

THE PROPOSAL

The premium applicable to WSC for this insurance renewal is \$612,521.24 ex GST which is an increase of 8.64% on last year's premium. The reason for the increase is due to additional properties built for the Mardi to Mangrove Works valued at \$26,650,000. Limits of protection under this policy are direct physical loss or damage, as defined and limited in the wording, on Real Property, Personal Property, Business Interruption, including the Extensions of Coverage applying at the locations provided on Council's Assets Schedule.

Council shall bear the first \$10,000 as a result of any one occurrence.

OPTIONS

There is no advantage for Council to pursue its own tender process as there are no available competitive insurers within Australia offering this insurance. Statewide Mutual arranges very competitive insurance through the overseas markets for NSW Councils.

STRATEGIC LINKS**Wyong Shire Council Strategic/ Annual Plan**

Nil Impact.

Contribution of Proposal to the Principal Activity

Nil Impact.

Long term Financial Strategy

Nil Impact.

Asset Management Strategy

Nil Impact.

Workforce Management Strategy

Nil Impact.

Link to Community Strategic Plan (2030)

Nil Impact.

Budget Impact

No additional impact to budget

CONSULTATION

Consultation was carried out with internal asset owners to update Council's Assets Schedule.

GOVERNANCE AND POLICY IMPLICATIONS

Nil Impact.

MATERIAL RISKS AND ISSUES

Potential damage caused to Council assets.

CONCLUSION

Adequate insurance cover is mandatory, prudent and best practice.

Prospecting for international suppliers will be costly and difficult for WSC with a very low chance of success.

Cover is only available from a single Australian supplier and combining WSC buying power with NSW Councils provides the best value possible.

ATTACHMENTS

Nil.

5.3 Extension of Tenure of Current Governance Committee until October 2012

TRIM REFERENCE: F2004/07245 - D03072082

MANAGER: Lesley Crawley, Manager Corporate Governance

AUTHOR: Monica Redmond; Councillor Services Officer

SUMMARY

To submit to Council a request to extend the tenure of the current Governance Committee until 3 October 2012 in order to allow consideration of Council's Financial Reports.

RECOMMENDATION

- 1 That Council extend the term of the Wyong Shire Governance Committee until 3 October 2012.**
- 2 That Council extend the term of appointment for the current Councillor and Independent Members of the Wyong Shire Governance Committee until 3 October 2012.**

BACKGROUND

Council's 2011/2012 Financial Statements will be available for consideration in October 2012.

The current WSC Governance Committee and membership are due to expire on 8 September 2012 in accordance with the Governance Committee Charter.

However the Committee is responsible for:

“assisting Council to fulfil its oversight responsibilities relating to accounting and reporting practices imposed under the Local Government Act, 1993, Water Management Act, 2000 and other relevant legislation. The Charter for the Governance Committee states the following In relation to tenure of the Committee:”

Under part 4.3 of the Charter which relates to External Accountability, the Committee is required to:

“Satisfy itself the annual financial reports comply with applicable Australian Accounting Standards and are supported by appropriate management sign-off on the statements and the adequacy of internal controls.”

THE PROPOSAL

In order to allow the current Committee to consider Council's end of year Financial Statements and fulfil its requirements as listed under part 4.3 of the Charter, it is now proposed to extend the tenure of the current committee until 3 October 2012.

5.3 Extension of Tenure of Current Governance Committee until October 2012 (contd)

The Governance Committee Charter and membership will be further considered in a review of Council's Committee structure which will be undertaken in October when the new Council has been appointed.'

OPTIONS

- 1 Disband the Committee on 8 September 2012, in accordance with the Charter. However this will deny the current Committee the opportunity to review the Annual Financial Statements and provide feedback to Council.
- 2 Extend the tenure of the current Committee to allow presentation of the draft 2011/12 financial statements to the Wyong Shire Governance Committee, including analysis of the financial position and financial performance for the year. It should be noted that consideration of the draft financial statements by the Committee is part of the process for Council's adoption of the financial statements.

CONCLUSION

It is considered prudent to extend the tenure of the current Committee to allow presentation of the draft 2011/12 financial statements to the Wyong Shire Governance Committee, at its Extraordinary Meeting scheduled for 3 October 2012. Any comments or advice received from the Committee will be submitted to Council for consideration.

ATTACHMENTS

Nil.

6.1 Information Reports

TRIM REFERENCE: F2012/00026 - D03071843

MANAGER: Lesley Crawley, Manager Corporate Governance

AUTHOR: Jacquie Elvidge, Councillor Services Officer

SUMMARY

In accordance with Council's Code of Meeting Practice reports for the Information of Council are provided for adoption either by nominated exception or in total.

RECOMMENDATION

That Council receive the report on Information Reports.

ATTACHMENTS

Nil.

6.2 Operational Activities and Trends with the Animal Care Facility

TRIM REFERENCE: F2006/01779 - D03064556

AUTHOR/MANAGER: Rob Van Hese; Manager Regulation and Compliance

SUMMARY

At its meeting held on 12 August 2009, Council resolved that a quarterly trend analysis of operational activities at the Animal Care Facility be undertaken and be reported to Council on a regular basis. This report provides a second quarter financial year analysis for 2011/12.

RECOMMENDATION

That Council receive the report on Operational Activities and Trends with the Animal Care Facility

BACKGROUND

Council at its meeting held 12 August 2009, resolved, inter alia, unanimously on the motion of Councillor Best and seconded by Councillor Wynn:

"7 That Staff provide a quarterly trend analysis and operational activities report to Council"

FOR: COUNCILLORS BEST, EATON, GRAHAM, McBRIDE, McNAMARA, MATTHEWS, SYMINGTON, VINCENT, WEBSTER AND WYNN.

AGAINST: NIL"

This report addresses the abovementioned resolution in regard to Council's Animal Care Facility (ACF) operations for the second quarter of the 2011/12 financial year.

Wyong Shire Companion Animal Strategy

Council's Companion Animal Strategy has 5 key objectives:

6.2 Operational Activities and Trends with the Animal Care Facility (contd)

1. To have fewer animals arrive at the ACF

The objective to have fewer animals arriving at the animal care facility is being achieved with a downward trend across each of the areas from which animals arrive at the facility.

Comparison of Activities – July to June	2007/08	2008/09	2009/10	2010/11	2011/12
Total animals in facility at start of July*					
• Cats	NA	NA	NA	NA	27
• Dogs					32
					59*
Animals 'Arriving' at the ACF	1210	1924	2116	1932	1843*
Seized animals transferred to Council's ACF					
• Cats	1	6	20	3	2
• Dogs	598	437	415	407	322
	599	443	435	410	324
Dumped					
• Cats	15	413	545	507	363
• Dogs	401	755	936	854	977
	416	1168	1481	1361	1340
Surrendered by owners					
• Cats	2	43	37	20	14
• Dogs	193	270	163	141	106
	195	313	200	161	120

Result: *Note the total number of animals arriving at the animal care facility in 2011/12 includes the dogs and cats in the facility at the commencement of July 2011.

2. To increase the number of animals released to their owners

Result: The number of seized animals released to their owners is at its highest level ever. This may be an indicator of the success of the ongoing effort to improve the rate of animal registration within Wyong Shire, thereby enabling the owners of seized dogs to be identified and contacted when their animal is seized.

Comparison of Activities July - June	2007/08	2008/09	2009/10	2010/11	2011/12
Released to owner (from the ACF)					
• Cats	1	12	35	24	44
• Dogs	320	623	801	708	810
	321	635	836	732	854

3. To increase the number of animals sold

Result: Although the number of cats and dogs sold is 20% less from a high of 510 for the corresponding period in 2010/11, the total number of animals saved expressed as a % of the total number of animals at the facility increased from 79% 2010/11 to 86% in 2011/12.

6.2 Operational Activities and Trends with the Animal Care Facility (contd)

Comparison of Activities July - June	2007/08	2008/09	2009/10	2010/11	2011/12
Sold					
• Cats	0	26	187	193	159
• Dogs	120	261	281	317	249
	120	287	468	510	408

4. To increase the number of animals released to re-homing organisations

Result: The number of animals released to community volunteer companion animal re-homing organisations has improved on 2010/11 although 56% (291) less than the high of 518 in 2008/09. It is believed that animal rescue groups have chosen to rescue from those facilities that continue to euthanase high numbers of cats and dogs.

Comparison of Activities July - June	2007/08	2008/09	2009/10	2010/11	2011/12
Released to organisations for rehoming					
• Cats	1	215	96	28	54
• Dogs	118	303	165	137	173
	119	518	261	165	227

5. To increase the number of animals saved (expressed as a % of total animals arriving at the ACF)

Result: The total number of animal's saved, expressed as a % of total animals at the ACF was 86% (1581). Of the 262 animal's euthanased, 69 were dogs of restricted breed or that that had displayed vicious or unacceptable aggressive behaviour, 76 cats and dogs were destroyed on the recommendation of Council's contracted vet due to illness, disease or injury, 18 were feral cats and 97 cats and dogs deemed by staff and volunteer temperament assessors as unsuitable for re-homing. Excluding vicious, ill and diseased cats and dogs the euthanasia rate of healthy animals was at 5%.

The ultimate aim of the ACF is to develop and implement a dog behaviour intervention program for those dogs that display behaviour making them unsuitable for re-homing (not including vicious dogs) in order to improve the chances of re-homing these animals.

6.2 Operational Activities and Trends with the Animal Care Facility (contd)

Comparison of Activities July - June	2007/08	2008/09	2009/10	2010/11	2011 /12
Animals 'Euthanased' (* - category 1st introduced in 2008/09 reporting period)	645	381	349	411	262
Euthanased (only category used prior to 2007/08 reporting period) <ul style="list-style-type: none"> • Cats • Dogs 	13 612 625	NA	NA	NA	NA
Euthanased Restricted Dogs (Category 1st introduced in 2007/08 reporting period) <ul style="list-style-type: none"> • Dogs only 	10	13	5	19	32
Euthanased Dangerous Dogs (Category 1st introduced in 2007/08 reporting period) <ul style="list-style-type: none"> • Dogs only 	4	47	42	43	39
* Euthanased – Owners Request (Does not include dangerous or restricted dogs) <ul style="list-style-type: none"> • Cats • Dogs 	NA	0	0	0	0
* Euthanased – ill/diseased/injury/feral/infant (Does not include dangerous or restricted dogs) <ul style="list-style-type: none"> • Cats • Dogs 	NA	14 22 36	77 336 113	166 40 206	65 29 94
* Euthanased – Unsuitable for re-homing (Does not include dangerous or restricted dogs) <ul style="list-style-type: none"> • Cats • Dogs 	NA	NA	NA	NA	39 58 97
* Euthanased – Unable to re-home (Does not include dangerous or restricted dogs) <ul style="list-style-type: none"> • Cats • Dogs 	NA	131 136 267	91 98 189	0	0
Total animals euthanased as a % of animals arriving at the ACF over the period (including Restricted, Dangerous, Ill, Diseased)	639/1210 = 53%	363/1924 = 19%	349/2116 = 16.5%	411/1932 = 21%	262/1843 *
Healthy animals euthanased (not including Restricted/Dangerous/Ill/Diseased/Feral/Infant)	625/1210 = 51.6%	267/1924 = 14%	189/2116 = 9%	143/1932 = 7%	= 14% 97/1843* = 5%
Animals died at ACF <ul style="list-style-type: none"> • Cats • Dogs 	0 6 6	11 7 18	15 9 24	8 15 23	6 7 13

ATTACHMENTS

Nil.

6.3 LGSA Water Management Conference 2013

TRIM REFERENCE: F2006/00829 - D03069391

MANAGER: Greg McDonald, Director Infrastructure Management

AUTHOR: Karina Curtis; Personal Assistant to Director Infrastructure Management

SUMMARY

Gosford City and Wyong Shire Councils have been successful in their bid to jointly host the 2013 Local Government and Shires Associations (LGSA) Water Management Conference.

RECOMMENDATION

That Council receive the report on LGSA Water Management Conference 2013.

BACKGROUND

Council has recently been notified that an application to host the 2013 LGSA Water Management Conference jointly with Gosford City Council was successful.

The annual LGSA Water Management Conference presents Local Government with a broad range of information on water management and sewerage services from a local government perspective.

The conference provides an opportunity for Councillors, Local Government professionals, Government representatives, and the broader industry to tackle key water management issues and discuss emerging water industry issues.

The 2013 conference will allow the Central Coast to be showcased to delegates from across New South Wales. A number of key projects and achievements for the region will be promoted including:

- The Mardi-Mangrove Link – best practice project management and innovative engineering
- *WaterPlan 2050* – management of the water supply system during drought and the steps taken to secure our water supply for the future
- The Central Coast Water Corporation – creation of a single water authority for the region.

Council staff will be meeting with LGSA staff in August to begin planning for the conference. This meeting will include a site inspection, discussion of financial details and determination of other roles and responsibilities.

The conference will be held in early September 2013.

Both Gosford City Council and Wyong Shire Council are working collaboratively to secure a venue that will highlight the many attributes of the Central Coast to participating delegates. Further details will be available following the meeting with LGSA staff.

FINANCIAL IMPACT STATEMENT

The expectation for the Councils and the LGSA is to achieve a positive financial outcome. Sponsorship and registration fees are calculated to cover all existing costs and give a surplus. Any initial costs can be accommodated in the 2012/13 Joint Water Communications budget.

The Councils will be minimizing risk and negating the need to underwrite the event by selecting the option that involves the LGSA taking all financial responsibility of the budget, sponsorship, registration, flights etc. Any profit share is 30 percent to Gosford and Wyong Councils and 70 percent to the LGSA.

RECOMMENDATION

That the information in this report be received and noted.

ATTACHMENTS

- 1 Confirmation to Host - LGSA 2013 Water Management Conference D03078483

Local Government
Association of NSW



Shires Association
of NSW

R11/0018

11 July 2012

Mr Michael Whittaker
General Manager
Wyong Shire Council
PO Box 20
WYONG NSW 2259

Dear Mr Whittaker,

As per the previous correspondence from the LGSA Secretary General, Mr Bill Gillooly AM, I thank you for your joint submission with Gosford City Council regarding hosting the Local Government and Shires Associations of NSW' 2013 Water Management Conference.

I am delighted to confirm that Gosford City Council and Wyong Shire Council have been awarded the hosting of the conference in 2013. Gosford City Council and Wyong Shire Council's application offers some excellent program ideas that will be considered for the official program put together by the LGSA. I will be in contact to arrange a site inspection in due course.

We thank you for taking considerable time to put your submission together and look forward to working with you and your team in the near future.

For further discussion on matters relating to the Water Management Conference, please contact me on 02 9242 4044 or Karen Rolls, Events Coordinator, Administration and Systems on 02 9242 4050 or email events@lgsa.org.au.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Meg Fisher'.

Meg Fisher
Manager Events and Protocol

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6.4 Mardi to Mangrove Link Project Status

TRIM REFERENCE: F2007/01120 - D03074435

MANAGER: David Witherdin, Manager Contract and Project Management

AUTHOR: Doug Marchant; Project Director

SUMMARY

Report on status of Mardi to Mangrove Link Project.

RECOMMENDATION

That Council receive the report on Mardi to Mangrove Link Project Status.

PROJECT SCOPE

- Wyong River off-take structure and pumping station
- Wyong River to Mardi-Dam 2.1 kilometre pipeline
- Inlet works at Mardi Dam
- Mardi-Mangrove transfer pumping station
- Mardi Dam to Mangrove Creek Dam 19 kilometre pipeline
- Lower Wyong River Weir, Fishway and Gauging

CURRENT STATUS

Expenditure to date	June 2012			\$112.9m
Value of works Complete	June 2012			\$114.0m
Approved Budget				\$120.6m
Overall Construction Status (excluding Commissioning)	Completion Date:	April 2012	% Work Complete:	100%

Construction Status

	Scheduled Start	Scheduled Completion	% Work Complete
Milestone 1:		18 April 2012	100%
Pre-construction – Management Plans & Approvals	4 January 2010		100%
Work Package 1 – Wyong River Off-take	7 April 2010		100%
Work Package 2 – Wyong River Pump Station	19 February 2010		100%
Work Package 3 – Wyong Mardi Rising Main 3	16 February 2010		100%
Work Package 4 – Wyong Mardi Inlet	6 May 2010		100%
Work Package 7 – Mardi Mangrove Transfer Main	1 March 2010		100%
Work Package 18 – Wyong Weir, Fishway & Gauging	5 August 2010		100%

Milestone 2:		4 April 2011	100%
Work Package 6 – Mardi Mangrove Transfer Pump Station	21 June 2010		100%
Milestone 3:		18 April 2012	100%
Commissioning	1 August 2011		

Key Dates

	Scheduled Completion	Actual Completion	Complete
Review of Environmental Factors (REF) submitted	30 June 2009	30 June 2009	<input checked="" type="checkbox"/>
Call for Expressions of Interest (EOI)	9 July 2009	9 July 2009	<input checked="" type="checkbox"/>
EOI closes	30 July 2009	30 July 2009	<input checked="" type="checkbox"/>
Determination Approval	14 October 2009	23 September 2009	<input checked="" type="checkbox"/>
Issue Request for Tenders (RFT)	16 October 2009	16 October 2009	<input checked="" type="checkbox"/>
Tenders close	12 November 2009	12 November 2009	<input checked="" type="checkbox"/>
Council consider Award of Construction Contract	9 December 2009	9 December 2009	<input checked="" type="checkbox"/>
Expiry of PAN 90 day notification period	31 December 2009	31 December 2009	<input checked="" type="checkbox"/>
Minister/Governor determination of compulsory acquisition applications	27 January 2010	27 January 2010	<input checked="" type="checkbox"/>
Pipeline Construction	27 January 2011	25 September 2011	<input checked="" type="checkbox"/>
Transfer Pump Station Construction	31 January 2011	4 April 2011	<input checked="" type="checkbox"/>
Commissioning	6 May 2011	18 April 2012	<input checked="" type="checkbox"/>
Project Completion	June 2011		

Land Matters

- All properties have been restored (excluding minor outstanding works).
 - 48/56 landholders have signed releases.
 - Easement Plans have been prepared for all properties and have been sent to the Office of Water.
-

Stakeholder Liaison**Media**

- The official handover of the Mardi-Mangrove Link Project from contractor John Holland was held on 26 July. To commemorate the milestone a specially-designed sculpture, 'Water Spirit' by local Artist Col Henry, was unveiled at Woodbury Park, Mardi.

Resident communication

- Direct liaison with affected landholders is ongoing via the Project Team.
-

Incidents

- No Environmental incidents.
 - No Safety incidents.
-

Major Achievements / Issues

- The Contractor has a twelve month defect period during which outstanding issues will be rectified. Preparations are underway to commence the WP2 inlet pipes lining, reinstate rocks at the fishway, WP4 Mardi inlet repairs and finalisation of WAE drawings. These works are to be completed by 30 September 2012.
- The final stage of the Yarramalong Road upgrade works is nearing completion.
- Due to low river flows, transfers from Mardi Dam to Mangrove Dam are exceeding the rate of capture of water from Wyong River. Mardi Dam has been lowered to 55% capacity and pumping to Mangrove will cease until Mardi reaches 60% capacity.

**ATTACHMENTS**

Nil.

6.5 Circular to Councils 12/16 - Release of the Destination 2036 Action Plan

TRIM REFERENCE: F2004/06400 - D03078850

MANAGER: Lesley Crawley, Manager Corporate Governance

AUTHOR: Jacque Elvidge; Councillor Services Officer

SUMMARY

A Circular to Councils, issue 12/16 – Release of the Destination 2036 Action Plan, was received by Council on 6 June 2012.

This Circular advised that the Destination 2036 Action Plan has been released and encourages Council to consider ways in which they may be able to contribute to the 5 strategic directions identified in the plan.

RECOMMENDATION

That Council receive and note the report Circular to Councils 12/16 – Release of the Destination 2036 Action Plan.

BACKGROUND

Following consultation with local governments throughout Australia, the Destination 2036 Action Plan has been released by the Department of Local Government's (DLG) Implementation Steering Committee (ISC), following approval by the Minister for Local Government, the Hon Don Page MP.

The Destination 2036 Action Plan sets out the actions that will be delivered over the coming years to achieve the vision of creating strong communities through partnerships.

CURRENT STATUS

The Action Plan has been released by the DLG encouraging Councils to discuss and consider ways in which they may be able to contribute towards the 5 strategic directions identified in the plan, these directions being:

- 1 **Efficient and effective service delivery** - Establish frameworks that facilitate and encourage effective, responsive and innovative service delivery.
- 2 **Quality governance** - Enhance the governance framework to ensure community confidence in councils and to further enable Local Government to meet community needs and challenges.
- 3 **Financial sustainability** - Ensure the financial sustainability of councils.

6.5 Circular to Councils 12/16 - Release of the Destination 2036 Action Plan (contd)

- 4 **Appropriate structures** - Develop a variety of Local Government structural models to suit different environmental contexts.
- 5 **Strong relationships** - Improve the relationship between the State and Local Government by working as partners, with a clear understanding of respective roles and responsibilities and for the benefit of our communities.

Councils are encouraged to contact the Premier and Cabinet Division of Local Government if interested in contributing to any particular action.

ATTACHMENTS

- | | | |
|---|--|---------------------|
| 1 | Circular to Councils 12-16 - Release of the Destination 2036 Action Plan | D03078858 |
| 2 | DLG Destination 2036 - Action Plan | Enclosure D03078927 |



Circular to Councils

Circular No. 12-16
Date 6 June 2012
Doc ID. A283603

Contact Corin Moffatt
02 4428 4174
corin.moffatt@dlg.nsw.gov.au

RELEASE OF THE *DESTINATION 2036 ACTION PLAN*

I am pleased to advise that the *Destination 2036 Action Plan* has been released by the Implementation Steering Committee (ISC) following approval by the Minister for Local Government, the Hon Don Page MP.

The Action Plan can be downloaded from the [Destination 2036 webpage](http://www.dlg.nsw.gov.au) (via www.dlg.nsw.gov.au).

The Destination 2036 Action Plan sets out the actions that will be delivered over the coming years to achieve the vision of creating strong communities through partnerships.

Over 100 responses were received from a range of stakeholders during the consultation on the draft action plan. The ISC made minor changes to the Plan to set more specific and realistic timescales and to streamline the actions to simplify it. It also changed the Plan to take account of the establishment of the Independent Local Government Review Panel.

The ISC will be responsible for overseeing the delivery of actions in the Action Plan. It will monitor and report quarterly progress and ensure that the identified lead agency delivers on each activity, in a continued spirit of collaboration with the sector and other key stakeholders. It will work with the Independent Panel as a key partner.

Destination 2036 is a long-term reform agenda that will lead to stronger local government in the future. This Action Plan sets out the important first steps. I encourage you to get involved by:

- discussing the Action Plan with councillors and council staff and considering how your council can contribute to the 5 strategic directions identified in the Action Plan; and
- contacting the coordinating agency if you are interested in contributing to any particular action.

Thank you for your contribution to this initiative so far.

A handwritten signature in black ink, appearing to read 'Ross Woodward'.

Ross Woodward
Chief Executive, Local Government
A Division of the Department of Premier and Cabinet

Division of Local Government
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Locked Bag 3015 NOWRA NSW 2541
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E dlg@dlg.nsw.gov.au W www.dlg.nsw.gov.au ABN 99 567 863 195

6.6 Financial Insight Report on Mardi to Mangrove

TRIM REFERENCE: CPA/166760 - D03073127

AUTHOR/ MANAGER: Stephen Naven; Chief Financial Officer

SUMMARY

Financial Summary of Mardi to Mangrove Link Project.

RECOMMENDATION

That Council receive the report on Financial Insight Report on Mardi to Mangrove.

BACKGROUND

The original budget for the Mardi to Mangrove Link Project was \$120.6m. \$80.3m of this amount was funded via a Commonwealth Government (Department of Sustainability, Environment, Water, Population and Communities) Grant, with the remaining \$40.3m to be funded jointly by Wyong Shire Council and Gosford Shire Council

\$43.6 was budgeted for Project Management, Professional Services and Land and Property. The construction contract comprising 7 work packages was awarded to John Holland with a total contract value of \$77m including anticipated variations.

CURRENT STATUS

Spend to 30 June 2012 was \$112.9m. The total spend forecast for the project is \$114m. All work is now complete including commissioning and only \$1.1m of residual expenditure is forecast.

The \$114m forecast for total spend provides a saving of \$6.6m on budgeted costs of \$120.6m. The positive variance comprises:

- Savings of \$3.8m made through Council staff taking over the project management of the contract and reducing the number and cost of contractors and consultants.
- \$0.5m of savings on land and property
- \$2.3m saving on the construction contract with John Holland with all claims now settled.

The final payment to John Holland was made on 30 June 2012, resulting in total project payments of \$74.7m (\$2.3m favourable to budget of \$77m). The last claim received from John Holland prior to settlement was for \$10.3m, including variation and delay claims. This was successfully negotiated and settled for \$4.2m.

The Total project cost forecast includes \$1.8m for the reconstruction of Yarramalong Road which was damaged as a result of heavy vehicle traffic required for the project.

Summary of Performance against budget

Mardi-Mangrove Link Project (\$'000)	Cumulative expenditure to 30 June 2012	Estimate to complete	Project Forecast	Budget	Variance
Project management	9,325	55	9,380	10,822	(1,442)
Professional services	24,646	359	25,004	24,578	426
Land and Property	3,284	395	3,679	4,201	(522)
Non-Construction Sub-Total	37,254	808	38,062	39,600	(1,538)
Construction - Tender	64,157	-	64,157	64,271	(114)
Construction Contingency	10,346	-	10,346	12,729	(2,383)
Civil Works	98	100	198	-	198
Construction Sub-Total	74,601	100	74,701	77,000	(2,299)
Project Mgmt Contingency	1,016	200	1,216	4,000	(2,784)
MMLP Expenditure	112,871	1,108	113,979	120,600	(6,621)
SEWPC Funding	80,300	0	80,300	80,300	-
Council Funding	32,571	1,108	33,679	40,300	(6,621)
MMLP Funding	112,871	1,108	113,979	120,600	(6,621)

CONCLUSION

Mardi to Mangrove project is forecast to achieve a saving of \$6.6m compared to the budget of \$120.6m. Total spend to 30 June is \$112.9m with remaining residual spend of only \$1.1m forecast.

ATTACHMENTS

Nil.

6.7 Wyong Shire Council Youth Employment Strategy

TRIM REFERENCE: F2004/00342 - D03086352

MANAGER: Marie Hanson-Kentwell, Manager Human Resources

AUTHOR: Jacquie Elvidge; Councillor Services Officer

SUMMARY

Reporting the Wyong Shire Council Youth Employment Strategy.

RECOMMENDATION

That Council receive the report on Wyong Shire Council Youth Employment Strategy.

The WSC Youth Employment Strategy (YES) has been developed to fulfil the following three objectives:

- 1 Ensure the workforce pipeline for Wyong Shire Council (WSC) is adequately supplied
- 2 Provide the opportunity for local young people to gain experience and qualifications that can be transferred to any employer to improve their future career prospects
- 3 Reduce the impact of our aging workforce by focusing on activities that initiate grass root succession planning

This strategy aligns with the Council resolution passed at the 22 July 2009 Ordinary Council meeting:

"That Council adopt a long term youth employment target of 15%", the Community Plan and Wyong Shire Strategic Plan."

The current youth unemployment rate (30 June 2011) for the Central Coast is 12.1% compared to the National rate of 10.6% which demonstrates a higher than average level of youth unemployment on the Central Coast.

As one of the largest employers on the Central Coast, WSC has an opportunity to make a positive impact on the local youth unemployment rate. At present, WSC's workforce demographics demonstrate that this is an area that it is yet to make a real impact on, with only 2.2% (21) of WSC's permanent staff or 8.2% (101) of the total workforce (including 21 permanent, 45 temporary, 35 casual) being young people.

This strategy contains a framework intended as the leading guidance for employing youth within WSC. The framework contains a suite of activities across four elements working towards a career pathway. It is not intended that each individual will participate in all elements, nor is it intended that the elements are completed in a sequential order. The elements can be undertaken in a flexible manner as the framework recognises the needs and differing career stages for each individual.

ATTACHMENTS

- 1 Youth Employment Strategy (Version 9) D03086366



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Executive Summary

This Youth Employment Strategy (YES) has been developed to realise three objectives:

1. Ensure the workforce pipeline for Wyong Shire Council (WSC) is adequately supplied
2. Provide the opportunity for local young people to gain experience and qualifications that can be transferred to any employer to improve their future career prospects
3. Reduce the impact of our aging workforce by focusing on activities that initiate grass root succession planning

This strategy aligns with the Council resolution on the 22 July 2009 "that Council adopt a long term youth employment target of 15%", the Community Plan and Wyong Shire Strategic Plan.

The current youth unemployment rate (30 June 2011) for the Central Coast is 12.1% compared to the National rate of 10.6%¹ which demonstrates a higher than average level of youth unemployment on the Central Coast.

As one of the largest employers on the Central Coast, WSC has an opportunity to make a positive impact on the local youth unemployment rate. At present, WSC's workforce demographics demonstrate that this is an area that it is yet to make a real impact on, with only 2.2% (21) of WSC's permanent staff or 8.2% (101) of the total workforce (including 21 permanent, 45 temporary, 35 casual) being young people.

For the purpose of the YES, WSC have elected to define youth as those persons falling between the ages of 15 and 24. This decision was based on that the United Nations General Assembly defines 'youth', as those persons falling between the ages of 15 and 24 years inclusive and the Australian Bureau of Statistics commonly uses the age group of 15-24 for youth.

This strategy contains a framework intended as the leading guidance for employing youth within WSC. The framework contains a suite of activities across four elements working towards a career pathway. It is not intended that each individual will participate in all elements, nor is it intended that the elements are completed in a sequential order. The elements can be undertaken in a flexible manner as the framework recognises the needs and differing career stages for each individual.

The elements (referred to as the 4E's) identified within the framework are:

1. Exposure (Pre employment)
2. Engagement (Transition to employment through temporary appointments)
3. Employment (Integration into permanent workforce)
4. Exit (External career consolidation and transfer of skills and knowledge)

It is important to note that the 4E's within the framework include a combination of both new and existing WSC activities (some of the existing programs will be improved as a result of this strategy).

Within the 4E's there are 15 activities and 24 recommendations to be implemented by 2016. A summary of the recommendations is in attachment three.

The YES Framework notes a number of key support activities to ensure successful implementation. Each of the support activities will require ongoing implementation and maintenance, lead by the Human Resources Unit including:

Promoting Programs

To ensure the success of the YES, it will be imperative that the approaches and programs are effectively communicated to both internal and external stakeholders to ensure there is both engagement and support. It will be important that contemporary communication approaches are implemented to connect with the local youth including social media (facebook, twitter).

Embracing Diversity

To ensure the success of this strategy, it is important that WSC recognises the diversity of local youth and identifies strategies to engage with minority groups within our local community. A number of recommendations and activities within this strategy relate to minority groups and it is anticipated that over time WSC will implement further diversity strategies to continue the development of the workforce and sound Equal Employment Opportunity practice.

Communicating Achievements

Communicating achievements to the organisation and community will be essential for the ongoing support of the YES. Staff and external stakeholders will be more likely to participate in a program that is successful and results in a sound return on investment (both financially and employer brand).

Communicating the successes within the community will also create interest from youth wishing to participate. Increased interest will provide a competitive selection process ensuring only the highest calibre candidates are successful and in turn, increase the likelihood of repeated positive outcomes.

Connecting and Partnering with External Stakeholders

Partnerships with external key stakeholders will be imperative to the success of most activities. It is expected that the stakeholders will change over time as programs develop and new networks are identified on the Central Coast.

The YES has been developed to be cost neutral for the organisation, with monies to support recommended activities being provided from savings within existing budgets and programs.

The Youth Employment Strategy Strategic Objectives

This Youth Employment Strategy (YES) has been developed to realise three objectives:

1. Ensure the workforce pipeline for Wyong Shire Council (WSC) is adequately supplied
2. Provide the opportunity for local youth to gain experience and qualifications that can be transferred to any employer to improve their future career prospects
3. Reduce the impact of our aging workforce by focusing on activities that initiate grass root succession planning

It is also important to recognise that in order to deliver the highest levels of service to the community and maintain competitive prices, securing top talent (high performing staff with high potential) is essential. Securing top talent is difficult due to a significant increase in demand for staff⁶ and hiring experienced and qualified staff has traditionally been difficult for employers due to high demand for labour, skills shortages and employers requiring specialist skills. Skills shortage fields include; engineers, accountants, business administration managers, qualified tradesman and machine operators.⁶ The impact of these skill shortage areas for WSC could be addressed, over time, by implementing activities which promote the uptake of careers within these fields by our youth.

The strategy will be undertaken in a manner that connects with Federal and State programs and our local community ensuring the positive impact will be wider than within our own organisation.

Why a Youth Employment Strategy?

National Agenda

The national agenda comprises of initiatives and programs to address youth employment across the country; one of which is the Keep Australia Working Strategy which is implemented across the country through state organisations, government sectors and local community brokers.

The Keep Australia Working Strategy is a plan designed to monitor the impact of the Australian stimulus package to ensure there is ongoing support where the economy most needs it. The final Keep Australia Working Report details Australia's current employment outlook, actions already taken and describes initiatives to address challenges of the future.

State Agenda

The NSW Department of Education and Communities (DEC) is a State Department with a wide scope of responsibilities including implementing actions and programs that will improve the social and economic wellbeing of the people of NSW through a responsive and innovative education and training system.

DEC specifically holds the responsibility for implementing a number of initiatives resulting from the Keep Australia Working Strategy, including: Youth Connections and Partnership Brokers. DEC are also responsible for the coordination and implementation of the school curriculum and the parties involved in the delivery, accreditation and improvement of the Australian Qualifications Framework (AQF).

The Making It Our Business NSW Policy Statement (2006-2008) and Action Plan (2009 – 2012) on Improving Aboriginal Employment in the NSW Public Sector, together state that NSW Public Sector Agencies are encouraged to establish agency specific Aboriginal employment targets based on the agency's size, role and responsibilities, location and Aboriginal client base. For example, if the population in the area is 7%, this should be reflected in the agency's workforce. However, as part of the Commonwealth of Australian Governments (COAG), the NSW Government is committed to meeting an Aboriginal Employment target of 2.6% within the public sector by 2015¹. The target represents the Government's commitment to social justice for Aboriginal people in NSW and equality of access to services and economic opportunity. This includes employers in areas where the Aboriginal population is lower than 2.6%. The Aboriginal population on the Central Coast is 6427, representing 2.02% of the population.

Local Needs

Australia's youth unemployment rate is rising, particularly on the Central Coast. The youth unemployment rate for the Central Coast is 12.1%¹ compared to the National rate of 10.6%. As a result of low skills, qualifications and /or limited work experience, some young people are at risk of becoming long term unemployed, leading to intergenerational disadvantage which has long term economic and social consequences.

The high unemployment rates on the Central Coast and low levels of qualifications emphasis the importance of leveraging the federal and state programs and initiatives at a local level. The federal and state programs are implemented and coordinated through a number of profit and not for profit organisations in the local community.

The Central Coast demographics reflect a higher than average indigenous population. Traditionally within our indigenous population there is higher levels of unemployment and lower levels of education; therefore employment within our local community for indigenous youth is imperative.

The Central Coast demographics also highlight a higher number of people living with a disability requiring assistance than the New South Wales (NSW) average. On the Central Coast 5% of the population is recorded as living with a disability compared to 4.25% across NSW. 2% (544/36 039) of the youth population on the Central Coast is recorded as living with a disability.

The distribution for Central Coast residents living with a disability is slightly more concentrated in the Wyong Shire far north, west region. It is important that employers provide opportunities for meaningful employment and provide those living with disability independence and an opportunity to positively integrate within the community. Offering opportunities for youth living with a disability provides a foundation for long term employment choices.

¹ This percentage comprises 15 – 24 years as per the Australian Bureau of Statistics (ABS). It is important to note; The United Nations General Assembly defines 'youth', as those persons falling between the ages of 15 and 24 years inclusive. ABS commonly uses the age group 15-24; this is the age range WSC have selected to define youth.
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Local External Analysis

The population of youth on the central coast is 36 039 which is 11.3% of the population.^{vi} As one of the largest employers on the Central Coast, WSC has an opportunity to make a positive impact on the local youth unemployment rate. At present, WSC's workforce demographics demonstrate that this is an area we are yet to make a real impact on.

The challenges of hiring experienced and qualified staff in skill shortage areas and securing top talent on the Central Coast are exacerbated because:

1. The smallest resident age group on the Central Coast is 25-34.
2. The highest proportion of the population on the Central Coast is 65+.

The figures above suggest that "youth flight" is prevalent on the Central Coast as the younger age groups are likely to move to higher populated areas where it is perceived there are more career opportunities, while retirees tend to move to the Central Coast region^{vii} because of the lifestyle that is associated with living on the coast.

In addition:

1. 69% of the Central Coast population do not complete the higher school certificate (This is ten percentage points lower than the NSW average^{viii} and one of the single biggest constraints on the local economy^{ix}).
2. Research demonstrates that 86.3 % of employment opportunities require some level of post school qualifications^x. This is not reflected in the level of education held within the local area as only 45.7% of the Wyong Shire residents meet this requirement.

The Aboriginal population on the Central Coast is 6427, representing 2.02% of the population^{xi}. The Aboriginal population on the Central Coast is the fastest growing region in Australia with an annual average growth rate of 3% and forecast to increase by 43% over the next 12 years^{xii}. This growth rate indicates an increase in youth within the Aboriginal population, which is the opposite of the general aging demographics of the area and therefore provides an increasing pool of youth that employers could be engaging with to build their grass root succession planning.

The Central Coast also has 5% of its population living with a disability requiring assistance. This is higher than the NSW average of 4.25% and 3.76% in Sydney. 2% (544/36 039) of the youth population on the Central Coast is recorded as living with a disability.

WSC History

Council resolved on 22 July 2009² "That Council adopt a long term youth employment target of 15% of its workforce".

Currently, the Wyong Shire Learning Communities Strategy is being developed and is intended to provide a framework for partnerships and collaboration within and across sectors to increase learning opportunities for all throughout life. The Strategy, developed as a result of an extensive community engagement phase, is the action plan for how the community will meet current challenges, improve learning opportunities and increase prosperity and learning aspirations for the Wyong Shire Community.

This YES has been developed to positively contribute to addressing a number of the emergent key issues including:

1. Inspiring and valuing learning in the Shire
2. Improving the participation and retention rates of students to year 12 (or equivalent) and into tertiary education
3. Providing clear pathways to employment for the community
4. Identifying and aligning training courses with current and future employment opportunities and encouraging the community to develop the skills required to fill these opportunities

In 2009, WSC also implemented a Youth Engagement Strategy. An integral part of this strategy was the Youth Partnership Program. This program is outlined in the Wyong Shire Youth prospectus (Attachment 1) and was established to enable local business, government agencies and community groups to champion and partner with young people in ways that will make a real difference to the future of our community.

The prospectus identifies six priority areas for engaging youth and it is important that WSC align our employment strategy with the priorities in the engagement strategy to pave the way for other local employers. The activities within the Youth Employment Strategy Framework align with the priorities, including:

1. Priority Area Three - Involving Young People
2. Priority Area Four - Learning and working
3. Priority Area Five - Young People and Places and Spaces

The WSC Community Strategic Plan is the leading document in the Department of Local Government (DLG) integrated planning reporting hierarchy. It describes the community's aspirations and priorities for the future. Accompanied with that is the WSC Strategic Plan which outlines the key objectives over a four year period which WSC will implement to ensure we are working towards achieving the Community Strategic Plan.

A key component of the WSC Strategic Plan 2011-2015 is the Workforce Management Strategy. The Workforce Management strategy outlines our approach to ensure we have the required workforce to deliver services to the community.

² At the time of this NOM, the accuracy of the stated youth unemployment rate was questioned.