversity

CSP Strategy 3.5 Increase resilience to natural hazards and climate change

CSP Strategy 4.4 Provide parking to meet the needs of the City

CSP Strategy 4.6 Plan for, assess and regulate development activity

CSP Strategy 5.2 Help make the Bathurst CBD, neighbourhoods and the region's villages attractive and full of life





CSP Strategy 5.4 Make our public places safe and welcoming




CSP Strategy 6.1 Communicate and engage with the community, government and business groups on important matters affecting the Bathurst region

CSP Strategy 6.4 Meet legislative and compliance requirements

CSP Strategy 6.6 Manage our money and our assets to be sustainable now and into the future


Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
6.4 5.2 5.4	Meet Council's responsibilities under the Companion Animals Act 1998 by continuing to provide community programs relating to responsible pet ownership	Complete Responsible Pet Ownership community programs. Implement a community education program regarding responsible pet ownership.	Two Community desexing programs conducted. Educational social media posts conducted monthly.	Manager Environment	The first community desexing program commenced on 4 November 2024. Two educational posts on responsible pet ownership were made in February 2025, with a total of 22 in the reporting period. One "Happy Tails" posts regarding successful adoptions were made in February 2025.	
6.4 5.4	Meet Council's responsibilities under the Companion Animals Act 1998 and Public Spaces (Unattended Property) Act 2021 by promptly responding to customer requests and implementing enforcement action for breaches	Investigate animal related complaints, including matters reported after hours. Undertake regulatory action consistent with Council's Enforcement Policy for identified breaches.	95% of customer requests responded to within adopted corporate standards. 100% response to customer requests reported out of hours.	Manager Environment	84, 7% of customer requests responded to within adopted corporate standards for the period 1 July 2024 to 28 February 2025. 119 customer requests were investigated during the period 1 Feb 2025 to 28 Feb 2025, with a total of 738 in the year to date. 1 Penalty Infringement Notices were issued for Companion Animals Act offences in February 2025. A total of 58 have been issued since 1 July 2024. 100% of customer requests responded to out of hours.	
6.4	Meet Council's responsibilities under the Prevention of Cruelty to Animals Act 1979 and the Public Spaces (Unattended Property) Act 2021 in the operation of the Bathurst Animal Rehoming Centre	Operate Bathurst Animal Rehoming Centre	Conduct a social media program to promote rehoming of impounded dogs and cats. Maximise the % of eligible dogs returned to owner or sold or released to welfare organisations. Maximise the % of eligible cats returned to owner or sold or	Manager Environment	5 adoption posts were made during the period 1 Feb 2025 to 28 Feb 2025, with a total of 64 in the reporting period. 11 "Help we are lost" posts were made during the period 1 Feb 2025 to 28 Feb 2025, trying to reunite impounded pets with their owners, with a total of 108 in the reporting period. The monthly average of visits to Council's adoption page between 1 July 2024 and 28 Feb 2025 was 1819 (previous reporting period 1667).	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
			released to welfare organisations.		<p>37 dogs and 38 cats entered the facility between 1 Feb 2025 and 28 Feb 2025. The total dogs entering the facility between 1 July and 28 Feb 2025 is 313 and cats is 233.</p> <p>90.69% of dogs leaving the facility were returned to owner, sold, or released to welfare organisations in the period between 1 July 2024 and 28 Feb 2025.</p> <p>91.39% of cats leaving the facility were returned to owner, sold, or released to welfare organisations in the period between 1 July 2024 and 28 Feb 2025.</p>	
6.4 4.4 5.2 5.4	Meet Council's responsibilities under the Road Rules 2014 and Fines Act 1996	Monitor and enforce parking regulations on public roads Implement a community education program regarding the Australian Road Rules	Monitoring undertaken a minimum of 15 days per month on average. Educational social media posts conducted monthly.	Manager Environment	<p>154 Penalty Infringement Notices were issued in the period 1 Feb 2025 to 28 Feb 2025, bringing the total number of PINs issued since 1 July 2024 to 529.</p> <p>One social media post on parking enforcement were made during the period 1 Feb 2025 to 28 Feb 2025, with a total of 5 in the reporting period. 2 educational posts made regarding shopping trolleys in the reporting period.</p>	
6.4 5.2	Meet Council's contractual obligations under the Local Government Act 1993 in monitoring and enforcing parking regulations in public car parks	Monitor and enforce parking regulations in public car parks in accordance with contractual obligations.	100% compliance with contractual obligations	Manager Environment	<p>No Penalty Infringement Notices were issued in the period 1 Feb 2025 to 28 Feb 2025 with a total of 9 issued financial year to date.</p> <p>Council resolved to enter into an agreement to monitor the Aldi Shopping Centre carpark at it's ordinary meeting in July 2024. Enforcement will commence when correct signage has been installed.</p>	
3.1 3.2 3.3 3.4	Meet Council's responsibilities under the Protection of the	Investigate customer requests and pollution incidents.	95% of customer requests responded to within adopted corporate standards.	Manager Environment	100.0% of customer requests responded to within adopted corporate standards for the period 1 July 2024 to 28 Feb 2025.	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
6.4 1.4	Environment Operations Act	Undertake regulatory action consistent with Council's Enforcement Policy for identified breaches			<p>40 customer requests were investigated by Council in the period 1 Feb 2025 to 28 Feb 2025, with a total of 180 in the year to date.</p> <p>Two Penalty Infringement Notices were issued in the period 1 February 2025 to 28 February 2025. No Prevention Notices, no Clean-Up Notices and no Cost Compliance Notices were issued in the period.</p>	
3.3 3.5 6.1	Continue to improve the community's awareness and capacity regarding contemporary environmental issues	<p>Communicate sustainability messages via a range of on-line and traditional media sources.</p> <p>Undertake educational programs to enhance community knowledge</p>	<p>Weekly posts on the @sustainablebathurst Facebook page</p> <p>Implement educational initiatives targeting different sectors of the community.</p>	Manager Environment	<p>Posts are made each week on various sustainability themes.</p> <p>As of 28 February 2025, followers of the page were 1983. Average monthly reach for the FY to date was 3234 and average monthly post engagement was 6846 (Followers of the page were 1943 as of 30 June 2024).</p> <p>Reach is a measure of how many people see content, and engagement how many people like/comment/share/save the posts.</p>	
3.1 3.2 6.4	Implement Council's Onsite Sewage Management Strategy and meet Council's obligations under the Local Government Act 1993	Conduct inspections and issue approvals for existing onsite sewage management systems without approvals or requiring renewal.	<p>Increase the number of onsite sewage management systems with a current approval to operate</p>	Manager Environment	<p>Inspection program is ongoing with a focus on high-risk systems and systems where the ownership is changing due to sale of the property.</p> <p>215 approvals to operate were issued for the period 1 July 2023 to 30 June 2024.</p> <p>14 approvals to operate were issued for the period 1 February to 28 February 2025, with 182 issued year-to-date.</p> <p>As of 28 February 2025, there were a total of 1496 current approvals in the local government area.</p>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
3.1 3.4 3.5 1.4 4.6 6.4	Meet Council's obligations under the Local Government Act 1993, Biodiversity Conservation Act 2016 and community expectations to manage, restore, enhance and conserve the natural environment	Implement the high priority projects from strategic environmental plans as grant funding becomes available. Ensure that the assessment of development applications meets all of the statutory requirements and relevant planning policies.	Implement a priority project identified in the Urban Waterways, Biodiversity, Pest Bird or Roadside Vegetation Management Plans Number of development applications assessed and professional advice provided.	Manager Environment	<p>No penalty infringements were issued during February 2025 for 'failure to obtain an approval to operate', with five infringements issued year-to-date.</p> <p>The next pigeon control activities are planned for Q3 FY 2025.</p> <p>Stage 1 Brickpits project works are completed. A bore was installed in March 2024 which will be used in the future to maintain water levels in the wetland at optimal levels. The protective cage and pump installation was completed and commissioned in November 2024. Staff are currently investigating the purchase of water to allow control of water levels in the Stage 1 area. The stage 1 Milestone report submitted to NSW Environmental Trust has been accepted. The next phase of the grant funded works have commenced. A community planting day was held in February 2025 and another is scheduled for March 2025.</p> <p>Installation of signage and 400 guideposts for high conservation value sections of roadway identified in the RVMP occurred in June 2023. Further guideposts are scheduled for installation in 2025.</p> <p>16 development applications were referred for assessment during the period 1 February 2025 to 28 February 2025, with 129 referred in the year to date (234 referred in the previous financial year).</p>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
3.5 3.3 6.6	Implement energy efficiency and renewable energy projects at Council facilities	Implement the Emissions Reduction Plan	Meet targets identified in the Emissions Reduction Plan	Energy Strategy Officer	Construction of the new gas collection system and flare at Council's Waste Management Centre was completed on 24 March 2024. The new system will facilitate flaring of a higher portion of the gas, resulting in reduced emissions. Flow rates and gas quality will be confirmed over the first 12 months of operation. A 31.7kW solar system and 25kWh battery storage system was installed at the Chifley Fire Control Centre in August 2024.	
3.3 3.5 6.4 3.1	Meet Council's statutory reporting obligations under the Local Government Act 1993	Monitor the operational footprint of Council's operations and report on trends identified. Measure and collate the trends in environmental condition across the Local Government Area	Collate data and prepare reports on Environmental data on an annual basis	Manager Environment	Trends in Council's operational footprint included in the monthly report prepared for internal review, with annual data included in the State of Environment (SOE) reporting. The 2023/24 SOE snapshot report was reported to Council at the Ordinary meeting of Council on 20 November 2024.	
6.4 5.4	Meet Council's obligations in the Food Regulation Partnership and the Food Act 2003	Conduct a program of inspections of food premises including home-based food premises to ensure compliance with regulations.	Conduct an inspection of all high and medium risk food premises by June 2025 95% of customer requests responded to within adopted corporate standards	Manager Environment	7 primary inspections of food premises were undertaken between 1 February 2025 and 28 February 2025. 158 food inspections have been undertaken year to date. No temporary/mobile food premises were inspected in February with 95 undertaken year to date. All of Council's inspection obligations under the Food Regulation Partnership were met. The Annual Food Regulation Report was submitted to the NSW Food Authority on 11 July 2024. Four food related customer requests were investigated during the period 1 February	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<p>2025 to 28 February 2025, with a total of 23 in the year to date.</p> <p>100% of customer requests responded to within adopted corporate standards for the period 1 Feb 2025 to 28 Feb 2025, with 95.7% responded to within adopted corporate standards to date this year.</p>	
6.4 5.4	Meet Council's obligations under the Public Health Act 2010 and associated regulations	Conduct a program of inspections of skin penetration premises, public swimming and spa pools and cooling towers.	<p>Conduct a risk-based inspection program for skin penetration premises.</p> <p>Conduct a risk-based inspection program for public swimming pools and spa pools.</p> <p>95% of customer requests responded to within adopted corporate standards.</p>	Manager Environment	<p>Inspections of skin penetration premises undertaken as resources allow, with 4 inspections conducted in February 2025 and 29 to date this financial year.</p> <p>Public swimming pool inspections recommenced in November 2024. Three inspections were undertaken in February 2025, with 12 inspections undertaken year to date.</p> <p>Legionella Management Plan was adopted by Council in February 2022. Implementation is ongoing with inspections undertaken, as necessary.</p> <p>10 customer requests were received by Council during the period 1 Feb 2025 to 28 Feb 2025, with a total of 73 in the reporting period. These requests relate predominantly to overgrown premises with a potential public health risk. 100% of customer requests responded to within adopted corporate standards for the period 1 July 2024 to 28 Feb 2025</p>	

Development Assessment

CSP Strategy 4.6 Plan for, assess and regulate development activity

CSP Strategy 1.5 Promote good design in the built environment


CSP Strategy 4.1 Facilitate development in the region that considers the current and future needs of our community




CSP Strategy 6.4 Meet legislative and compliance requirements




Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date				Status
1.5 4.1 4.6 6.4	Ensure the assessment of development and other applications, in accordance with planning instruments, development control plans and policies, occurs within appropriate timeframes.	To be at or below the state average for determination times of development applications	Comparative data provided as part of annual Local Development Performance Management (LDPM) to DPHI	Manager Development Assessment	NSW State Average 2020/21	Bathurst Regional Council Feb 2025	Bathurst Regional Council year to date average	<div><div><div></div><div></div><div></div></div></div>	
			Average gross days taken to determine a DA (2023/24 Avg 66)		90	81.15	76.71		
			Average net days taken to determine a DA (2023/24 Avg 47)						
			At the time of publish the latest published Local Development Performance Monitoring data available is 2020/21		48	35.11	42.26		
	To be at or below the state average of determination times for complying development		Comparative data provided as part of annual Local Development Performance Management (LDPM) to DPHI	Manager Development Assessment	NSW State Average 2020/21	Bathurst Regional Council Feb 2025	Bathurst Regional Council year to date average	<div><div><div></div><div></div><div></div></div></div>	
			Average gross days taken to determine a CDC (2023/24 Avg 9)		13	5.88	11.62		
			Average net days taken to determine a CDC (2023/24 Avg 3)						
			At the time of publish the latest published Local Development Performance Monitoring data available is 2020/21						

Planning

CSP Strategy 4.1	Facilitate development in the region that considers the current and future needs of our community
CSP Strategy 1.5	Promote good design in the built environment
CSP Strategy 1.1	Respect, protect and promote the region's Indigenous heritage assets
CSP Strategy 1.2	Protect, enhance and promote the region's Non-Indigenous assets and character
CSP Strategy 2.1	Support local business and industry
CSP Strategy 3.3	Minimise the City's environmental footprint, live more sustainably and use resources more wisely
CSP Strategy 4.3	Ensure services, facilities and infrastructure meet the changing needs of our region
CSP Strategy 4.6	Plan for, assess and regulate development activity
CSP Strategy 5.2	Help make the Bathurst CBD, neighbourhoods and the region's villages attractive and full of life
CSP Strategy 5.5	Plan and respond to demographic changes in the community
CSP Strategy 6.1	Communicate and engage with the community, government and business groups on important matters affecting the Bathurst region
CSP Strategy 6.4	Meet legislative and compliance requirements

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
1.5 2.1 3.3 4.1 4.3 4.6 5.5 6.4	Prepare relevant planning proposals to ensure Council's planning controls remain relevant and up to date.	Prepare draft LEP and DCP amendments	Planning controls adopted by Council. Planning proposals referred to NSW Department of Planning, Housing & Infrastructure for gazettal	Manager Strategic Planning	<ol style="list-style-type: none"> 1. Pre-lodgement enquiries (to date): 10. 2. Schedule 1 review – underway. 3. Stewarts Mount Planning Proposal (yet to be lodged) – Peer review of SELU report underway. Instrument of Agreement for Council funding to support traffic modelling executed. Update to Bathurst Traffic Model underway. 4. 50 Busby St Planning Proposal – Gateway Determination received. Independent/peer review of traffic and noise impact assessments underway (at full cost to proponent). Draft NIA received for review. 5. 34 Busby St Planning Proposal – Gateway Determination received. Independent/peer review of traffic and noise impact assessments underway (at full cost to proponent). Amended Planning Proposal received and Yoursay Bathurst updated. Draft NIA received for review. 6. Schedule 5 Housekeeping update – underway. 7. 2 Ashworth Drive – DCP Map no. 11 amendment – Adopted by Council – Oct 2024. 	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
					<p>8. North Perthville DCP Amendment –public exhibition completed. Adopted by Council- November Council meeting.</p> <p>9. Minor LEP amendment to prohibit the housing of roosters in animal shelters as exempt development – gazetted.</p> <p>10. Gateway Enterprise Park DCP amendment Map No. 8 reduce width of vegetation screen – prelodgement request received and review completed.</p>	
<p>1.5</p> <p>2.1</p> <p>3.3</p> <p>4.1</p> <p>4.3</p> <p>4.6</p> <p>5.5</p> <p>6.4</p>	Investigate relevant land use and planning issues of the Bathurst Region.	Prepare studies and plans.	Draft studies/plans under way and/or completed by 30 June 2025.	Manager Strategic Planning	<p>1. Bathurst Active Transport strategy – Funding from TfNSW successful. Inception meeting held with TfNSW. Project plan prepared. Preliminary meetings held with Bathurst Regional Access Committee and Cyclesafe Bathurst. Consultants brief prepared and referred to TfNSW for feedback. Yoursay page established to enable community to identify opportunities for improvements to the active transport network. Requests for quotations called with 9 quotations received and being assessed.</p> <p>2. Employment Lands Strategy – draft plan submitted to Council for review. Extensive review undertaken and detailed comments provided back to consultants. Council requested further draft report for review before it will consider accepting a finalised strategy.</p>	
<p>1.5</p> <p>4.1</p> <p>4.3</p> <p>4.6</p> <p>5.2</p> <p>5.5</p> <p>6.4</p>	Undertake urban design and place management investigations.	Prepare studies and plans.	Draft studies/plans under way and/or completed by 30 June 2025.	Manager Strategic Planning	<p>1. Villages Strategy – new approach and consultation plan prepared. Discussion Paper and draft Strategy forwarded to key village community groups for feedback by end January 2025. Community workshop held on 26 February 2025.</p> <p>2. Bathurst 2036 Housing Strategy – Inner Fringe Neighbourhoods – Precinct 1 (Durham/Morrisett) analysis and design completed.</p>	
<p>4.1</p> <p>4.3</p> <p>4.6</p> <p>6.4</p>	Review and update Council's section 7.11 plans.	Review existing or prepare new s7.11 Plans	Contributions plans requiring review identified and underway /completed by 30 June 2025.	Manager Strategic Planning	<p>1. Existing S.7 11 plans – legislative updates and change to indexation rate to the existing 12 plans adopted by Council – October 2024 to commence 1 January 2025.</p>	

Bathurst CSP Objective reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
1.1 1.2 1.5 4.6 5.5 6.1 6.4	Implement the Bathurst Regional Heritage Plan.	Provide a Heritage Advisory Service.	More than 75 site visits undertaken by the Heritage Advisory Service.	Manager Strategic Planning	2. Laffing Waters contribution plan – draft plan prepared – awaiting implications of the accelerated infrastructure grant. 3. Major Review of Development Contribution Plans – Project Plan prepared. Funding application lodged under the NSW Regional Housing Strategic Planning Fund (round 3) for stage 1 – define and cost schedule of works. Discussion paper prepared for presentation to ELT. Initiation workshop held with key Council staff on 27 February 2025. 1. 2024/2025 site visits (to date): 49 2. DA assessment advice (to date): 113	
		Provide heritage incentive funding programs to protect, maintain, enhance and promote the regions heritage assets.	More than \$500,000 worth of works generated from Council's heritage assistance funds.	Manager Strategic Planning	1. Bathurst Region Heritage Assistance Fund – applications assessed. Grants yet to be offered for: a. Local projects – 37 applications received b. Conservation and Interpretation projects – 9 applications received. c. CBD projects – 9 applications received.	
		Prepare and implement projects for the interpretation and display of cultural heritage and history information.	New interpretative/promotional information made available.	Manager Strategic Planning	1. CBD Wayfinding signage – signage manufactured and delivered. Awaiting installation. First sign installed. 2. Suburb of Windradyne – completed. 3. Interpretation Plan – Wambui Memorial Garden – awaiting final feedback from local Aboriginal Groups	
		Prepare research/studies into the region's heritage values	Studies/plans considered and adopted by Council.	Manager Strategic Planning	1. Preparation of new Heritage Plan 2025-2029 – community engagement program completed. Heritage Plan survey closed 4 November 2024. 102 survey responses received. Heritage workshop held 19 November 2024, with 56 participants. Meetings with local Aboriginal groups (x 3) held. Draft plan being prepared.	
			Number of local heritage items included in the Local Environmental Plan.			

Economic Development

CSP Strategy 2.2 Grow local employment, investment and attract new businesses and skills by nurturing and supporting entrepreneurs, partnerships and local skill development

CSP Strategy 2.1 Support local business and industry

CSP Strategy 2.3 Develop Bathurst as a Smart City

CSP Strategy 2.4 Promote our City and Villages as an attractive place to live



CSP Strategy 2.6 Promote our City and Villages as a tourist destination

CSP Strategy 4.1 Facilitate development in the region that considers the current and future needs of our community


CSP Strategy 4.5 Work with partners to improve public transport, and passenger and freight transport connections to and from the region

CSP Strategy 5.5 Plan and respond to demographic changes in the community

CSP Strategy 6.3 Advocate for our community

CSP 2040 Objective Reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
2.1 2.2 2.3 2.4 2.6 4.1 4.5 5.5 6.3	Implementation of the Economic Development Strategy and associated actions.	Nurture economic infrastructure development by supporting the development of the aerodrome, industrial precincts, new residential developments and telecommunication.	Seek funding for economic infrastructure projects.	Manager Economic Development	<ul style="list-style-type: none"> Construction completed for Stage 1 of Kelso Industrial Estate expansion (\$4.8M Drought Stimulus Fund). Grant application to be submitted under the Regional Precincts and Partnerships Program for CBD carpark Aerodrome promotional prospectus being updated. New Airport website page to be developed on the bathurstliveinvest website to promote the Airport as a business destination. 	
		Promote Bathurst Airport as an aeronautical business park	Seek funding for economic infrastructure projects. Airport Masterplan completed October. Identify future leasing opportunities		<ul style="list-style-type: none"> Aerodrome land use study completed. Airport Master Plan adopted by Council at the December 2024 Ordinary meeting. Airport user consultation held November to provide overview of Masterplan and to discuss operations at the airport generally. Next stakeholder consultation 25 Mar 25 Discussions ongoing with potential tenants. 	

CSP 2040 Objective Reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
		Market-leading promotional campaigns to increase residential relocations and a sense of place.	Continued support for joint regional relocation campaigns. Evocities, Regional Cities Alliance. Lifestyle promotional content created/updated, including the Bathurst Region website/new Live Invest site. Annually updated New Resident Guide. Welcome Lunch event bi-annually	Manager Economic Development	<ul style="list-style-type: none"> - Highway billboards – new pictures to be installed in March 2025 - Economic Development website www.bathurstliveinvest.com.au - Welcome lunch held 04 Nov 24. Next Welcome Lunch 23 Mar 25 - New resident guide under review. - Successful in receiving a \$1.74m grant under stream one of the the Regional Precincts and Partnership Program for the Bathurst Connected Regional Neighbourhoods Project. 	
		Support local businesses and start-ups through engagement, support and economic programs.	<p>12 eNewsletters</p> <p>Regularly posting on social media channels, including Facebook and Linked In.</p> <p>Respond to business@bathurst and live@bathurst email enquiries.</p> <p>Run business support programs including but not limited to BizMonth, Buy Local Gift Card, workshops and presentations.</p> <p>Business Support section on the Live Invest website updated and maintained.</p>	Manager Economic Development	<ul style="list-style-type: none"> - Monthly eNewsletters sent September 2024 BizMonth held. A very successful lunch with Mark Wales. - MED meets with Business Chamber Board meetings along with Mayor. - Representation at all Business Chamber after 5 events held monthly. - All Upstairs Startup hub board meetings attended to date. - Spendmapp used to track impact of events on visitor spend in the economy. - id State of the Regionals Economic Presentation to BRC staff and the Bathurst Business Chamber Tuesday 08 October 2024. - Two grant writing seminars held in 2024 to assist business and community groups in applying for grants. Next grant writing seminar 09 April 2025 - ED subscribed to Grant Guru to provide assistance to community and business 	

CSP 2040 Objective Reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
			<p>Attendance with Mayor / Councillors at 75% of Business Chamber board meetings.</p> <p>Attendance at 90% of Business Chamber After-Hours events.</p> <p>Representation at all "Upstairs Start-up Hub" board meetings.</p> <p>Promote resources to businesses including the ID websites and Spendmapp.</p> <p>Conduct grant writing workshops to assist businesses and community groups finding and securing grants.</p> <p>Develop new business information pamphlet</p> <p>Continued support of the Bathurst Young Professionals</p> <p>Conduct BizMonth activities annually in September</p> <p>Organise the Bathurst Careers Expo with minimum 55 stalls and 1,500 attendees.</p> <p>Minimum of 40 new local jobs promoted each month via EVO Cities.</p>		<p>groups in finding suitable grants. 160 registrations as 31 Jan 24. 17 registrations in Sep following grant writing seminar.</p> <p>A new page, Bathurst Grants Hub has been added to the bathurstliveinvest.com.au website</p> <p>2024 Xmas Buy Local Competition held in Nov/Dec 25. Almost 8,000 entries</p> <p>Business Chamber Christmas function held Dec 24 which included Bathurst Young Professionals.</p> <p>Two Central West Inspired Womens (CWIW) events conducted in Bathurst.</p> <p>Speed networking event</p> <p>Sophie Hansen Reels workshop</p> <p>BizMonth business lunch 24 Sep 24. Guest speaker Mark Wales.</p>	
	Grow local employment, investment and attract new businesses.			Manager Economic Development	<p>Continued posting of EvoJobs.</p> <p>Ongoing support for the relocation of numerous businesses, particular interest from manufacturing and IT businesses.</p> <p>Invest Bathurst campaign developed including social media/TVC ad, new brochure and updated website.</p>	

CSP 2040 Objective Reference	Deliverable Actions over the next 4 years	Operational Plan – 2024/2025 Projects / Tasks	Tracking our Progress	Responsible Officer	Action Year to Date	Status
			Develop relocation proposals, relocation materials and support the relocation of new businesses through the Business Concierge Service.		<ul style="list-style-type: none"> 2024 Careers Expo Wednesday 31 July at CSU Bathurst. 80 exhibitors and 950 students attended, along with approximately 100 CSU student and 100 job seekers. Investment Attraction Toolkit finalised in conjunction with the Office of Regional Economic Development. Promotion of the new industrial land release at Kelso Stage 1. 	
		<p>Develop Bathurst into a Smart Community of national significance.</p> <p>Support innovative practices from industry.</p>	<p>Assist work units in implementing smart places projects as required.</p> <p>Seek funding and roll out Smart Community priority projects.</p> <p>Promote Bathurst as a Smart Community.</p> <p>Continued involvement in the Smart & Local Feedback Forum conducted by TfNSW</p>	Manager Economic Development	<ul style="list-style-type: none"> Sensors have been installed in 100 CBD lights to monitor temperature. 3 LoRaWAN gateways installed to facilitate temperature sensors and future smart community applications. Expansion of the Bathurst Digital Twin launched in Oct 22, the first regional centre to have a digital twin of its CBD. South Bathurst was mapped in Jan 25 and will be added to the Digital Twin. This project is a joint collaboration project between Council and Spatial Services. Continue to work with Upstairs Start Up Hub to ensure its ongoing success. Manager Economic Development is a contributor to the NSW Government Smart & Local Feedback Forum. Forum is designed to learn about Smart Community projects and lessons learned from other Councils who have implements projects. The forum continues in 2025. 	