

Delivery Program

2025-29

Operational Plan

2025-26

12 Month Performance Update

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KEY

Achieved	
Off Track	

1. OUR COMMUNITY - EUROBODALLA WELCOMES, CELEBRATES AND SUPPORTS EVERYONE

1.1 – ACKNOWLEDGE OUR BEGINNINGS, EMBRACE OUR CULTURE AND DIVERSITY

1.1.1 - Acknowledge and involve the traditional custodians of Eurobodalla and deliver the outcomes of the Aboriginal Action Plan

Action	Service	Project Status Update	Status
1.1.1.1 Coordinate and promote the work of the Aboriginal Advisory Committee and associated projects	Divisional Manager Community Development and Participation	Council acknowledges and involves the traditional custodians of Eurobodalla, the walbunga, brinja yuin and Djiringanj peoples through the election of Aboriginal community members to the Aboriginal Advisory Committee. During the year, the newly elected committee met four times, with elected community members and representatives from all six Local Aboriginal Lands Council's attending at least one of the meetings. Associated projects acknowledging our beginnings while embracing culture and diversity included feedback to Council's Batemans Bay and Moruya draft flood management strategies; an Aboriginal cultural development and connection day hosted by Aboriginal Elders, representatives and leaders attended by executive staff and Councillors; the implementation of cultural protocols training for new council staff inductions; the screening of "White Rock" documentary at council libraries; and feedback on Council's draft Biodiversity Strategy and Action Plan. Council staff continued their commitment to support a Eurobodalla that welcomes, celebrates and supports everyone by assisting the Sorry Day and Reconciliation Week working group to hold the annual Batemans Bay Bridge Walk; and worked with the organising committee of the NAIDOC Big Day Out event in Mogo, a cultural	

		celebration attended by thousands of community members and visitors.	
1.1.1.2 Recognise and celebrate NAIDOC Week to promote understanding of Aboriginal history and culture	Divisional Manager Community Development and Participation	In acknowledging our communities' beginnings, Council embraced our cultural diversity through the 2025 annual NAIDOC Week Aboriginal and Torres Strait Islander Flag Raising Ceremony. Council liaised with Aboriginal Elders, leaders and representatives to support the ceremony with over 150 people in attendance including Councillors, the mayor, Council's general manager and staff, community groups and community members. NAIDOC Week Grants totalling \$5,500 were awarded by Council to host community events and activities aimed at promoting an understanding of the history, culture and achievements of Aboriginal peoples within our community. Council's community development and youth team supported the planning and delivery of the Mogodha NAIDOC Big Day Out community event as members of the event organising committee where approximately 1,500 community members came together to celebrate NAIDOC Week with stalls, food, music and cultural workshops and children's activities. Council provided financial support to support young Aboriginal artists to perform on the day. Staff also supported a local community event hosted by SEARMS Community Housing Aboriginal Corporation in Batemans Bay.	✓
Link	Outcome	Period 1 July 2025 to 30 June 2026	
1.1.1	Number of Aboriginal Advisory Committee meetings	4	

1.1.2 - Strengthen community spirit and value our diversity through community development initiatives			
Action	Service	Project Status Update	Status
1.1.2.1 Deliver community programs to support wellbeing and inclusion	Divisional Manager Community Development and Participation	Council's community development staff delivered and/or supported over 190 community development initiatives engaging over 2,000 people and working with over 45 partners from a diverse range of community groups to strengthen community spirit and value our diversity. Highlights included hosting the Disability Inclusive Emergency Preparedness (DIEP) forum attended by representatives from community groups and National Disability Insurance Scheme service providers; increased participation in the Eurobodalla Disability Interagency Network to facilitate implementation of preparedness strategies from the DIEP forum; supported the Eurobodalla	✓

		Community Support Network to deliver three Community and Volunteer expos, including co-hosting of the Moruya event, providing skills development for volunteer organisations, increasing volunteering numbers, and recognising and celebrating the important contribution volunteering makes to our community; staff supported the delivery of Digital Tech Cafes to increase digital literacy and support social inclusion; hosting of Seniors Week events, delivery of domestic violence awareness campaigns, and working with Southern Cross Housing to develop a Eurobodalla "Here to Help Guide", and hosting the inclusive All Abilities Dinner Dance with support from people with disability, including a skills development and employment component. Council supported wellbeing and inclusion through its employment project, The Job Shop, that delivered 17 inclusive online and face to face employment and training programs to 329 participants. Programs included community services and junior jobs drives, volunteer engagement opportunities, student career development workshops, industry tours, a Caring Futures aged care introduction program, work placement and skills training. The online development programs received over 55,000 post views. The annual junior jobs drive reached over 50,000 people on Facebook during the months of October and November 2025. A breakdown of the programs is listed below: 1. Employer Assist: advertising junior jobs at the Banksia Village Cafe (25,000 Facebook post views). 2. Employer Assist: advertising multiple labouring jobs at Eurobodalla Council (30,000 Facebook post views). 3. Volunteer assist: advertising volunteer opportunities for the Sea Otter Mountain Bike event (550 Facebook post views). 4. Attendance at Batemans Bay High School Career Supports including organising a tour of The Glen Aged Care Facility and attending the Transition Pathways career event (43 total youth attendees). 5. How to Apply for Council Apprenticeships (47 attendees). 6. Visits to Moruya and Batemans Bay High Schools (40 attendees).	
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		7. Assisting job seekers one-on-one with applications for Council apprenticeships (18 participants). 8. Caring Futures Bootcamp (19 attendees) 9. Tour of Council water and sewer facilities (7 attendees). 10. Hospitality short course for youth (14 participants). 11. The Junior Jobs Drive (reached over 50,000 people on Facebook over October and November 2025). 12. How to Apply for Council Youth Traineeships (5 youth attendees). 13. New Year New Career 14. Community Services Jobs Drive (15 young people attended). 15. First Aid/CPR training. 16. Hospitality Short Course. 17. All Abilities Dinner Dance Employment Initiative.	
1.1.2.2 Provide the Y-Drive project to support attainment of licences for disadvantaged residents	Divisional Manager Community Development and Participation	The Y Drive program continued to support residents facing barriers to obtaining a driver's licence. During the year, 40 volunteer mentors assisted 580 learners to build supervised driving hours and strengthen literacy skills needed to complete the Driver Knowledge Test. Together, mentors and learners completed 5,094 driving sessions, recording 8,065 logbook hours and travelling 95,684 kilometres through a combination of volunteer-supported drives and professional driving lessons. As a result, 226 Y Drive participants obtained their provisional licence, 30 regained a full licence and 130 pre-learners successfully obtained their learner licence.	
1.1.2.3 Provided opportunities for the community to volunteer across Council programs	Director Community, Arts and Recreation	Council continues to provide diverse volunteer opportunities across multiple programs, supporting community participation, social connection, and environmental sustainability. Community Transport and Social Support programs were supported by 67 volunteers, including 25 volunteers in the Social Support Individual and Social Support group programs and 42 volunteers in Community Transport. Since January 2026, four volunteer inductions have been conducted, welcoming nine new volunteers. The Y Drive program supported 40 active volunteers assisting learner drivers in the community. One group induction and one individual induction were delivered during the	

		reporting period, supporting continued volunteer participation in the program. Council recognised the contribution of volunteers during National Volunteer Week 2026, hosting a volunteer appreciation event at the Eurobodalla Regional Botanic Garden. The event was attended by 130 Council volunteers and provided an opportunity to acknowledge and thank volunteers for their ongoing commitment to the community. Council Libraries engaged 26 volunteers across three volunteer programs, supporting the delivery of library services and community engagement activities. Landcare groups continued to make a significant contribution to environmental management across the Eurobodalla, supporting 26 groups from South Durras to Narooma and the Deua Valley. Volunteers contributed more than 9,000 hours to activities including weed control, litter collection, revegetation, community education, and pest animal management. Key initiatives included the Wagonga and Gundary Oval Saltmarsh Restoration projects, South Durras Bioblitz, South East Landcare Regional Muster, Critical Cockatoos revegetation works, Estuary Project weed control and revegetation activities, spotlighting events, plant identification training, and participation in Volunteer Expo and Volunteer Week events. Council also supported collaboration with a range of partners, including ANU Intrepid Landcare, Walbunja Rangers Batemans Bay Local Aboriginal Land Council, Australian National University medical students, OzFish, Clean Up Australia Day, Department of Primary Industries and Regional Development Fisheries, Wagonga Local Aboriginal Land Council, Local Land Services, and Repurposing for Resilience.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
1.1.2	Number of community programs delivered	190	
1.1.2	Number of L licences gained	130	
1.1.2	Number of P licences gained	226	
1.1.2	Number of active driving mentors	41	
1.1.2	External funding secured for Y Drive project	\$754,367	
1.1.2	Number of community volunteers	134	

1.1.3 - Develop and promote creative arts activities and industries, as guided by the Creative Arts and Public Arts Strategies

Action	Service	Project Status Update	Status
1.1.3.1 Coordinate art in public spaces and provide information about public art best practice	Divisional Manager Community Development and Participation	Council has coordinated and supported a range of public art projects. Key achievements include the donation of 22 sculptures by renowned Australian artists Gillie and Marc, involving Cultural Gift coordination, site management, and the installation of six major works in Batehaven, Moruya and Narooma. Three public art information sessions were delivered alongside ongoing communications via newsletters, radio, and social media. Additional projects included: • Acquisition for Sculpture for Clyde Knowing installed at Smoke Point Batemans Bay • Narooma Rural Fire Service mural • Bay Tennis hitting wall artwork • Narooma water tank designs • Durras bus shelter project • South Durras Skate-Park Mural • Cauty Street amenities mural – in progress	
1.1.3.2 Promote creative arts events and activities throughout Eurobodalla	Divisional Manager Community Development and Participation	The Arts Canvas newsletter is a monthly digital publication reaching over 2,500 subscribers, providing a platform for creatives across Eurobodalla to promote their activities. On average, it features 20–30 events each month alongside resources and information for the arts community. In addition, the Bas social media channels are a key platform for promoting exhibitions, events and creative programs, while supporting the wider arts ecosystem by sharing news, opportunities and achievements from artists, community groups and cultural organisations across Eurobodalla. The Bas channels generated 361,680 total views and 7,600 content interactions across Facebook and Instagram during the year. Facebook delivered the highest visibility, accounting for 272,060 views and 4,300 content interactions, while Instagram contributed 89,620 views and 3,300 content interactions.	
1.1.3.3 Encourage the appreciation and development of Aboriginal arts and cultural heritage through events and collaborations	Divisional Manager Community Development and Participation	Council has showcased Aboriginal arts and cultural heritage through multiple initiatives this year. This includes an exhibition featuring a local Aboriginal artist, another highlighting local Aboriginal elders and cultural content, and a First Nations exhibition on loan to the Bas through our philanthropic program. Three local	

		First Nations artists have had works commissioned and acquired for Council's art collection, and a First Nations artist solo exhibition at the Mechanics Institute is in the pre-exhibition phase. In addition, an Aboriginal Art Strategy funded through Create NSW is currently in the consultation stage.	
1.1.3.4 Deliver exhibitions and creative arts programs through Basil Sellers Exhibition Centre	Divisional Manager Community Development and Participation	The Bas annual program has delivered ten exhibitions this year, as well as three supported exhibitions at the Mechanics Institute. In addition, we have hosted 32 arts events and activities, including artist talks, opening events, long table events, and creative workshops. The Bas has welcomed 13,249 visitors this year. The \$50,000 Basil Sellers Art Prize preparation is ongoing with the call for entries opening on 1 June 2026. A successful Expressions Of Interest for the 2027 annual program has been conducted with 30 applications submitted.	
1.1.3.5 Develop the Eurobodalla Creative Arts Strategy 2025 - 2030	Divisional Manager Community Development and Participation	Consultation for the Eurobodalla Creative Arts Strategy 2025–2030 commenced in September and concluded in December 2025. Engagement included an online and paper-based community survey, an internal staff survey, consultation with Council advisory committees, and in-person data collection at arts events, markets, and the Eurobodalla Health and Community Expo. A cultural asset register was compiled, covering venues, arts groups, festivals, and creative enterprises in Eurobodalla, and representatives were invited to a networking and consultation event where data relating to creative enterprises was collected. The draft strategy was placed on exhibition during June 2026, with three submissions received.	
Link	Outcome		Period 1 July 2025 to 30 June 2026
1.1.3	Number of public art projects supported		9
1.1.3	Number of arts events and activities promoted		605
1.1.3	Number of arts social medial posts and newsletters sent		412
1.1.3	Number of Aboriginal arts and cultural heritage events and collaborations		8
1.1.3	Number of exhibitions and create arts activities delivered		45

1.2 – CELEBRATE AND SUPPORT PEOPLE OF ALL AGES

1.2.1 - Develop and provide quality early education services and programs

Action	Service	Project Status Update	Status
1.2.1.1 Coordinate and develop the Family Day Care service to support local families	Divisional Manager Community Development and Participation	Council coordinated the Family Day Care service which provided 4190 occasions of care during the year. The service successfully gained a grant to support new educators to start their business. The service engaged two new educators bringing the team to 10 educators across the Eurobodalla. The service waitlist has 89 children waiting for care. There have been two enquiries from prospective new educators who were unable to start due to qualifications or planning requirements. Educators and families celebrated Family Day Care week and Families Week by participating in the "Imagine Live" performance at the Yuin Theatre, and hosted six events related to the book/performance across the shire. The service remains compliant and meets all required standards of the National Law and Regulations as a result of independent audits and spot checks.	
1.2.1.2 Provide Out of School Hours (OOSH) and Vacation care services for 150 families	Divisional Manager Community Development and Participation	Council's three Out of School Hours and Vacation Care centres have provided a total of 8,824 occasions of service to 227 children during the year. Council's Out of School Hours (OOSH) programs provided children with a range of activities including: • Excursions to local recreation businesses such as golf clubs, pools, the airport, cinema, local beaches and parks. • Centre-based experiences included child led craft, science experiments, gardening, cooking, sporting activities, music, dance, visits from RSPCA, SES, RFS, and other local businesses. • Intentional learning opportunities included exploring personal safety, animal conservation and welfare, plant biology, ocean life and exploring authors. The services have celebrated and participated in NAIDOC Week, National Science Week, Families Week and Children's Week. The OOSH staff have focused on the implementation of Child Safety, regular training on child safe organisations, child protection	

		refresher and first aid training. All services have received compliance visits from the Early childhood Commission and have maintained compliance in all areas. Moruya OOSH underwent assessment and rating in January and meets the National Standards in all seven quality areas.	
1.2.1.3 Deliver grant funded child and family programs to support early learning and development from babies and pre-school aged children	Divisional Manager Community Development and Participation	Council's grant funded 3Bs playgroups provided nine fortnightly playgroups across seven locations in Eurobodalla with 208 families (508 participants) regularly attending at least one playgroup per fortnight. The 3Bs playgroups have provided community events including the Westpac helicopter discovery day, Cheeky Tunes interactive music performance, Science Week activities, Children's Week - Dr Suess inspired activities, and Transition to School parent evenings. The team also participated in community events such as NAIDOC Week and Families Week. Council's grant funded Embracing Participation and Embracing Babies programs have strong demand across the Eurobodalla. Embracing Babies has delivered the program to 62 new parents across three locations collaborating with the local Community Health and Tresillian Nursing service. This collaboration allows more families to be supported with early child health development and parenting concerns. There have been more families requiring support to access early childhood services due to waitlists and limited paediatric services in the Eurobodalla Shire. Community events have included NATSIC Day, Playdates with Emergency Services, Family evenings at OOSH, and collaborative activities with Yuin Theatre Imagine Live show.	
1.2.1.4 Organise and collaborate on family and children's activities for relevant national weeks of celebration	Divisional Manager Community Development and Participation	This year, Council provided a number of activities and small events for families with children to engage in including National Aboriginal and Torres Strait Islander Day held at Riverside Park, attended by 60 people in August; Children's Week - Playdates with Emergency Services, attended by over 600 people across the Shire and Dr Suess activities at three locations, attended by 70 people in October; Christmas show that 92 people attended in December; and Families Week - "Imagine Live" activities to support the theatre production at Yuin Theatre, attended by over 150 people in May.	

1.2.1.5 Seek opportunities to upgrade or replace the Narooma Out of School Hours (OOSH) building	Divisional Manager Community Development and Participation	The Narooma Out Of School Hours (OOSH) building is made up of three small demountable buildings and has aged significantly. The building is being monitored for safety and suitability and at this stage remains in working condition. With the growth of the school, options for locations are being considered for suitability both on and off the school grounds. At this stage, no grant funding has been attained.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
1.2.1	Family Daycare occasions of care	4,190	
1.2.1	Out of school hours occasions of care	5,575	
1.2.1	Vacation care occasions of care	3,249	
1.2.1	Number of educators providing Family Day Care services	10	
1.2.1	Number of educators providing out of school hours care	6	
1.2.1	Number of educators providing vacation care	18	
1.2.1	Number of children enrolled in Family Day Care	111	
1.2.1	Number of children enrolled in out of school hours care	227	
1.2.1	Number of children enrolled in vacation care	227	
1.2.1	Family Daycare service meets or exceeds National Quality Standards	100%	
1.2.1	Out of school hours service meets or exceeds National Quality Standards	100%	
1.2.1	Vacation care service meets or exceeds National Quality Standards	100%	
1.2.1	Number of participants in 3Bs playgroup	508	
1.2.1	Number of participants in Embracing babies	429	
1.2.1	Number of children and family focussed events supported	23	
1.2.1	Number of community programs delivered	11	
1.2.1	Number of celebratory occasions and community grants supported	11	

1.2.2 - Provide services and strengthen opportunities to retain and attract youth, supported by the Youth Action Plan

Action	Service	Project Status Update	Status
1.2.2.1 Celebrate Youth Week events to promote the vibrancy and contribution of young people in our community	Divisional Manager Community Development and Participation	Council celebrates Youth Week through events that promote the vibrancy and contribution of young people in our community. The youth team work with members of Council's Youth Committee to design and deliver events that strengthen opportunities to retain and attract	

		youth, including Council's iconic annual Currents Battle of the Bands youth live music competition. The 2026 event had over 300 young people participate and was delivered through the support of a team of young volunteers and community partners. Positive feedback from young people and parents included praise for the inclusivity, safety and community centred nature of the event. In addition, Council planned and delivered three wellbeing themed youth activities during Youth Week 2026, including pottery, art, music and yoga workshops for 31 youth, and partnered with Katungul's youth day, providing ice bath and resilience activity to 30 young people.	
1.2.2.2 Coordinate Council's Youth Committee and the Eurobodalla Workers with Youth Network to actively support and promote youth service delivery	Divisional Manager Community Development and Participation	Council coordinated and delivered nine Youth Committee meetings to 184 young people representing membership from all five local high schools. Four Eurobodalla Workers with Youth Network meetings were facilitated with 70 participants representing a range of youth services and programs. A combined Youth Committee and Workers with Youth Network meeting was held with 15 service providers and 35 youth committee members, providing an opportunity for youth voices to be heard and influence youth service delivery. In December, the youth team hosted Council's first overnight youth leadership camp for youth committee members. Key projects included co-design of youth leadership camp, with young people demonstrating increased leadership capability, confidence, and group cohesion through hands-on activities and real opportunities to apply skills in practice. Other key projects included consultation for Council's creative arts, communications and libraries strategies, youth disaster preparedness, consultation on OT Caring Futures program, co-design of events including Youth Week events and debating. The team also planned and delivered three Workers With Youth Network meetings to 55 participants from the local youth sector, focusing on drug and alcohol harm minimisation for young people, disaster preparedness, Community of Practice principles, best practice for the network and celebrating service and sector achievements. With a focus on youth centred program and service delivery, Council's youth team established a Community of Practice bringing together youth development officers from a	

		range of Councils across NSW to share best practice and support coordination and collaboration with youth committee and youth network members.	
1.2.2.3 Provide a diverse range of youth programs and events to improve youth participation and wellbeing	Divisional Manager Community Development and Participation	Council's Youth Services delivered a diverse range of programs and events designed to enhance youth participation, connection and wellbeing across Eurobodalla. In alignment with Council's Youth Action Plan, 68 youth services were delivered to 4,497 young people, helping to strengthen local opportunities that support the retention and attraction of young people in the region. Programs and events were delivered throughout Eurobodalla by the Youth Services team, often in partnership with community organisations and stakeholders. Major events included the Mogo NAIDOC Big Day Out, Mogo Trails Launch Event, Westpac Helicopter Day, Trick or Beats Youth Halloween Music Event, Currents Battle of the Bands, Queerobodalla Pride in the Park and Winter SOULstice. Youth Services also supported smaller community-based activities, including South Durras and Tomakin community days and creative workshops in Batemans Bay, Mogo and Moruya. Strengthening relationships with young people through local high schools remained a key focus. 17 pop-up school events were delivered, addressing topics such as LGBTQIA+ inclusion, R U OK? Day, youth mental health, social connection, harmony and diversity, wellbeing, creativity, and healthy relationships through the Love Bites program. Employment and enterprise initiatives provided young people with practical pathways to skill development and employment. Five young people aged 18–24 participated in a small business development program, receiving mentoring and training in concept development, branding, online sales, merchandising and customer service. A further 14 young people completed a free hospitality skills program covering food safety, responsible service of alcohol and barista training. A significant highlight was the Faces of Pride mask workshop series delivered across four high schools. The program brought LGBTQIA+ young people together to creatively express their interpretation of pride, leading to the establishment of regular Rainbow Group meetings. Thirty mask artworks were produced	

		and exhibited at three community events during Pride Month. Council's Employment Projects Team also provided individual employment and training support to 115 young people and delivered employment-related programs and activities for a further 179 young people. Key initiatives included promoting junior jobs in aged care, reaching more than 25,000 people through Facebook, supporting students at the Career Transition Pathways event through industry tours and career information sessions, delivering workshops on applying for Council apprenticeships and traineeships, and assisting young job seekers with apprenticeship applications. The team also participated in career information sessions at local high schools, co-hosted a Caring Futures Bootcamp, organised tours of Council's water and sewer facilities, and delivered the annual Junior Jobs Drive, which reached more than 50,000 people on Facebook.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
1.2.2	Two free events held in conjunction with the Youth Committee during youth week	4	
1.2.2	Number of youth focussed local events promoted	206	
1.2.2	Number of Youth Committee meetings held	9	
1.2.2	Number of stakeholders engaged via Youth network google group	244	
1.2.2	Number of youth programs delivered	76	

1.2.3 - Collaborate with services that support positive ageing and assist vulnerable community members

Action	Service	Project Status Update	Status
1.2.3.1 Continue to work with key stakeholders to support the aged care sector locally	Manager Community Care	Ongoing aged care sector engagement to support the transition to new aged care reforms was key this year. Council collaborated with local providers to ensure all eligible clients can access Social Programs and Community Transport, and that support is provided to individuals to engage with the 'My Aged Care' portal. Sector support and development continued to engage with local service providers by keeping them up to date with the important information with a fortnightly newsletter, which included key information from the Department Health, Disability and Ageing. Council co-hosted an Ageing Forum for local residents to hear from key stakeholders, which saw 80 residents attend. Sector support and	

		development in conjunction with The Centre for Volunteering co-hosted a South Coast volunteer workforce forum which saw 19 service providers attend to engage with sector leaders for a practical, solutions-focused ideas, exploring the current challenges and opportunities in volunteer recruitment and retention.	
1.2.3.2 Provide community transport services to transport disadvantaged and elderly Eurobodallans	Manager Community Care	Community Transport is funded through three streams to deliver health-related and non-health related transport services to eligible transport disadvantaged residents. During the reporting period, the new team structure was fully implemented, with recruitment to all positions now complete. Following service delivery changes implemented in the previous year, the new operating model is now well established and has contributed to improved outcomes for the community. This update has shown growth and development of the services with an overall increase of 7.9% of trips provided to our community.	
1.2.3.3 Provide social support to older isolated clients in the community working alongside other stakeholders	Manager Community Care	Council continued to deliver the Social Support Program in collaboration with key stakeholders to support older community members experiencing social isolation. Through partnerships with service providers, community organisations, and support agencies, the program strengthened social connections, reduced isolation, and facilitated access to appropriate services and community activities for eligible clients. Over the year, Council expanded the program by introducing additional day trips to a broader range of destinations, increasing opportunities for social participation and community engagement. Monthly activity calendars were provided with a variety of events available across the shire. Council further strengthened program delivery by expanding its volunteer workforce and increasing activity officer capacity, enabling support to be provided to a greater number of eligible clients while maintaining the quality and accessibility of services. These enhancements have contributed to an increase in program referrals with the service increasing its client service hours by 22.94% across social support individual and social support group.	
1.2.3.4 Finalise expenditure relating to ceasing the provision of Disability services, Aged Care Packages and Seniors respite services	Manager Community Care	All financial transactions associated with the cessation of NDIS and selected aged care services have been finalised, including recovery of outstanding payments, resolution of staff	

		costs and entitlements, and settlement of lease exit and service closure expenses. All obligations have been reconciled and closed out in accordance with relevant requirements.	
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1.3 – FOSTER A SAFE COMMUNITY

1.3.1 - Collaborate with partners and other stakeholders and deliver activities to address issues of community safety

Action	Service	Project Status Update	Status
1.3.1.1 Coordinate the management of beach safety through the lifeguard contract and provision of lifeguard towers		Council engaged Australian Lifeguard Services to provide professional beach patrol services across Eurobodalla's eight patrolled beaches again this patrol season. Patrols commenced on 22 December 2025. The Australian Lifeguard Services now track beach attendance via the Surf Lifesaving Patrol app, with information provided at the end of the contracted summer season. 60,589 visitors attended our beaches; this is down compared to the last season as this correlates with the weather experienced in the back half of the season. During this time, 36 rescues were performed, and there were 19 first aids administered to multiple beach attendees; however, no major incidences were reported, and overall lifeguard interventions (rescues & first aid) were less than the previous season. The lifeguard contract also supports the installation of council's mobility mats, assisting members of the community with a disability or low mobility to access the beach. Feedback on the mats continued to be positive over the summer season.	
1.3.1.2 Provide road safety programs and projects in line with the Road Safety Plan	Divisional Manager Technical Services	Council continued to deliver road safety programs and initiatives in accordance with the Eurobodalla Road Safety Plan 2025–2028, supporting safer road user behaviours and improved community awareness of road safety issues. During the reporting period, all road safety education and community engagement programs scheduled for the 2025/26 financial year were successfully delivered. These initiatives included National Road Safety Week, Hold My Hand – It's Holiday Time Pedestrian Safety, Coffee with a Cop, RBT Plan B, Caravan Weigh Safety Day, Sea Otter Australia Cycle Festival – Bicycle Safety, and the Kings Highway	

		Road Safety Partnership. These programs targeted a broad cross-section of the community and focused on key road safety priorities including pedestrian safety, impaired driving, active transport safety, heavy vehicle and caravan safety, and responsible road user behaviour. Council's leadership and commitment to road safety were recognised at the IPWEA NSW & ACT Engineering Excellence Awards, where Council received the 2026 Excellence in Road Safety Award for the Eurobodalla Road Safety Plan 2025–2028 and the delivery of its 2024/25 Road Safety Program. This achievement reflects the effectiveness of Council's strategic and evidence-based approach to improving road safety outcomes across the Shire. Council is currently seeking funding opportunities to support the ongoing delivery of road safety initiatives during the 2026/27 financial year. Funding applications have been submitted for a range of programs and community engagement activities, including: • RBT Plan B – promoting safer transport options and reducing drink driving. • Caravan Weigh Safety Day – educating caravan owners on safe loading and towing practices. • E-mobility and Helmet Safety at the Sea Otter Australia Cycle Festival – promoting the safe use of e-bikes, e-scooters and bicycles. • Child Car Seat Fitting Days and child restraint education programs. • Kings Highway Road Safety Partnership – continuing targeted road safety initiatives along this key transport corridor. • Survive the Ride Motorcycle Safety Program. • Coffee with a Cop – Motorcycle Safety Edition, providing opportunities for riders to engage with local police and discuss road safety issues. • Older Road User Safety Program, focusing on pedestrian and road safety awareness for residents aged 65 years and over. • National Road Safety Week community awareness activities. • Road Safety Awareness Campaigns highlighting how everyday road user behaviours contribute to safer roads. • Speed on Local Roads Project, delivered in partnership with NSW Police to raise	
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		awareness of speeding risks and encourage compliance with speed limits. Council also continued to support road safety outcomes through the operation of the Local Transport Forum (LTF). This ongoing program of education, engagement, planning and partnership demonstrates Council's continued commitment to improving road safety and reducing the incidence and severity of road trauma within the Eurobodalla community.	
1.3.1.3	Investigate safety issues raised associated with trees on council-controlled land	All tree issues raised within council-controlled land and roadside reserves have been completed.	✓
1.3.1.4	Investigate and manage illegal dumping incidents	Divisional Manager Development and Compliance Council has received, investigated and reported 432 customer service requests to the NSW Environmental Protection Authority as part of the Regional Illegal Dumping (RID) Program.	✓
Link	Outcome	Period 1 July 2025 to 30 June 2026	
1.3.1	Number of tree inspections	576	
1.3.1	Number of illegal dumping incidents	432	

1.3.2 - Work with agencies and emergency services to coordinate emergency management, disaster recovery, and improved preparedness to natural hazards and pandemics

Action	Service	Project Status Update	Status
1.3.2.1 Continue to work with the NSW Government to deliver the Eurobodalla Regional Co-Located Emergency Services precincts in Moruya and Surf beach	Local Emergency Management Officer	Council signed an agreement with the State Emergency Service and NSW Rural Fire Service for the delivery of both the Surf Beach and Moruya Eurobodalla Regional Co-Located Emergency Services precincts. NSW Public Works is managing the design and construction for both projects. Construction tenders for the Moruya Eurobodalla Regional Co-Located Emergency Services precinct have now closed, and monthly project meetings have been held during the year. Construction of the Surf Beach Emergency Services precinct is complete and now occupied by the SES and RFS. Council has commenced construction on the access road for the roundabout on the Princes Highway south of Moruya, that will service the Moruya Eurobodalla Regional Co-Located Emergency Services precinct, the Moruya TAFE campus and the South Moruya urban area.	✓
1.3.2.2 Support emergency services, government agencies and supporting organisations in planning, preparing, responding, and recovering from	Local Emergency	Council hosted three Local Emergency Management Committee (LEMC) meetings and three Local Rescue Committee (LRC) meetings and attended four Bushfire Management	✓

natural disasters through the Emergency Management, Rescue and Far South Coast Bushfire Risk Management Committees	Management Officer	Committee meetings during the annual reporting period. Councils ongoing support to emergency management is dependent on emergency operations managed by the relevant combat agencies, with council providing LEMC coordination and Emergency Operations Centre (EOC) support as required.	
1.3.2.3 Advocate for emergency management and preparedness improvements for Eurobodalla	Local Emergency Management Officer	This year, Council has provided support for community led initiatives, attended workshops to develop Disaster Adaptation plans and disability inclusive emergency planning, and collaborated with local Aboriginal communities to tailor planning specific to cultural considerations. Council and the NSW combat agencies continue to collaborate and advocate for emergency management and preparedness improvements for Eurobodalla through the Local Emergency Management Committee (LEMC).	✓
1.3.2.4 Conduct fire mitigation on Council controlled land		During the year, Council treated 276 hazard reduction sites in accordance with the Bush Fire Risk Management Plan to monitor and maintain the various Asset Protection Zones (APZ) including: • 147ha asset protection zone slashing • 67ha asset protection zone hand clearing • 17ha asset protection zone grooming/mulching • 5.2ha hazard reduction burning in Lilli Pilli	✓
1.3.2.5 Promote Council's two-week free green waste drop off period at waste management facilities in conjunction with Rural Fire Service 'Get Ready' program	Divisional Manager Waste	Council waived approximately \$20,000 in gate fees for the disposal of green waste to support the community in preparing their properties for the upcoming bushfire season for a two-week period between 15 and 28 September 2025. The program was well received by the community with approximately 540 tonnes of green waste received across Council's waste facilities. The cost to deliver the program was approximately \$40,000 plus in-kind support.	✓
1.3.2.6 Build the necessary infrastructure to install six back up power generators at Council facilities to support emergency evacuation centres		Council has installed generator changeover infrastructure (switch, cables and connections) at the six identified emergency evacuation centres in Eurobodalla, allowing generators to be connected and brought online as required. The Moruya showground generator is onsite in a purpose built shed and hard wired to the main switch board All the remaining generators have been tested under load at their locations and are in storage to support emergency operations when required.	✓

Link	Outcome	Period 1 July 2025 to 30 June 2026
1.3.2	Number of generators installed	6

1.3.3 - Deliver legislated health protection and regulatory programs to protect public health and wellbeing

Action	Service	Project Status Update	Status
1.3.3.1 Promote and undertake the food inspection program in accordance with the Food Authority guidelines and Scores on Doors program	Divisional Manager Development and Compliance	Council conducted a total of 224 food premises inspections with 86% receiving a 4 star or 5 star rating.	
1.3.3.2 Undertake commercial public pool water quality inspection program	Divisional Manager Development and Compliance	Council conducted 51 commercial public pool water quality inspections which resulted in 100% compliance.	
1.3.3.3 Undertake liquid trade waste inspections and/or audits	Divisional Manager Development and Compliance	Council conducted 337 liquid trade waste inspections which resulted in 94% compliance.	
1.3.3.4 Monitor, inspect and respond to issues in relation to public safety	Divisional Manager Development and Compliance	Council received 582 customer service requests for matters relating to public safety such as abandoned vehicles, unsafe parking and illegal camping; and 669 customer service requests related to noise, air, land, water pollution, waste, invasive species and development compliance.	

Link	Outcome	Period 1 July 2025 to 30 June 2026
1.3.3	Number of food inspections	224
1.3.3	Number of liquid trade waste inspections	337
1.3.3	Number of public safety issues reported	1,251

1.3.4 - Provide companion animal services, guided by the Companion Animal Management Plan

Action	Service	Project Status Update	Status
1.3.4.1 Respond to public safety matters associated with animal control	Divisional Manager Development and Compliance	Council received 1010 customer service requests for matters relating to animals, such as straying/roaming animals, dog attacks and nuisance barking dogs.	
1.3.4.2 Promote and encourage desexing, microchipping and registration of animals	Divisional Manager Development and Compliance	Council undertakes monthly audits of the NSW Companion Animal Register & sends correspondence to animal owners who are required to lifetime register and/or desex their animals by 12 weeks of age. Community education is provided via media releases and Council website.	

1.3.4.3 Manage animal impounding and rehoming	Divisional Manager Development and Compliance	124 dogs and 62 cats were impounded with 148 returned to owners or rehomed. The remaining animals were assessed as being unsuitable for rehoming and were assessed as feral cats (18) or were dogs (14) assessed as having aggressive temperaments, illnesses or declared as menacing or dangerous dogs.	✓
1.3.4.4 Continue work to replace Eurobodalla's animal shelter/pound	Divisional Manager Development and Compliance	The development application for the Animal Shelter has been out for community consultation as part of the application process. Council staff are reviewing submissions to determine if the plans should be modified to address issues raised. Council will also consult with veterinarians in preparing the final plan set. The consultant planner will review the application and provide an assessment report to Council for determination at a Council meeting. It is likely to be reported to Council by the end of 2026.	✓
Link	Outcome	Period 1 July 2025 to 30 June 2026	
1.3.4	Number of reported animal control incidents	1,010	
1.3.4	Percentage of seized animals reunited with owner	83%	

1.4 – PROMOTE ACCESS TO QUALITY HEALTH AND COMMUNITY SERVICES

1.4.1 - Advocate for improved health outcomes for Eurobodalla

Action	Service	Project Status Update	Status
1.4.1.1 Work with the NSW Government to maximise health outcomes for residents	Divisional Manager Community Development and Participation	Council continued to work with the NSW Government and health sector partners to advocate for improved health outcomes for the community. Three advocacy letters were sent supporting the delivery of radiotherapy services, the continuation of a 24/7 emergency department at Batemans Bay Hospital and health service continuity during the transition to the new Eurobodalla Regional Hospital. Councillors and the general manager also met with the NSW Minister for Health to advocate for retaining a 24/7 emergency department at Batemans Bay Hospital following the opening of the Eurobodalla Regional Hospital and to reinforce the need for an oncology unit in Moruya. Council further supported health outcomes through participation in the Eurobodalla Regional Hospital Arts Committee, the Ageing Well Eurobodalla Roundtable and the continued delivery of the federally funded Sector Support and Development program supporting local aged care providers.	✓

1.4.2 - Collaborate with services that support people with disability and their carers and implement the Disability Inclusion Action Plan

Action	Service	Project Status Update	Status
1.4.2.1 Coordinate the Disability Inclusion Advisory Committee and progress associated projects	Divisional Manager Community Development and Participation	The Disability Inclusion Advisory Committee meeting agenda items addressed the Draft Disability Inclusion Action Plan (DIAP) consultation and exhibition process, development of the Creative Arts Strategy, and the Draft Pathways Strategy. The Committee also noted the appointment of two new members and one resignation. Following public exhibition of the draft DIAP, one submission was received and considered, with the DIAP proceeding to Council on 30 June 2026 for adoption.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
1.4.2	Number of Disability Advisory Committee Meetings	5	

2. OUR ECONOMY - WE HAVE A STRONG ECONOMY WITH LEARNING, EMPLOYMENT AND BUSINESS OPPORTUNITIES

2.1 – SUPPORT DIVERSIFIED INDUSTRY AND THRIVING BUSINESSES

2.1.1 - Collaborate with other service providers and business owners to support local businesses to thrive, invest, diversify and grow guided by the Economic Development Strategy

Action	Service	Project Status Update	Status
2.1.1.1 Finalise a revised Economic Development Strategy	Manager Economic Development and Place Activation	The first stage of consultation is complete with 90 surveys and two submissions received focusing on business opportunities, barriers to growth and activation ideas. There were 12 one-to-one meetings conducted and three drop-in sessions in Batemans Bay, Moruya and Narooma. The information in conjunction with revised economic reports will inform the draft strategy. The review is progressing but has experienced delays due to emerging operational priorities. Work will continue to develop the draft strategy anticipated by late 2026.	
2.1.1.2 Work in partnership with chambers of commerce and other industry leaders to improve the economic environment in Eurobodalla and support local businesses to build capacity	Manager Economic Development and Place Activation	Council engages with the five Chambers of Commerce across the Eurobodalla shire to share information of interest to members, seek Chamber contribution to key documents and policies, and support economic stimulus activities. Council provided support to the: • Batemans Bay Business and Tourism Chamber: creating a Christmas in July event to increase economic activity during off peak spending and formed a business collective for future activations. • Mogo Village Business Chamber: informing of opportunities through mountain biking and leveraging of key events such as Sea Otter Australia. Council partnered with the joint opening of the community facility and Mogo Trails in July.	

		• Moruya Business Chamber: Christmas/membership recruitment event. • Narooma Chamber of Commerce: provided assistance on the permission process for the temporary installation of LED Christmas lights. • Tilba & District Chamber of Commerce: small towns and villages activation program activity and is working with the chamber on signage requests. Council also hosted an end of year luncheon to thank the executive members for their voluntary contribution and participation in council consultation.	
2.1.1.3 Collaborate with industry groups and bodies to welcome new and emerging industry and promote Eurobodalla as a place to do business	Manager Economic Development and Place Activation	Council worked with local businesses to create resources such as the bi-annual Eurobodalla economic brief to support evidence of data led decision making, and new marketing materials that showcase local business owners through the use of photographic stock taken from two photo shoots. Council also shares key economic trends in business newsletters. Council's work with external stakeholders to support our economic ambitions included: • Sponsor and holding the position of Chair of the Canberra Joint Region Regional Economic Development Working Group that highlights opportunities for investment in southern NSW. • Participating in the development of reports from Regional Development Australia to support workforce development, address housing, and transport and infrastructure needs. • Working with the NSW government to promote grant programs to facilitate new investment through attraction of industry or innovating existing business to enable participation in the circular economy.	
2.1.1.4 Work with stakeholders to activate key commercial locations to generate improved economic activity	Manager Economic Development and Place Activation	Council has implemented the small towns and villages activation program, partnering with local businesses to activate smaller commercial centres. In the absence of external funding, small scale projects have included: • Dalmeny Summer Fest: the inaugural activation included 30 market and community stalls on the Dalmeny foreshore adjacent to the local shops. Designed as a community event to engage with locals in a traditionally quiet period of spending activity, the event attracted 1,000 people. • A Very Tilba Christmas: supporting the Tilba & District Chamber of Commerce, the activation included community and market stalls with extended retail hours to attract residents and	

		early arrival visitors to commence Christmas Shopping locally. Council was selected for a pilot program delivered by the state government to provide staff development for strategic activation of the night-time economy focusing on commercial precincts.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
2.1.1	Number of businesses assisted	228	
2.1.1	Number of activities undertaken	12	
2.1.1	Number of activation activities	4	

2.2 – PROMOTE VIBRANT EVENTS AND TOURISM TO BECOME A TOP DESTINATION

2.2.1 - Support the local tourism industry to be viable year-round and encourage development of sustainable visitor experiences as guided by the Eurobodalla Destination Action Plan

Action	Service	Project Status Update	Status
2.2.1.1 Facilitate genuine and effective industry engagement and implement a regular visitor research program	Manager Visitor Economy	The Visitor Economy Advisory Committee is established and operating, and two industry forums were held during the year (November 2025 and May 2026). The design of an industry resource & research dashboard is complete and is now under review with Council's Information Technology team.	
2.2.1.2 Commence development of an agritourism strategy to enhance focus on culinary and agritourism for Eurobodalla	Manager Visitor Economy	Council has developed an agritourism and culinary strategic framework. The announcement of an Oyster Trail partnership with Sapphire Coast was made at the May Tourism Industry Forum. A draft Memorandum of Understanding (MOU) has been developed and provided to Bega Valley Shire Council for feedback. The development of an implementation strategy and industry onboarding will commence when the MOU has been finalised.	
2.2.1.3 Create a destination marketing plan to guide all marketing and marketing-communication activities	Manager Visitor Economy	Council has developed a Destination Marketing Plan. The marketing plan will evolve as relevant data and/or qualitative feedback demands. Activity and achievements will continue to be communicated through the Tourism Industry Newsletter.	
2.2.1.4 Consider the visitor servicing needs and optimise channels to best reach target market audiences	Manager Visitor Economy	Channel optimisation and audience targeting is a continuous activity with ongoing investment into search engine optimisation and content creation and revision. Performance is monitored using research and tracking tools at least monthly.	

		Eurobodalla.com and social media channels remain the primary channel for all external and in-destination visitor information. Printed in-destination visitor information needs and distribution partnerships is also currently underway.	
2.2.1.5 Create and implement a hyper-local campaign to activate residents to invite their friends and relatives to visit Eurobodalla	Manager Visitor Economy	Phase 1 (Meet a Local) is currently underway and the first two "Meet a Local" pilot videos have been completed. Meet a Local concept print executions have also been developed. Anticipated launch is November 2026.	
2.2.1.6 Finalise the installation of signage at Tilba Tilba and Central Tilba, Tomakin, Broulee, Mossy Point, Batehaven	Manager Grants and Events	The installation of tourism wayfinding signage at Tilba Tilba and Central Tilba, Tomakin, Broulee, Mossy Point, and Batehaven is complete. Additional grant funding also enabled tourism wayfinding signage to be installed at: • Narooma – north and south • Moruya – north and south • Batemans Bay – north and south • Western gateway – top of the Clyde mountain on Kings Highway • Northern gateway – north of South Durras turnoff, Princes Highway	

2.2.2 - Collaborate to sustainably plan for and manage the Mogo Adventure Trail Hub

Action	Service	Project Status Update	Status
2.2.2.1 Establish a new governance framework for the management and maintenance of mogo trails	Chief Operating Officer	The Mogo Trails Management Plan is currently in draft form and is being developed to support the transition to an in-house trail management and maintenance model. Recruitment is underway for dedicated maintenance staff, with this new operating model set to enhance the management and maintenance of the trail network.	

2.2.3 - Encourage a variety of quality events to drive economic development as guided by the Events Strategy

Action	Service	Project Status Update	Status
2.2.3.1 Attract and support quality events that drive visitation to the shire and enhance community life	Manager Grants and Events	Council's events team supported and facilitated 58 external events during 2025-26, ranging from small community events to large festivals. These events drove visitation to Eurobodalla and enhanced community life.	
2.2.3.2 Support Council led events including civic functions	Manager Grants and Events	Council's events team continued to support, coordinate and deliver a variety of council events. The following Council events were delivered between 1 July 2025 and 30 June 2026:	

		• NAIDOC Week Flag Raising Ceremony • Mogo Trails community ride day and official opening • Bill Smyth oval upgrade official opening • Mayor's Charity Ball • Dalmeny SummerFest • Eurobodalla Business Awards • Playdate with Emergency Services • Art on the Path	
2.2.3.3 Audit the event permit approval process and simplify event application forms	Manager Grants and Events	An audit of the event permit approval process has been completed. Based on these findings, new event application forms have been developed and will commence being used from July 2026.	✓
2.2.3.4 Update and standardise the Eurobodalla Events Policy, Guidelines, and planning templates	Manager Grants and Events	The Eurobodalla Events Strategy 2025-29 was adopted by Council on Tuesday 22 July 2025. An update and standardisation of guidelines and planning templates has been completed.	✓
2.2.3.5 Develop an event in-kind support package agreement to reflect Council contributions to events	Manager Grants and Events	A review of Council's event in-kind support has been completed. A formal agreement between Council and event organisers that receive in-kind support for events has been developed.	✓
Link	Outcome	Period 1 July 2025 to 30 June 2026	
2.2.3	Number of events supported	67	
2.2.3	Number of new events held in Eurobodalla	5	

2.2.4 - Provide a Regional Botanic Garden of Excellence

Action	Service	Project Status Update	Status
2.2.4.1 Provide quality visitor experiences at the Eurobodalla Regional Botanic Garden	Divisional Manager Property	A range of quality events occurred throughout the year including the From the Forest Festival, book fair, school holiday activities, specialised guided walks and workshops. The garden was also a venue for significant regional events including Fungi Festival and National Volunteer Week celebrations. The quality of the Garden Shop and café also continues to attract visitors. The Mogo Trails continue to have a positive effect as bike riders and their families now make up 7.6% of our visitors. The completion of our Wellness Walk has added to the quality of our visitors experience and collaborations with Council's Environment and Children's Services teams to put on community events based at the garden has proved very successful.	✓
2.2.4.2 Coordinate the established volunteer network to support the Eurobodalla Regional Botanic Garden	Divisional Manager Property	During 2025-26, volunteers contributed 15,574 hours of volunteer labour for the Eurobodalla Regional Botanic Garden which was an increase of 1.4% on the previous year. Volunteers were	✓

		coordinated by staff in all areas including site maintenance, horticultural work, nursery production, visitor services, education programs, guiding and data entry. In order to maintain our volunteer levels, Council undertook several successful inductions for new volunteers. Staff continued to train volunteers throughout the year with guiding workshops, hands on tuition and manual handling training. Council catered a Christmas team lunch for volunteers in addition to a thank you lunch celebrating National Volunteer Week.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
2.2.4	Number of visitors to the Eurobodalla Regional Botanic Garden	94,707	
2.2.4	Number of volunteers for the Eurobodalla Regional Botanic Garden	127	
2.2.4	Total number of volunteer hours	15,574	

2.3 – SUPPORT RICH LEARNING OPPORTUNITIES AND EXPERIENCES

2.3.1 - Advocate for increased tertiary education courses to be run locally, including trade certification

Action	Service	Project Status Update	Status
2.3.1.1 Collaborate with stakeholders to advocate for and address local tertiary educational needs and opportunities	Manager Economic Development and Place Activation	Council has met with TAFE NSW to assist with arrangement for local consultation on services and course offerings in Batemans Bay and Moruya. A meeting was also held with the Pro-Vice Chancellor (Regional and Metro) to discuss the pipeline of future students in relation to course offerings. Council also supported the University of Canberra to design a 14-week Master of Architecture course on design resilience focusing on Batemans Bay. Council provided guidance and technical advice to support student outcomes shared with Council for consideration in future designs.	

2.3.2 - Advocate for diverse employment opportunities and provide opportunities for apprenticeships at Council

Action	Service	Project Status Update	Status
2.3.2.1 Promote work opportunities and provide career and training support through the Job Shop and Employment Projects		Council's Employment Projects team, operating through The Job Shop, worked to provide individual supports and programs to strengthen Eurobodalla's economy including rich learning opportunities and diverse employment readiness and business development services. Seventeen employment ready programs were delivered to 329 participants, while 97 employers received	

		targeted recruitment assistance to build their workforce. Individual employment, career and educational supports were delivered to 202 new Job Shop clients throughout the year, adding to a total of 433 clients receiving support. Programs, services and supports resulted in 223 job outcomes, the promotion of 3,705 jobs through the weekly Eurobodalla Job and Training Alert which is emailed to 2,080 subscribers. The Job Alert highlighted 1,538 inclusive jobs and received on average 3,600 Facebook views per week, generating 1,857 enquires annually. The Job Shops unique community-based employment and training support service model was recognised for its agile response to changing labour market and community needs, announced as winner of the Special Project Initiative (population under 100,00) at the 2026 Local Government Professionals Australia NSW awards.	
2.3.2.2 Provide employment and development opportunities at Council through the apprenticeship and traineeship program	Manager, People Capability	Council invested in workforce capability through its apprenticeship and traineeship programs. During the financial year, Council successfully onboarded nine new apprentices under the NSW Government's Fresh Start Program. These new roles build on Council's strong history of supporting career pathways, including the ongoing Youth Employment and Training Scheme (YETS). In 2025–26, Council supported: • 18 apprentices in civil construction, plant operations, mechanical, carpentry, nursery, and parks and gardens • eight trainees in water and sewer services • eight youth business administration trainees (YETS) • seven cadets • 25 existing staff pursued certificate-level qualifications	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
2.3.2	Number of individuals assisted in employment	433	
2.3.2	Number of jobs promoted	3,705	
2.3.2	Number of employment outcomes	223	
2.3.2	Number of employers supported	97	
2.3.2	Number of job shop or employment programs delivered	17	
2.3.2	Number of apprenticeships and trainees	66	

2.3.3 - Provide quality library services, programs and resources, as identified in the Eurobodalla Library Strategic Plan

Action	Service	Project Status Update	Status
2.3.3.1 Develop and promote library and information services to foster lifelong learning and access to information	Divisional Manager Community Development and Participation	Council's library service is promoted through a range of media including the library newsletter and library app. We are also making good use of Facebook and beginning the use of Instagram to market events. Members are making use of eResources such as BorrowBox, IndyReads and uLibrary. uLibrary is a new platform that offers eBooks and eAudiobooks. The library is continuing to host events that foster lifelong learning and access to information, including but not limited to Science Week events in partnership with UOW and Aboriginal Family History Workshops in partnership with Link-Up NSW Family Link Program which will use Ancestry.com Library edition.	
2.3.3.2 Maintain and enhance the library's digital collections, including eBooks, audiobooks, and online databases	Divisional Manager Community Development and Participation	uLibrary, which provides eBooks and eAudiobooks and allows simultaneous use with no wait times usage has increased this year. Council has purchased additional titles BorrowBox to meet the large demand for eAudiobooks. Member suggestions and titles with long wait times continue to determine our purchasing. Use of the eResources has grown and members are exploring all the platforms that are on offer. Council advertised BorrowBox, comicsplus, and our digital research platforms more to increase their visibility and use.	
2.3.3.3 Maintain and enhance the library's physical lending collections	Divisional Manager Community Development and Participation	Council's library collection is well used with turnover and borrowings above State Library requirements this year. The Books2Go program is very popular with staff purchasing from local suppliers regularly that enabled quick access to new release and popular titles. Members continued to provide suggestions for purchase and staff reviewed requests regularly to meet customer needs. The library collections were floated between branches, which meant increased access to content and a reduction in the need for reservation fees on those items across the shire. The collections floating were easy (including Board Books) and Youth Fiction including Youth Audio, Youth Dyslexic Print, Youth Biographies and Youth Graphics.	
2.3.3.4 Deliver programs and events via libraries to support discovery, wellbeing, and learning	Divisional Manager Community	This year 645 events have been delivered across the library service, with more than 9,000	

	Development and Participation	participants coming together to learn, create, connect and share experiences. Programs catered to all ages and interests, ranging from Baby Rhyme Time, Toddler Time and Story Time to author talks, technology sessions, creative workshops, social groups and lifelong learning opportunities. School holiday activities continued to provide engaging experiences for families, including hands-on craft, STEM and creative programs. Libraries also hosted a range of special events and partnerships, fostering community connection and supporting literacy, learning and wellbeing. Through both in-person and streamed events, including access to major literary festivals and author talks, local residents were able to engage with high-quality cultural and educational experiences close to home.	
2.3.3.5 Develop the Eurobodalla Library Strategic Plan 2025–2030	Divisional Manager Community Development and Participation	Development of the Eurobodalla Library Service Strategic Plan 2026–2030 is progressing with the document being drafted. Feedback gathered throughout the consultation process has helped identify key priorities and opportunities to guide the future direction of the Library Service across the Eurobodalla. It is anticipated that the strategy will be ready for public exhibition in August 2026.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
2.3.3	Total number of library members	19,645	
2.3.3	Number of new library members	1,263	
2.3.3	Number of people using library computers and Wi-Fi	16,716	
2.3.3	Number of information and technology enquiries received	34,374	
2.3.3	Number of library infrastructure or new services provided	3	
2.3.3	Number of loans	150,046	
2.3.3	Number of e-loans	66,548	
2.3.3	Number of new titles added to library collection	6,932	
2.3.3	Number of uses of online database	8,400	

3. OUR ENVIRONMENT - WE SUSTAIN OUR SHIRE BY BALANCING GROWTH AND PROTECTING OUR NATURAL ENVIRONMENT

3.1 – VALUE, PROTECT AND ENHANCE OUR NATURAL ENVIRONMENT

3.1.1 - Take a collaborate approach to protecting and enhancing the natural landscape and biodiversity values of Eurobodalla

Action	Service	Project Status Update	Status
3.1.1.1 Assist Landcare and community groups to deliver environmental projects	Divisional Manager Strategy and Environment	Council supported 26 Landcare groups and over 300 volunteers across the Shire this year. The majority of groups coordinated and delivered a monthly working bee in their local suburb, primarily focusing on weed control, litter collection, erosion control and native plant revegetation on public land. Groups received continued provision of PPE, materials, contractor assistance, training and advice from Council. A part time (0.5 FTE) grant funded Eurobodalla Landcare Coordinator position helped to facilitate volunteer works with the assistance of Council Natural Resource Management staff. Major activities included Wagonga & Gundry Oval saltmarsh restoration, South Durras bioblitz, south east Landcare regional muster, critical cockatoos project revegetation, estuary project weed control & revegetation, spotlighting events, plant ID training, volunteer expo & volunteer week, collaborations with ANU intrepid Landcare, Walbunja Rangers BBLALC, ANU medical students, Ozfish, Clean Up Australia Day, DPIRD Fisheries, Wagonga LALC, Local Land Services, Repurposing for Resilience.	
3.1.1.2 Provide invasive weed and pest management programs	Divisional Manager Strategy and Environment	During 2025–26, extensive weed, pest animal and biosecurity programs were delivered across the Shire. A total of 1,262 high-priority weed inspections were completed, including all	

		identified high-risk sites and pathways, with no new priority weed incursions detected and high levels of voluntary compliance achieved. Significant outcomes included the eradication of two Cats Claw Creeper infestations, the first recorded detection of Sickletorn south of Wingecarribee Shire, substantial reductions in Boneseed infestations, ongoing Alligator Weed control, and broadscale weed management across the region. Pest animal programs reduced black rat numbers at Jimmies Island to very low levels and supported record little penguin breeding success on Snapper Island. Year 1 of the four-year Weeds Action Program (\$395,985 ex. GST) was fully delivered, alongside extensive community support and engagement activities.	
3.1.1.3 Undertake flying fox camp monitoring and deliver community awareness programs	Divisional Manager Strategy and Environment	Regular flying-fox camp monitoring was undertaken by Council throughout the flying-fox season this year. The largest populations were seen during the start of March 2026, with 8,000 flying-foxes at the Catalina Golf Club and 12,000 at Moruya Riverside Park. Flying-foxes were also present for a short period of time at the Tuross Heads camp in February (max pop. 160) and also for a short period at Narooma Ringlands camp in March (max pop. 500). Residents and relevant local and state land managers were kept updated via Council's website, The National Flying-Fox Monitor and email communication. No complaints were received during this period. Education events including school excursions and community awareness events were undertaken at Moruya Riverside Park, including a community "fly-out" event which also engaged WIRES and Repurposing for Resilience.	
3.1.1.4 Establish virtual fences within priority wildlife corridors	Divisional Manager Strategy and Environment	A total of 8.6km of existing virtual fencing was maintained over the year at three locations: 1.1km along Blairs Road and Cullendulla Drive, Long Beach, 4.8kms along Dunns Creek Road, Woodlands, 2.7km along Tomakin Road, Mogo. Delays in new installations were caused by the investigation and repair of vandalism to the existing fences at Dunns Creek Road. A further 500 metres of virtual fencing has been delivered which will be installed on Hector McWilliam Drive, Tuross in the 2026-27 financial year.	
Link	Outcome		Period 1 July 2025 to 30 June 2026
3.1.1	Number of Landcare groups supported		26
3.1.1	KMs of virtual fence installed		0
3.1.1	KMs of virtual fences maintained across Eurobodalla		8.6km

3.1.2 - Maintain healthy waterways and catchments, guided by management plans and monitoring

Action	Service	Project Status Update	Status
3.1.2.1 Undertake the estuary health monitoring program	Divisional Manager Development and Compliance	Estuary monitoring continued across the six major estuaries in Eurobodalla.	
3.1.2.2 Participate in the Beachwatch program	Divisional Manager Development and Compliance	Continued participation in the NSW Government's Beachwatch program ensured that water quality at 11 popular beaches in Eurobodalla was monitored during the warmer months of the year. Weekly sampling commenced in November and continued through to the end of March with results posted on the Council website each week during this period. An audit by the Department of Planning and Environment reported excellent compliance with Council's testing procedures.	
3.1.2.3 Deliver the onsite sewage management system inspection program	Divisional Manager Development and Compliance	Council carried out 1,301 inspections throughout the year with 96% compliance.	
3.1.2.4 Undertake water, sewer, and waste monitoring for Council operations	Divisional Manager Development and Compliance	Council monitored water, sewer and waste in accordance with NSW Health requirements and Environmental Protection Licences.	

Link	Outcome	Period 1 July 2025 to 30 June 2026
3.1.2	Number of estuary health inspections	37
3.1.2	Number of Beachwatch inspections	25
3.1.2	Number of onsite sewer management inspections	1,301
3.1.2	Percentage of complying onsite sewer management system inspections	96%
3.1.2	Number of water, sewer, and waste inspections	822

3.1.3 - Manage and promote our natural, cultural and historical heritage identity guided by the Heritage Strategy

Action	Service	Project Status Update	Status
3.1.3.1 Review the heritage provisions in the Eurobodalla Local Environment Plan	Divisional Manager Strategy and Environment	A review of Schedule 5 of the Eurobodalla Local Environmental Plan 2012 is almost complete. The intention is to update the schedule to amend items impacted during the 2019/2020 bush fires or subdivision where legal descriptions have changed. The draft Planning Proposal will be reported to Council in the 2026-27 financial	

		year to progress the approval process through to the state government, that will enable the formal amendment of the Plan.	
3.1.3.2 Coordinate the Heritage Advisory Committee and associated projects	Divisional Manager Strategy and Environment	This year, six Heritage Advisory Committee meetings were held. Work progressed on the project to identify additional heritage items for potential inclusion in Schedule 5 of the Eurobodalla Local Environmental Plan (LEP). Preliminary discussions were held with the Committee regarding the investigation and research required to support the further nomination of items, consistent with Outcome 2 of the Eurobodalla Heritage Strategy 2024–2028. Work has also included tourism heritage updates, approving the 2026 Heritage Grants and preparing for the Fergus Thomson OAM Heritage Award in September 2026. The Committee has aligned with the actions in Eurobodalla Heritage Strategy 2024-2028. Work is ongoing with the actions and will continue over the next reporting period.	✓
Link	Outcome	Period 1 July 2025 to 30 June 2026	
3.1.3	Number of Heritage Advisory Committee meetings held	6	
3.1.3	Number of heritage advice sessions provided	51	

3.2 – RESPOND TO OUR CHANGING CLIMATE AND NATURAL HAZARDS

3.2.1 - Reduce Council's contribution to the effects of man-made climate change through the implementation of the Climate Action Plan

Action	Service	Project Status Update	Status
3.2.1.1 Facilitate a Climate and Environment Advisory Group	Divisional Manager Strategy and Environment	Council held five formal Climate and Environment Advisory committee meetings this year and an additional two informal working group meetings for the development of the Biodiversity Strategy and Flood Planning. Agenda items included work planning and prioritisation for the committee, waste strategy input, community-led solar farm development, the review of state and federal adaptation and mitigation plans, coastal protection updates, draft Biodiversity Strategy development, Moruya and Batemans Bay floodplain planning, and Council operational Emissions Reduction Plan.	✓
3.2.1.2 Develop an operational emissions reduction plan in order to reduce council emissions towards net zero	Divisional Manager Strategy and Environment	Council's Emissions Reduction Plan has been drafted and will be workshopped with the Climate and Environment Advisory Committee before being reported to Council and	✓

		implemented in the 2026-27 financial year. The proposed actions and budgets will ensure council stays on track to meet its emission reduction target of net zero by 2040.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
3.2.1	Number of Climate and Environment Advisory Group meetings held	5	

3.2.2 - Collaborate with other government agencies to mitigate coastal hazards and by implementing coastal management studies and projects

Action	Service	Project Status Update	Status
3.2.2.1 Commence coastal management works for Caseys Beach Seawall	Divisional Manager Major Projects	Community engagement and detailed design for Caseys Beach seawall is complete. Council awaits the completion of an Aboriginal Heritage Impact Permit to enable commencement of Stage 1 construction works. The seawall is expected to be complete my mid-2027.	
3.2.2.2 Commence Long Beach Rock Revetment	Divisional Manager Major Projects	Council completed the Long Beach Rock Revetment project in January 2026.	
3.2.2.3 Complete design and environmental assessment of Wharf Rd and Surfside	Divisional Manager Major Projects	Council completed the Surfside inundation levee project in June this year. Construction designs and Review of Environmental Factors are now complete for the Wharf Road coastal protection structure. Wharf Road property acquisition investigations continue between Council, the state government and the affected landowners.	

3.2.3 - Identify flood risk and mitigation strategies through developing and implementing floodplain risk management plans

Action	Service	Project Status Update	Status
3.2.3.1 Finalise the Batemans Bay and Moruya Floodplain Risk Management Plans	Divisional Manager Strategy and Environment	Council endorsed public exhibition of both plans earlier this year. Community consultation has now closed, and community feedback has been reviewed and considered. Final amendments are being made to both studies before they will be presented to Council for adoption by the end of 2026.	
3.2.3.2 Commence preparing a floodplain management plan for Mogo, Mossy Point, Tomakin and Broulee	Divisional Manager Strategy and Environment	Council is finalising the floodplain management plan for Batemans Bay and Moruya to ensure compliance with the NSW Floodplain Risk Management Process set out in the Flood Risk Management Manual (2023). The preparation of plans for Mogo, Mossy Point, Tomakin, and Broulee has been deferred until funding is secured to complete the project. Council has applied for funding under the 2026-27	

		Floodplain Management Grant program, with funding outcomes expected to be announced in October 2026.	
3.2.3.3 Manage lake openings to reduce risk of flood	Divisional Manager Maintenance	One lake opening occurred this year that was completed in accordance with lake opening procedures and relevant permits.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
3.2.3	Number of lake openings required	1	

3.2.4 - Collaborate with other government departments and advocacy groups to increase community awareness of opportunities to live more sustainably

Action	Service	Project Status Update	Status
3.2.4.1 Promote sustainable practices and opportunities through education campaigns to businesses, schools and residents, to help the community to reduce energy, waste and water and build climate resilience	Divisional Manager Strategy and Environment	Council's sustainability team delivered a strong engagement and education program across schools, business and the wider community this year across themes of climate change, water, waste, circularity, energy, biodiversity and caring for Country. Highlights included the Biinda experience which is an immersion for students across all high schools where they participate in sustainability activities and are inspired to design their own projects at school or in community. New monthly film nights with Q&As centering around different sustainability topics such as housing, waste, cultural burning and future councils have been well attended with active participation. Responsible pet ownership was promoted to all schools by the natural resource management and sustainability team helping to inspire messaging for the 2027 environmental calendar. Water efficiency rebates have seen significant uptake and Council is evaluating the efficiency of the new rebate platform that launched the water tank rebate. A new home energy efficiency assessment tool for residents and businesses is being developed and will be launched early in the next financial year.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
3.2.4	Number of sustainable education events delivered	81	
3.2.4	Number of water conservation rebates issued	265	

3.3 – BALANCED DEVELOPMENT BETWEEN THE NEEDS OF PEOPLE, PLACE AND PRODUCTIVITY

3.3.1 - Plan for growth and resilient towns through master plans for Batemans Bay, Narooma and Moruya

Action	Service	Project Status Update	Status
3.3.1.1 Finalise the Batemans Bay Masterplan	Divisional Manager Strategy and Environment	At the October 2025 Ordinary Council Meeting, the draft Batemans Bay Masterplan was presented to Council. Council resolved that further community consultation was needed, particularly to engage directly with groups that had lodged submissions. Since then, Council has met with interested parties, including landowners, developers, and community groups, to gain a deeper understanding of the issues raised. This engagement was followed by endorsement of a Project Management Plan and response to the Probity Report at the June 2026 Ordinary Council Meeting (PER26/016). It is proposed to present a revised draft masterplan to the December Council meeting.	
3.3.1.2 Prepare a planning proposal to implement the finalised Batemans Bay Masterplan	Divisional Manager Strategy and Environment	Preparation of a planning proposal to inform a future amendment to the Eurobodalla Local Environmental Plan 2012 is dependent upon the revised Batemans bay Masterplan being adopted by Council.	

3.3.2 - Review, prepare, and deliver planning instruments that support sustainable social, environmental and economic outcomes as guided by our Local Strategic Planning Statements

Action	Service	Project Status Update	Status
3.3.2.1 Amend the Eurobodalla Local Environment Plan as required	Divisional Manager Strategy and Environment	Council continues to amend the Eurobodalla Local Environment Plan with various projects underway across the shire, including the gazettal of Amendment 21 on the 8 May 2026. Individual projects are in different stages of the planning process and Council is continuing to receive and assess a large number of planning proposals.	
3.3.2.2 Continue review of development control plans	Divisional Manager Strategy and Environment	Review of Council's Development Control Plans is continuing and Council has engaged a consultant to do some early preparatory work and review of the current controls.	

3.3.3 - Provide receptive and responsive development assessment services

Action	Service	Project Status Update	Status
3.3.3.1 Assess and determine development applications	Divisional Manager Development	The average processing time for development applications (DAs) and Modifications (section 4.55) applications was an average of 38.1 days at	

	and Compliance	30 June 2026, this compared to 45.37 days for the previous financial year. Council received 774 development applications/modification applications, representing a 10.4% increase on the same period last year. The total number of applications determined was 581 applications, representing a 10.1% decrease during the same period last year. Council received 1963 planning (10.7) certificates, with 79% processed in 2 days or less; 19% 3-4 days and 2% processed in more than four days (note days include weekends). The turnaround time for DA processing has improved following the continuation of the Fast Track Planner role introduced in the previous financial year. This dedicated resource focuses on assessing less complex development applications and modifications, enabling more efficient processing and contributing to improved assessment timeframes. The role has also helped mitigate some of the operational challenges and delays associated with the ongoing transition to the NSW Planning Portal. In recognition of Council's strong performance in processing development applications, the Department of Planning, Housing and Infrastructure has confirmed that Council is eligible to apply for \$1 million in infrastructure funding through the State's performance-based funding program. This outcome reflects Council's commitment to delivering timely and efficient assessment services to the community.	
3.3.3.2 Provide services that regulate caravan parks, swimming pool barrier compliance and other local approval applications	Divisional Manager Development and Compliance	Council completed 112 swimming pool barrier inspections, issued 53 local government approvals, and have completed 9 approvals to operate for caravan parks.	✓
3.3.3.3 Provide pre-lodgement advice and assistance to applicants	Divisional Manager Development and Compliance	Council had 42 pre-lodgement requests with (potential) applicants. There were 27,480 email enquiries or requests to administration staff and 17,135 email responses provided. There were also 10,798 phone calls received and a total of 28,611 interactions with the public concerning development matters over the period.	✓
3.3.3.4 Assess and determine engineering related applications and Roads Act approvals	Divisional Manager Development and Compliance	Council's continued focus on Subdivision Works Certificates resulted in 22 determined, an increase of 57.1% on the same period last year. Development engineers determined 43 section 68 Local Government approvals and 54 section 138 Roads Act approvals. Combined, this was a 90.2% increase on the same period last year.	✓

Link	Outcome	Period 1 July 2025 to 30 June 2026
3.3.3	Number of development applications received	774
3.3.3	Number of development applications determined	581
3.3.3	Average net determination days	38
3.3.3	Number of pool barrier inspections undertaken	112
3.3.3	Number of section 68 approvals for water/sewer/stormwater	43
3.3.3	Number of section 68 approvals to install moveable dwellings	21
3.3.3	Number of section 68 approvals to operate for caravan parks	9
3.3.3	Number of section 68 approvals for solid fuel heaters	32
3.3.3	Number of pre-lodgement applications received	42
3.3.3	Number of pre-lodgement applications completed (advice provided)	40
3.3.3	Number of phone enquires in and out of the development helpdesk	8,107
3.3.3	Number of email enquiries received and responded to from the development helpdesk	19,537
3.3.3	Number of subdivision certificates determined	26
3.3.3	Number of section 138 Road Acts approvals	54

3.3.4 - Collaborate with other government agencies and developers to encourage and facilitate greater housing diversity and affordability

Action	Service	Project Status Update	Status
3.3.4.1 Finalise and commence implementation of the Housing Strategy	Divisional Manager Strategy and Environment	Council's Housing Improvement Advisory Committee has been established (as per resolution of Council on 16 December 2025 – PER25/026). An interim Affordable Housing Policy is also being drafted. The policy will outline the proposed targets for affordable housing and planning controls/incentives to increase the supply of affordable housing.	
3.3.4.2 Continue delivery of supporting infrastructure for the Moruya Housing Infrastructure project	Divisional Manager Major Projects	Council continues to deliver work across various sites within the broader Moruya Housing Infrastructure project. Achievements over the year include: • Roundabouts constructed at Murray Street and Hawdon Street, Murray Street and Thomas Street, and Evans Street and Albert Street. • A pedestrian refuge constructed on Evans Street, near Turnbolls Lane.	

		• Raised pedestrian crossings constructed at Albert Street, near Moruya High School, and Bergalia Street, near Vulcan Street. • Roundabout construction commenced on Dwyers Creek Road and Bergalia Street. • Dwyers Creek Road reconstruction. • Pedestrian crossing at Moruya Public School on Evans Street. • Traffic Calming on Evans Street, south of Albert Street. • Thomas Street footpath	
3.3.4.3 Advocate for housing supply, diversity and affordability in the region	Director Planning and Sustainability	Advocacy for housing is being promoted by Council's Housing Improvement Committee. Support for a proposal by Southern Cross Housing to manage the Homes NSW social housing portfolio across Bega Valley and Eurobodalla under a long-term management arrangement has been provided to the NSW Government.	

4. OUR INFRASTRUCTURE - OUR COMMUNITY HAS RELIABLE AND SAFE INFRASTRUCTURE NETWORKS AND COMMUNITY FACILITIES

4.1 – PROVIDE INTEGRATED AND ACTIVE TRANSPORT NETWORKS TO ENABLE A CONNECTED AND ACCESSIBLE EUROBODALLA

4.1.1 - Advocate for and provide improved, accessible and resilient transport services and infrastructure

Action	Service	Project Status Update	Status
4.1.1.1 Partner with peak bodies to advocate for improved local transport services, including public transport and infrastructure	Director Infrastructure	Council is working with Transport for NSW and the Department of Health (Infrastructure) on integration of the Eurobodalla Regional Hospital, the Moruya Emergency Services Precinct and the Princes Highway. Council has been advocating to Transport for NSW to review traffic movements in the Moruya CBD to ease traffic congestion until the Moruya Bypass project commences. Council is also working with the South East Australian Transport Strategy Inc (SEATS), and the Roads and Transport Directorate, to advocate on transport priorities for Eurobodalla, including upgrades to the Princes Highway.	
4.1.1.2 Coordinate the Local Transport Forum	Divisional Manager Technical Services	In July 2025, Transport for NSW advised NSW council's that Local Traffic Committees would be replaced by a new model named the Local Transport Forum. This year Council implemented the change as a requirement of Transport for NSW (2025) Authorisation and Delegation Instrument. The Local Transport Forum is primarily a technical advisory body. It advises Council on traffic control matters that relate to prescribed traffic control devices or traffic control facilities for which Council has delegated authority. The Local Transport Forum considers the technical	

		merits of proposals and ensures that they meet current technical guidelines. This period Council held two Local Traffic Committee meetings in July and September 2025 and seven Local Transport Forum meetings between October and June 2026. The minutes of these meetings are reported to Council and are available on our website.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
4.1.1	Number of Local Transport Forum meetings held	9	

4.1.2 - Provide safe and reliable roads, guided by the Asset Management Plan			
Action	Service	Project Status Update	Status
4.1.2.1 Deliver the annual capital works program for the local and urban road network	Divisional Manager Major Projects	Council has delivered the following local and urban road projects in accordance with the 2025/26 annual capital works program: • Brighton Street, Tuross Head – Stage 1 • Cullendulla Drive, Long Beach • Christopher Crescent, Batehaven • Beach Street, Tuross Head • George Bass Drive, Malua Bay • Shelley Road (stage 2), Moruya • Millamurra Street, Malua Bay • Potato Point Road, Bodalla And the following projects were started: • Mitchell Place, Narooma • River Road (stage 2), Nelligen The completion of these projects has increased the longevity and improved driving conditions on each road.	
4.1.2.2 Deliver annual maintenance activities for local and urban, and NSW regional roads	Divisional Manager Maintenance	Council has undertaken local and urban road inspections as per schedule. Funding received under the State Government's Regional Emergency Road Repair Fund has significantly contributed to the progress of road maintenance across Eurobodalla, reducing road safety risks and addressing the current road maintenance backlog.	
4.1.2.3 Deliver the annual road resealing program to increase longevity of sealed roads	Divisional Manager Maintenance	Council has completed the annual road resealing program of works for the 2025-26 period.	
4.1.2.4 Deliver the annual road re-sheeting program to increase longevity of unsealed roads	Divisional Manager Maintenance	Council has delivered 100% the annual road re-sheeting programmed works for the 2025-26 period ensuring increased longevity of councils unsealed roads.	

Link	Outcome	Period 1 July 2025 to 30 June 2026
4.1.2	Percentage of inspections scheduled versus achieved for local and urban roads	100%
4.1.2	Percentage of inspections scheduled versus achieved for NSW regional roads	100%
4.1.2	Metric (m2) of road completed	271,897m2
4.1.2	Metric (m2) of unsealed roads completed	91,817m2

4.1.3 - Future proof traffic precincts through successful advocacy for better networks

Action	Service	Project Status Update	Status
4.1.3.1 Commence construction of a roundabout on Princes Highway for improved access to the Moruya Emergency Services and Eurobodalla Regional Hospital precinct	Divisional Manager Major Projects	Council started construction of the TAFE roundabout in March 2026. The project is expected to be complete by December 2026.	
4.1.3.2 Finalise construction of the bridge for Potato Point Road, Bodalla to deliver flood resilience upgrades		Borang Creek Bridge was opened to traffic in March 2026 and completed in June 2026.	
4.1.3.3 Finalise construction of roundabout for Broulee Road and George Bass Drive, Broulee		Council’s major projects team completed construction of a four-legged roundabout on Broulee Road and George Bass Drive, Broulee in July 2025. Minor finishing works and a road safety audit were undertaken, finalising project completion in October 2025.	
4.1.3.4 Commence construction of a roundabout at Sylvan Street and George Bass Drive, Malua Bay		Council’s major projects team completed construction of a four-legged roundabout at Sylvan Street and George Bass Drive, Malua Bay, in April 2026. Construction started in July 2025 and was opened to traffic in September 2025. Additional parking and shared pathway works were completed after the 2025 summer school holidays.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
4.1.3	Potato Point Road works project finalised	100%	

4.1.4 - Promote active transport through providing and enhancing the connectivity of the pathway network, as guided by the Pathway Strategy and Asset Management Plan

Action	Service	Project Status Update	Status
4.1.4.1 Finalise the review and update of Council's Pathway Strategy	Director Planning and Sustainability	The Project Control Group has been well established for more than 12 months, bringing together representatives from key areas across Council, including engineering, open space and environmental services. Community consultation was completed in mid-2026 through a combination of face-to-face engagement and online surveys. Feedback gathered is informing	

		the development of the draft strategy, which is scheduled to be presented to Council in early 2027 to endorse public exhibition.	
4.1.4.2 Deliver the annual capital works program for footpaths, cycleways and shared pathways	Divisional Manager Major Projects	Council delivered two key missing link pedestrian pathway projects during the year, enhancing pedestrian connectivity and accessibility for residents and visitors. The missing section of footpath on Northcove Road, Long Beach, was completed prior to the 2025 summer school holidays, creating uninterrupted pedestrian access between Long Beach and Maloneys Beach. In addition, the missing section of footpath on George Bass Drive, Malua Bay, outside FoodWorks, was completed prior to the holiday period, improving pedestrian access to residential areas and safety within the local shopping precinct.	✓
4.1.4.3 Deliver annual maintenance activities for pathways	Divisional Manager Major Projects	Council completed the annual maintenance program for the pathway network with inspections undertaken as per schedule and maintenance completed as required.	✓
4.1.4.4 Deliver transport projects under the development contributions plans as funds become available	Divisional Manager Major Projects	Council continues to identify opportunities to leverage development contributions within wider budgets and grant submissions.	✓
Link	Outcome	Period 1 July 2025 to 30 June 2026	
4.1.4	Metric (m2) of pathways constructed	735	
4.1.4	Percentage of inspections scheduled versus achieved for pathway networks	100%	

4.2 – STRENGTHEN LINKAGES THROUGH UTILITIES, DIGITAL COMMUNICATIONS, AND TRANSPORT OPTIONS

4.2.1 - Advocate for improved highways and freight access in and out of Eurobodalla

Action	Service	Project Status Update	Status
4.2.1.1 Work with key partners to advocate to progress upgrades of the Princes and Kings Highway and to optimise outcomes of key regional upgrades such as the Moruya Bypass	Director Infrastructure	Council is working with the South East Transport Strategy Inc (SEATS) to advocate for highway and transport priorities for the Eurobodalla, including highway duplication and bridge upgrades. Council attended SEATS meetings in August and November 2025, and February and May 2026. Council is working with the Canberra Region Joint Organisation (CRJO) on transport infrastructure priorities on the Kings Highway and Princes Highway. Council attended the CRJO joint working group on 21 November 2025, and 22-23 June 2026.	✓

		Council engages in quarterly liaison meetings with Transport for NSW (TfNSW) to discuss regional and Council transport projects; road safety, particularly on the Princes Highway; and is a partner in the Kings Highway Road Safety Partnership. Council provided a submission in February 2025 and presented to the Joint Committee on road safety on 17 November 2025 as a witness for the inquiry into Interventions to reduce road trauma in regional NSW caused by speeding, fatigue, drink and drug driving. Council's Local Transport Forum works with the NSW Police on reviewing fatalities on the Kings and Princes Highways, to improve safety of the highway network. Council has chaired nine Local Transport Forums. Roads Maintenance Management Contract work is undertaken by Council on the Kings Highway for TfNSW, on projects to improve traffic efficiency and road safety.	
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4.2.2 - Provide and enhance the Moruya Airport, guided by the revised Airport Master Plan			
Action	Service	Project Status Update	Status
4.2.2.1 Operate and maintain Moruya Airport	Divisional Manager Property	Council continues to operate and maintain the airport. Rex Airlines continued to operate four flights per day (three flights to Sydney and one to Merimbula). Passenger volumes show a small increase over the period when compared to the previous year. Council has continued to advocate to the Australian Government about the importance of the service as a new owner of Rex has been secured.	
4.2.2.2 Seek endorsement of the Airport Strategy and Master Plan and commence implementation	Divisional Manager Property	A revised Airport Strategy and Master Plan is scheduled to be presented to Council in July 2026. The draft Plan was publicly exhibited and well received. Once endorsed, Council will start implementing the plan actions.	
4.2.2.3 Develop plans and funding options for the next stage of the airport subdivision	Divisional Manager Property	Council has held discussions with relevant parties and a concept for the next phase has been developed. The NSW Government has announced an Air Ambulance Facility is coming to Moruya and onsite discussions with the Government on this are underway. Costs and potential sources of funding are being identified.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
4.2.2	Number of landings at the airport	6,915	
4.2.2	Number of passengers	18,700	

4.2.3 - Work with other levels of government and key partners to ensure resilience, consistency and improvements in our networks and regional linkages

Action	Service	Project Status Update	Status
4.2.3.1 Advocate for NSW Government boating and marine infrastructure and ongoing dredging of navigation channels	Director Infrastructure	Council continues to seek funding under NSW government programs including Boating Infrastructure for Communities Grant and the Recreation Fishing Trust to upgrade boating and marine facilities across the shire. This year, Council was successful in achieving funding to renew/upgrade three key marine facilities in Eurobodalla: • Nelligen wharf - project completed. Pontoon and deck replacement and accessibility improvements. • Riverside Park wharf - project completed. Deck replacement and accessibility improvements. • Preddys wharf, Moruya - facility upgrade to commence in 2026/27. Council successfully advocated to Transport for NSW (TfNSW) to expedite dredging of the Batemans Bay channel and use the dredged material to nourish Surfside Beach as an identified action in the Open Coast Coastal Management Program. Dredging was undertaken by Transport for NSW in October 2025.	
4.2.3.2 Advocate for improved resilience, coverage and speed of telecommunications including fast internet and reduce mobile blackspots	Manager Economic Development and Place Activation	Current work on site specific developments has included supporting community consultation with Mystery Bay residents for the installation of two small cells to improve mobile coverage. Council has also been working with nbn co through an approval process for a fixed wireless tower at Meringo (Bingie). Council participated in a pilot project with CSIRO and Optus to improve resilience in critical telecommunications infrastructure. Information to enable improved mobile connectivity was shared with residents through the Living in Eurobodalla publication advising of tips and hits, plus the free and independent advice available from the Regional Tech Hub.	
4.2.3.5 Provide treated effluent for reuse in the community	Divisional Manager Water and Sewer	Recycled water from Council's Sewerage Treatment Plants continues to be provided to various community recreational facilities. This year, Council supplied 212 megalitres of treated effluent to golf clubs, sports grounds and other beneficial reuse sites across the shire.	

4.2.3.6 Continue the construction of the Southern Water Supply Storage/Dam	Divisional Manager Water and Sewer	Wet commissioning of Southern Storage commenced in the last quarter of the year. The project is now nearing completion, with only minor defect rectification, operator training, and submission of final documentation remaining. The storage is on track to be full by November 2026.	
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4.3 – SERVICE COMMUNITY WITH RESILIENT WATER, WASTE, SEWERAGE, AND STORMWATER INFRASTRUCTURE

4.3.1 - Facilitate waste management and minimisation services guided by the strategy and asset management plan

Action	Service	Project Status Update	Status
4.3.1.1 Build, renew, operate and maintain landfill sites at Surf Beach and Brou, and Moruya transfer station	Divisional Manager Waste	Operations at the Surf Beach and Brou Waste Management Facilities, and the Moruya Transfer Station are on track with no incidents. The landfill expansion project at Surf Beach and Brou waste facilities are progressing. The Environmental Impact Assessment for expansion of the Brou Waste Management Facility is underway, and consultants have commenced the detailed design for the next landfill cell and associated infrastructure.	
4.3.1.2 Complete the expansion of Surf Beach Waste Facility including enabling works on phase two landfill cell and an extension to the organics processing area	Divisional Manager Waste	The Surf Beach landfill expansion works have experienced delays. Works are continuing and will be completed in the 2026/27 financial year.	
4.3.1.3 Manage kerbside domestic collection and annual hazardous waste collection	Divisional Manager Waste	Council's two-week free green waste drop off event occurred between 15 and 28 September 2025 to coincide with the NSW Rural Fire Service Get Ready Weekend on 20-21 September 2025. Council received approximately 540 tonnes of vegetation at our waste facilities throughout the free drop off period.	
4.3.1.4 Hold three community waste events with a focus on the correct disposal of batteries	Divisional Manager Waste	Three battery campaign community pop ups were completed in collaboration with Cleanaway on 13, 14 and 15 November 2025. It provided a good opportunity to educate the community on the risks associated with incorrect disposal of batteries and available disposal options, including best practice recycling and waste minimisation practices, which was well received.	
4.3.1.5 Co-ordinate Clean Up Australia Day activities	Divisional Manager Waste	Clean up Australia day was held on the 1 March 2026 with 211 volunteers and over 2180 school students cleaning up 42 community and school sites. Over 213 bags and an additional 28 cubic	

		metres of bulky items were collected Shire wide on both Schools and Community Clean Up Days. Common items reported from most groups included single use items such as soft plastics, recyclable drink containers, soft plastic food wrappers, cigarette butts, and recyclables. Bulky items collected included furniture, larger household items, foam, tyres, building materials, mattresses, kitchen sink, shopping trolleys, and pushbike frames.	
4.3.1.6 Partner in regional collaborations and develop strategic partnerships for sustainable waste practices	Divisional Manager Waste	Council continues to collaborate with the Canberra Region Joint Organisation and member councils in the region through regular Resource Recovery Working Group meetings. Recent focus has been on joint procurement opportunities across CRJO member councils and the development of both regional and local regional disaster waste management plans.	✓
Link	Outcome	Period 1 July 2025 to 30 June 2026	
4.3.1	Residual waste materials generated by households and collected by council, per capita	17,637	
4.3.1	Percentage of kerbside collection customer requests attended to within timeframes	100%	
4.3.1	Battery disposal events held	3	

4.3.2 - Provide safe, reliable and sustainable water and sewer services, guided by the Integrated Water Cycle Management Strategy

Action	Service	Project Status Update	Status
4.3.2.1 Deliver programmed capital works (build and renewals) for the water supply network	Divisional Manager Water and Sewer	The major water capital project for Southern Storage has commenced filling for wet commissioning, completion of which will depend on weather and stream flows. Other renewal works complete include Bay Hospital trunk main, works in Malua Bay, and Tuross Head.	✓
4.3.2.2 Operate and maintain the town water supply system	Divisional Manager Water and Sewer	During the year, Council treated more than 3,800 ML of water, with 100% of drinking water supplied meeting the Australian Drinking Water Guidelines for both health and aesthetic quality. Reliable water services were provided to 20,545 customer connections across the network, with customer feedback remaining low at 53 complaints for the year. Council continued to invest in the long-term reliability and performance of the water network, renewing 3.4 km of water mains and approximately 140 service lines, while replacing 536 water meters to support accurate consumption monitoring and service delivery.	✓

		A total of 263 unplanned water service interruptions were recorded, including a significant water main break in January that required a coordinated multi-day response to restore services and minimise disruption to the community.	
4.3.2.3 Deliver programmed capital works (build and renewals) for the sewerage network	Divisional Manager Water and Sewer	During the year, Council completed the following renewal works: Pumps at Narooma Sewage Pump Station 14, which has reduced WHS risks at site. Rising main upgrades. Refurbishment of clarifier at Kianga Sewage Pump Station. The following summarises status of the sewerage capital works major projects: • Tuross Pump Station Upgrade – on schedule and 95% complete. Remaining works involve resolving outstanding electrical issues following the contractor entering administration. • Moruya Sewerage Treatment Plant UV Replacement – on schedule and 20% complete. Procurement and installation activities are progressing as planned. • Eurobodalla Regional Hospital Site Servicing (Sewer Component) – on schedule and 70% complete. Construction works are progressing well. • Tomakin Sewerage Treatment Plant Upgrade (Design Phase) – on schedule and 75% complete. Design development continues in accordance with the project program.	
4.3.2.4 Operate and maintain sewerage system	Divisional Manager Water and Sewer	Council operates and maintains six sewerage treatment plants, 143 pump stations and more than 920 pressure pumps servicing 20,725 connections in the region. During the year, Council treated over 3,400 megalitres of waste water and responded to 273 breaks or chokes over the 12 months. Sewage treatment plants and infrastructure operation and maintenance activities were undertaken as per Council's schedule and in accordance with NSW Environmental Protection Authority licence conditions. Licence conditions have become more stringent over the past few years, and Council is working progressively to upgrade plants based on risk rating and asset condition.	

Link	Outcome	Period 1 July 2025 to 30 June 2026
4.3.2	Percentage of completion of scheduled major projects for capital works and water supply	100%
4.3.2	Number of connected properties	20,545
4.3.2	Number of water mains breaks per 100km pipe	28.3 per 100km
4.3.2	Number of unplanned supply interruptions to properties per 1000 connected properties	12.8 per 100km
4.3.2	Percentage of water meters replaced	2.6%
4.3.2	Volume of water treated	3,810ML
4.3.2	Percentage of all water related external customer service requests responded to within nominated time	100%
4.3.2	Compliance with Australian Drinking Water Guidelines (ADWG) water quality criteria in compliance monitoring program	100%
4.3.2	Number of substantiated water quality complaints	15
4.3.2	Length of sewer mains maintained	623km
4.3.2	Number of properties connected to sewer	20,725
4.3.2	Number of sewerage pump stations and treatment plants maintained	1,075
4.3.2	Percentage of compliance with effluent license limits	89
4.3.2	Volume of wastewater treated	3,457ML
4.3.2	Number of sewer breaks and chokes per 100km pipe	29
4.3.2	Percentage of all sewer related external customer service requests responded to within nominated time	100%
4.3.2	Number of sewer spills reported to regulator	68
4.3.2	Volume of recycled water provided for reuse	212ML
4.3.2	Percentage completion of southern water supply storage commissioning versus planned	99%
4.3.2	Percentage of completion of scheduled water & sewer projects	100%

4.3.3 - Deliver a functional stormwater network guided by the Asset Management Plan

Action	Service	Project Status Update	Status
4.3.3.1 Deliver the annual works program for the stormwater network	Divisional Manager Major Projects	This year, Council delivered the following stormwater renewal and upgrade projects in accordance with the annual works program: • Millamurra Street, Malua Bay • Brighton Street (stage 3), Tuross Heads • Moorong Crescent, Malua Bay	

		• Mitchell Place, Narooma • River Road (stage 2), Nelligen • Myamba Parade, Surfside (outlet resilience works) • Relining of prioritised sections across the shire And the following projects have commenced: • Wattlegrove culvert Replacement • Meakin Street, Tuross Head	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
4.3.3	Percentage of completion of scheduled stormwater projects	100%	

4.4 – ENSURE COMMUNITY FACILITIES AND PUBLIC SPACES ARE CLEAN, SAFE AND HAVE GREAT AMENITY

4.4.1 - Provide and manage quality community facilities and public spaces to meet the needs of current and future communities

Action	Service	Project Status Update	Status
4.4.1.1 Develop plans of management for Council owned and managed community land		Development of Council's Plans of Management (POM) is ongoing. Once the project is complete, Council will have seven adopted POMs in operation. To date, four POMs have been adopted, with the status of the remaining three POMs as follows: Moruya Riverside Park - two rounds of community consultation have taken place, and a preliminary draft has been developed. The draft POM for Riverside Park and Reserves is being presented to the July Council meeting. The Council report will seek a resolution to send the draft POM to Crown Lands for Ministerial consent to place the document on public exhibition. Generic POMs - the two generic POMs include Council's Developed Reserves and Facilities, and Natural areas. Land parcels are currently being reviewed. Community consultation will be undertaken prior to the POM being adopted by Council. In addition to the existing land parcels included in either of these two POMs, 16 other POMs will be rationalised and included in one of these POMs. Developed Reserves and Facilities - draft POM prepared and awaiting internal consultation, subject to land parcels being reviewed. Land parcels are currently being reviewed.	

		Natural Areas POM - draft POM still under development. Land parcels are currently being reviewed.	
4.4.1.2 Manage, operate, maintain and promote Council's community halls		Council has commenced upgrades to four community halls, including the replacement of existing floor coverings with new carpet or vinyl flooring and the completion of internal painting works. In parallel, Council is undertaking a comprehensive review of building utilisation rates and asset conditions across Council-owned facilities. This review will inform a strategic program of works, supporting future upgrade priorities and budget planning. During the reporting period, Council's 175 bookable spaces recorded a total of 64,300 hours of hire. Staff supported customers through approximately 1,400 unique bookings, reflecting strong community engagement and utilisation of Council facilities.	✓
4.4.1.3 Service, maintain, and renew outdoor public recreation assets including Council's public BBQs, picnic sets, picnic shelters, and public seats		Council has undertaken several comprehensive inspections of Council public recreation assets over the last financial year with condition rating from 1 to 5 being assigned to assets. 1 being excellent and 5 being end of life. These ratings inform appropriate actions undertaken for BBQs shelters and picnic sets. Per Council's maintenance and renewal program schedule, our parks team undertake the following routine maintenance: • BBQs are serviced and cleaned on a weekly basis. • Picnic facilities in high profile areas are cleaned weekly. • Picnic facilities in all other areas are cleaned every 2-3 weeks. • CBD and park litter picking is undertaken weekly, generally on a Monday after the weekend.	✓
4.4.1.4 Develop and implement a landscape plan for Council roundabouts		Council's Parks and Recreation team has developed a design and landscape upgrade program for key roundabouts across the shire. The program includes upgrades at Hanging Rock, Glenella Road (Batehaven), Tomakin, Broulee, Rosedale West, Bavarde Avenue (Batemans Bay), Surf Beach Tip, Sunshine Bay Road (Sunshine Bay), Moruya TAFE, and South Moruya. Progress to date includes: • Glenella Road Roundabout – 100% completed.	✓

		• Tomakin Road Roundabout – 100% completed. • Broulee Roundabout (GBD) – 100% completed. • Hanging Rock Roundabout – concrete annulus installed, with landscaping works to be completed in the coming months.	
4.4.1.5 Develop and implement a Memorial Seat Policy		A new Memorial Seat policy has been developed and was adopted by Council in September 2025. The policy is now being implemented. All 11 outstanding requests have been fulfilled. There are no applications outstanding.	✓
4.4.1.6 Continue to implement Council's toilet strategy and maintain Council's network of public toilets		Council continues to implement actions from the Toilet Strategy to ensure the community has a positive experience when accessing public amenities across the shire. In response, 926 customer service issues were resolved during the year, and the following work was completed: • The installation of soap in 90% of public toilets across Eurobodalla. • Engagement of a new sanitary services contractor and collection of public toilet usage data to assist with prioritising upgrades. • Major upgrades have been completed at South Durras, Preddys Wharf in Moruya, the Changing Places facility at Corrigan's Beach, Lions Park in Moruya, Nelligen and Bodalla, and privacy screening at Corrigan's Beach. • Proactive maintenance continued and included beach showers, water tank top ups and general checks at public amenities prior to holiday periods. • Rapid response remained in place to respond during holidays and events. • Collection of public toilet usage data to assist with prioritising upgrades. Work has started at Moruya showground RV amenities.	✓
4.4.1.7 Provide Council run cemeteries and services to support their operation	Divisional Manager Maintenance	Council manages eight operational cemeteries in Nelligen, Batemans Bay, Mogo, Moruya, Bodalla, Nerrigundah, Narooma and Tilba. During 2025-26, Council managed 43 burials, 12 ashes interments and 43 reservations. Upgrades to Narooma cemetery (carparks and kerbing) will continue in the 2026/27 financial year.	✓
Link	Outcome		Period 1 July 2025 to 30 June 2026
4.4.1	Number of community hall bookings		4,974
4.4.1	Number of burials and inurnments		55

4.4.2 - Plan for, and deliver safe and accessible recreation opportunities, guided by the Recreation and Open Space Strategy and Asset Management Plan

Action	Service	Project Status Update	Status
4.4.2.1 Commence a review and update of the Recreation and Open Space Strategy		Preliminary work continues in preparation for the review of the Recreation and Open Space Strategy (ROSS). Currently, our recreation services team is undertaking the asset revaluation process and review and update of three Plans of Management, all of which are critical components of updating the ROSS. Community consultation is expected to be undertaken in early 2027, with a draft document to be publicly exhibited later in the year.	
4.4.2.2 Manage, operate, maintain and promote Council's recreation facilities including Moruya and Narooma pools		Aligned Leisure are contracted to operate the Moruya and Narooma pools; Council proactively maintains these facilities. During the year, Moruya Pool had a visitation of 23,155 patrons, while Narooma had a visitation of 35,766. Council undertook the following major general maintenance works throughout the year at both facilities: • Moruya Aquatic Centre underwent extensive repairs and maintenance at a cost of approximately \$35,000. This included all pool deck areas being treated with anti-slip paint, replacement of edge tiles to all three pools, upgrades to the change rooms and toilets, installation of new LED lighting, and repainting of the reception area. • Narooma Aquatic Centre underwent repairs and improvements at an approximate cost of \$54,000. This included repairs to the toddler pool, splash pad, and solar system, which is now fully operational. In addition, a new shade sail and hot water system have been installed. The main 50 meter pool window which was extensively damaged as a result of a vehicle accident was also replaced. These improvements have been completed to ensure a safe, welcoming, and high-quality experience for both patrons and staff alike.	
4.4.2.3 Maintain Council's 35 playgrounds to be safe and compliant through inspections and maintenance programs		Council operates and maintains 35 playgrounds, two outdoor exercise stations and five skate parks across the shire. Regular comprehensive playground inspections, together with an annual independent inspection, have been completed in accordance with Council's Playground Inspection Policy.	

		The independent inspections provide Council with detailed condition data on playground assets, enabling informed decisions regarding renewal priorities and future capital works programs. The findings of the latest assessment are currently being reviewed and will assist in the development of asset management plans to support the ongoing maintenance and renewal of playground infrastructure across the shire. All playgrounds and associated equipment continue to be maintained in accordance with Council's Code of Practice for Playgrounds, relevant Australian Standards and applicable industry requirements.	
4.4.2.4 Provide community sporting groups with playing surfaces through an improved sports field maintenance program		Council's Parks and Recreation team maintains 24 sports fields across the shire and delivers an ongoing program of field improvements and asset renewal to support community sport and recreation. During this reporting period, significant upgrades were successfully completed at: Bill Smyth Rugby Oval, Hanging Rock Soccer Oval and Gundry Soccer Oval Field 1. These projects attracted substantial grant funding and have significantly enhanced the quality, playability and resilience of sporting fields across the Eurobodalla. To further improve field maintenance outcomes, Council has also invested in specialised turf management equipment that will enable sports fields to be aerated, fertilised and top-dressed more effectively. This investment will support improved turf health, playing surface quality and the long-term sustainability of Council's sporting infrastructure.	✓
4.4.2.5 Provide events, activities and resources that promote sport and recreation		The recreation team supported over 300 local clubs and organisations to utilise and activate open spaces, sportsgrounds and public venues. Clubs were supported via online information forums, the recreation matters newsletter, letters of support, grant application assistance and consideration and action on community proposals. The team also supported new and emerging clubs to be accreditation ready and to apply for a licence to operate on Council land. Seasonal Hire clubs were supported through the around the ground site meeting process which identifies and actions a continuous improvement program for our sportsground and amenity buildings. This year almost 100 items have been resolved through this process.	✓

4.4.2.6 Deliver annual maintenance activities for marine infrastructure		Divisional Manager Maintenance	Marine infrastructure inspections have been conducted as per schedule and maintenance continue to be addressed as required.	
Link	Outcome	Q4		
4.4.2	Number of playground inspections	1363		
4.4.2	Number of participants using playing surfaces	Unable to determine		
4.4.2	Number of sport and recreation events, activities and resources delivered	17		
4.4.2	Percentage of inspections scheduled versus achieved for marine assets	100%		
4.4.2	Number of recreation facility bookings	4,986		
4.4.2	Number of visitations to Moruya pool	23,155		
4.4.2	Number of visitations to Narooma pool	35,766		

4.4.3 - Provide the Bay Pavilions and develop a sustainable business model for its future			
Action	Service	Project Status Update	Status
4.4.3.1 Manage the Bay Pavilions		From July 1st, 2025, to June 30th, 2026, there were 279,441 visitors to the facility. The Yuin Theatre hosted 57 shows with a total attendance of 13,628 patrons. The average monthly memberships were 1,390, and the average learn to swim enrolments were 530. The facilities management information system has been implemented, which assisted with maintenance management, including program maintenance. This proactive maintenance service supported a consistently high level of service delivery and a positive experience for the community. Council will also take over the running of the Arts/Theatre of the Bay Pavilions from July 1st, 2026. The transition will see Council manage the Yuin Theatre, Clyde Gallery, Arts reception area and community rooms, while Leisure services including the Pool, Gym and Café will continue to be managed by Aligned Leisure. Council is looking to build on the firm Theatre foundations established by Aligned leisure over the past few years.	
4.4.3.2 Continue energy savings at the Bay Pavilion		The Bay Pavilions Building Management System (BMS) which manages the heating and cooling of the facility is fully operational. In addition, a Facilities Management Information System (FMI) has also been implemented. The implementation of these two systems has enabled council to reduce energy consumption by approximately 20%. These improvements will be continually monitored to ensure maximum efficiency of operations while minimising power usage.	

		Currently, Council has a design completed for additional 700kw rooftop solar, which will considerably reduce power consumption and costs. Council will continue to monitor and implement power saving measures at the Bay Pavilions to further reduce costs.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
4.4.3	Number of visitations to Bay Pavilions	279,441	

5. OUR CIVIC LEADERSHIP - WE ARE AN ENGAGED COMMUNITY WITH PROGRESSIVE LEADERSHIP

5.1 – OUR COMMUNITY IS INFORMED AND PARTICIPATES IN DECISION MAKING

5.1.1 - Proactively provide transparent, clear, accessible, and timely information to support and inform the community

Action	Service	Project Status Update	Status
5.1.1.1 Manage Council's digital platforms, including websites, social media and newsletters	Chief Operating Officer	Council's website content updates were reviewed and approved daily, and staff were provided with ongoing training and guidance to improve the content of the pages they are responsible for. This includes corporate, the Bas and Regional Botanic Garden sites. 274,000 people visited the corporate website in this year (an average of 10 active users per minute). There are four corporate social media accounts: Facebook (20,012 followers), Instagram (3.3k followers), LinkedIn (3,000 followers) and YouTube (262 subscribers). On average Council posts three to four times a week on Facebook, and on an ad-hoc basis on our other platforms. Council continues to produce Living in Eurobodalla – a print newsletter distributed to all households, although production has been irregular. Electronic newsletters distributed by Council include: Council News, Arts Canvas, Business Update, Library News, the Bas, Tourism News, What's On in Eurobodalla, The Employment Revolution's Job Update, and Recreation Matters. Council News is the organisation's monthly corporate email newsletter that continues to exceed industry standards, with open rates between 55 and 70 percent (industry standard is below 20 percent). Council News is sent to all staff.	
5.1.1.2 Communicate Council's activities to media and the community using owned and earned media	Chief Operating Officer	There were 145 news items prepared and distributed on our website and to local and regional media outlets as well as stakeholders like state and federal representatives and local community associations.	

		Media queries were received from local, regional and national media outlets, with most responded to within a day. In addition to informal queries, Council responded to 148 formal media queries and arranged 49 formal interviews between media and Council spokespeople. Councillor representation is promoted by social media posts advertising upcoming Council meetings – including Public Access and Public Forum – with links to the business paper – these are also shared with local media; post-meeting mayoral video shared on Facebook highlighting important issues; and organisation and promotion of monthly councillor Catch-up sessions via posters and social media.	
5.1.1.3 Design Council's communications, signage and promotional materials in line with brand and accessibility requirements	Chief Operating Officer	With a refresh of Council's brand image now complete, work continued enhancing the clarity, user friendliness, and accessibility of our client-facing communications. The design system has been refined to improve accessibility, incorporating larger font sizes, avoiding small body copy and light fonts, and adhering to web content accessibility guidelines and colour contrast ratios. Our corporate style guide has been updated with refreshed design templates for project signage. The installation of village signs is now complete, while we continue with interpretive sign projects that celebrate our collaboration with local community and Aboriginal artists, integrating culturally significant artwork and authentic storytelling.	

Link	Outcome	Q4
5.1.1	Website traffic	274,000
5.1.1	Number of social media followers	26,574
5.1.1	Number of Council News subscribers	3,437
5.1.1	Number of media releases distributed	145
5.1.1	Number of media queries	148
5.1.1	Number of newsletters published	3

5.1.2 - Provide a range of opportunities for the community to be consulted and engaged, guided by the Community Engagement Strategy

Action	Service	Project Status Update	Status
5.1.2.1 Invite community members to participate in decision-making by providing a broad range of	Chief Operating Officer	The community is made aware of opportunities to engage in decision-making primarily through media releases provided to local and regional outlets and published on Council's corporate	

engagement opportunities in line with the Community Engagement Strategy		website. The community is also invited to participate in civic decision-making by way of our Council News communications, radio advertising, and social media communications. Some projects also engage with community members directly through written or electronic mail or by way of council-staffed pop-up stalls. Where appropriate, hard copy posters and/or flyers also provide information on community participation. Council's website and online engagement tool OurEurobodalla is used to host engagement information.	
5.1.2.2 Collaborate with Aboriginal Elders, leaders and representatives	Chief Operating Officer	Council continued to collaborate with Aboriginal Elders, leaders and representatives through the Aboriginal Advisory Committee, which met four times during the reporting period. Representatives from all six Local Aboriginal Land Councils attended at least one meeting, providing guidance on projects including the Batemans Bay and Moruya Draft Flood Management Strategies, the Draft Biodiversity Strategy and Action Plan, cultural protocols training for new staff, the screening of the White Rock documentary at Council libraries, and an Aboriginal Cultural Development and Connection Day attended by Councillors and Executive staff. Council also worked alongside Aboriginal Elders, leaders and community representatives to support the annual Sorry Day and Reconciliation Week Bridge Walk, the NAIDOC Big Day Out in Mogo, and the 2025 NAIDOC Week Aboriginal and Torres Strait Islander Flag Raising Ceremony. These events strengthened relationships, celebrated Aboriginal culture and recognised the ongoing contribution of Aboriginal people to the Eurobodalla community.	

5.1.3 - Provide a welcoming and easy to deal with Council where customers have a positive experience			
Action	Service	Project Status Update	Status
5.1.3.1 Provide quality customer assistance informed by a revised customer service charter	Chief Operating Officer	A revised Customer Service Charter has been implemented to support quality customer assistance. Council continues to provide quality customer service across the main administration building and depots. From 1 January to 30 June 2026, 2,740 receipts were processed, and 15,335 phone calls were answered through the customer service call queue.	
5.1.3.2 Enhance the customer experience by improving our council business platforms, ensuring seamless,	Chief Operating Officer	Council continues to enhance the customer experience through ongoing improvements to its business platforms, supporting accessible services. From 1 January to 30 June 2026,	

efficient, and user-friendly services for our community		Council received 5,635 customer service requests.	
5.1.3.3 Provide an effective record management service	Chief Operating Officer	Council continues to provide an effective records management service. From 1 January to 30 June 2026, Council processed 18,939 emails delivered to the council@esc.nsw.gov.au email address and registered 114,724 documents.	✓
Link	Outcome	Period 1 July 2025 to 30 June 2026	
5.1.3	Percentage of customer service requests resolved within service level agreement timeframes	82%	
5.1.3	Percentage of correspondence dealt with within timeframes	92%	
5.1.3	Percentage of calls to 1,000 answered in under 40 seconds	84%	
5.1.3	Number of customers served at main service centre	6,771	
5.1.3	Number of hard copy mail and digital mail processed through records	9,733	
5.1.3	Number of requests for informal access to council open access records	755	

5.2 – PROACTIVE, RESPONSIVE AND STRATEGIC LEADERSHIP

5.2.1 - Be proactive leaders and an effective governance body with a focus on better outcomes for our community

Action	Service	Project Status Update	Status
5.2.1.1 Provide opportunities for Councillors to be more accessible to the community	Chief Operating Officer	Council held 10 Councillor Catch Ups across the shire, providing residents with informal opportunities to meet with Councillors, raise local issues and discuss matters of interest. The sessions were held at a range of locations throughout Eurobodalla to improve accessibility and strengthen community engagement with elected representatives.	✓
5.2.1.2 Seek grants funds to support identified priority works and services in line with the Grants Strategy	Manager Grants and Events	Council continues to seek grants funds to support identified priority works and services in line with the Grants Strategy. A total of \$17,538,825 in grant funding was sought from 1 July 2025 to 30 June 2026 through various Commonwealth and NSW Government grant programs.	✓
5.2.1.3 Administer community grants and donations	Manager Grants and Events	Council continues to administer a Community Grants and Donations Program in line with the Community Grants and Donations Policy. The 2025-26 Community Grants and Donations Program opened for applications on 1	✓

		September 2025 and closed on 30 September 2025. Council received a total of 94 grant applications. \$178,685 in total funding was awarded through the 2025-26 Community Grants and Donations Program: • \$30,000 - Community Wellbeing Grant • \$20,000 - Community Events Grant • \$45,000 - Major Events Grant • \$65,000 - Iconic Events Grant • \$16,085 - Rates Assistance Donation • \$2,600 - Schools and Education Donation	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
5.2.1	Value of community grants funds granted to community	\$178,685	

5.2.2 - Implement effective governance and long-term planning, including integrated planning and reporting			
Action	Service	Project Status Update	Status
5.2.2.1 Engage across community and council to deliver Integrated Planning and Reporting	Corporate Manager Governance and Risk	All plans and reports required by the Office of Local Government (OLG) under the Integrated Planning and Reporting Framework were prepared and endorsed or adopted within the required timeframes. Council's Annual Report 2024-25 was noted and received at the Ordinary Council Meeting in November 2025 and submitted to the Office of Local Government per the reporting guidelines. Council's six-month performance reporting for Operational Plan 2025-26 was noted and received at the Ordinary Council Meeting in February 2026. Councils 2026-27 Operational Plan was adopted at the Ordinary Council meeting in June 2026 following a period of public exhibition and three community briefing sessions at Batemans Bay, Moruya and Narooma during the month of May. All documents can be viewed on Council's website.	
5.2.2.2 Implement effective governance processes including strategic approach for policy review	Corporate Manager Governance and Risk	Council's key governance policies requiring update within 12 months of new council were updated and adopted (Code of Conduct, Code of Meeting Practice, Councillor Expenses, review of delegations to the General Manager). The new strategic policy framework was in progress but not finalised by June 2026; this project will be complete in the 2026/27 financial year.	

5.2.2.3 Provide professional development opportunities for Councillors	Chief Operating Officer	Council supported Councillors to undertake professional development throughout the year, with training delivered through Local Government NSW and other organisations. Development opportunities covered key areas including planning, local government finance, governance, committee chairing, Audit, Risk and Improvement Committee (ARIC) responsibilities, meeting procedures, speed reading and professional leadership, supporting Councillors to strengthen their knowledge and capability in their governance roles.	
5.2.2.4 Maintain effective and relevant insurance program	Corporate Manager Governance and Risk	Council's 14 insurance policies have been renewed for the 2026-27 period. All insurance policies will be reviewed again in February 2027.	
5.2.2.5 Implement an effective risk management framework, supported by a software upgrade	Corporate Manager Governance and Risk	Council's draft operational and strategic registers are uploaded into Lighthouse Risk Management System, currently under review. Further updates will occur following recent internal audit findings. This is an ongoing project expected to go live later in the 2026/27 financial year.	
5.2.2.6 Respond to Government Information Public Access (GIPA) requests within required timeframes	Corporate Manager Governance and Risk	Obligations under the Government Information (Public Access) Act 2009 (GIPA Act) were completed on time, including determination of access applications, submission of the Annual GIPA Report, publishing of section 6(5) record, and annual review and update of the Agency Information Guide (AIG). None of Council's decisions on access applications made under the GIPA Act in 2025-2026 were subject to external review. Information continues to be shared proactively and informally with the public wherever possible, without requiring a formal access application. Council encourages the public to seek information via the informal release pathway wherever possible, to facilitate timely and cost-effective access to information.	
5.2.2.7 Facilitate the Audit, Risk and Improvement Committee in line with guidelines issued by the Office of Local Government	Corporate Manager Governance and Risk	Four Audit, Risk and Improvement Committee (ARIC) meetings have been held this financial year to date, plus one special ARIC meeting to review the financial statements. Minutes were presented to Council. The ARIC Chair annual report for 2024/25 was tabled with Council, and the Audit & Risk Checklist was included with Council's 2024/25 annual report. ARIC terms of reference and Internal Audit Charter were updated and endorsed by Council to reflect bringing an internal audit function in house.	

Link	Outcome	Period 1 July 2025 to 30 June 2026
5.2.2	Mandatory policy reviews completed	100%
5.2.2	Council meetings follow agreed Code of Practice	100%
5.2.2	Pecuniary interests and Code of Conduct lodgements met	100%
5.2.2	Operational and Strategic risk registers loaded in Lighthouse software	90
5.2.2	Number of GIPA applications received	17
5.2.2	Number of GIPA applications determined	18
5.2.2	Percentage of GIPA responses made within statutory timelines	100%
5.2.2	Number of ARIC meetings held	5

5.2.3 - Advocate and collaborate to advance the region and address local issues			
Action	Service	Project Status Update	Status
5.2.3.1 Develop and maintain strategic partnerships to advance Eurobodalla	Chief Financial Officer	Council continues its membership with Local Government NSW, the Canberra Region Joint Organisation, Australian Coastal Councils Association, South East Arts, South East Transport Strategy Inc, and the Floodplain Management Australia. Council also maintains strong relationships with Eurobodalla's Federal and State Members of Parliament to support effective advocacy and representation for the community and council.	
5.2.3.2 Actively participate in Local Government NSW and other sector organisations	Chief Operating Officer	Council continued to actively participate in key local government sector organisations throughout the year. Council renewed its membership with Local Government NSW and supported the attendance of five Councillors and the General Manager at the 2025 Local Government NSW Annual Conference. The Mayor and General Manager represented Council through ongoing participation in the Canberra Region Joint Organisation (CRJO), the CRJO General Managers Advisory Group and Country Mayors Association meetings, ensuring Council remained engaged in regional advocacy, collaboration and sector-wide initiatives. Council also reaffirmed its commitment to regional collaboration by resolving to continue its membership of the Canberra Region Joint Organisation.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
5.2.3	Number of Canberra Region Joint Organisation meetings attended	10	

5.3 – WELL MANAGED AND GOVERNED RESOURCES, SYSTEMS AND PROCESSES

5.3.1 - Demonstrate future focussed corporate and financial management that is ethical, sustainable, transparent and accountable

Action	Service	Project Status Update	Status
5.3.1.1 Provide strategic financial management and services guided by the Finance Strategy	Chief Financial Officer	Council lodged its Annual Financial Statements for the year ended 30 June 2025 within the statutory deadline. Investment reports were presented at all Council meetings throughout the reporting period, and all Quarterly Budget Review Statements were submitted to Council within the required timeframes throughout the reporting period.	
5.3.1.2 Issue rates and charges notices and issue water accounts to ratepayers and provide assistance to ratepayers regarding their accounts	Chief Financial Officer	Council issued its annual rates and charges notices on 28 July 2025, ahead of the statutory deadline. Water accounts have also been distributed to ratepayers. Council is actively assisting ratepayers with enquiries regarding their accounts, including providing guidance on payment options, answering billing questions, and helping resolve any issues promptly to ensure a positive customer experience.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
5.3.1	Compliance with legislative timeframes for financial reporting and deliverables	100%	
5.3.1	Annual rates notices issued, quarterly instalment notices issued and triannual water bills issued	100%	

5.3.2 - Manage land and property under Council control and develop a strategy to guide future actions

Action	Service	Project Status Update	Status
5.3.2.1 Manage leases and licences	Divisional Manager Property	Council manages 178 leases and licences for the use of Council owned or managed land which are delivering an increased rental return for Council.	
5.3.2.2 Manage the contracts for the operation of Council's campgrounds and Batemans Bay Holiday Resort	Divisional Manager Property	Revised contractual arrangements at North Head campground have seen this site delivering Council a revenue for the first time in several years and the Batemans Bay Holiday Resort is delivering increase revenue as compared to the prior year.	
5.3.2.3 Seek endorsement of a property strategy to support management of council land and property	Divisional Manager Property	The draft property strategy is being reviewed considering current Council strategic priorities, particularly the Housing Strategy. It is expected that the strategy will be presented to Council for endorsement in the 2026-27 financial year.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
5.3.2	Number of leases and licenses managed	178	

5.3.3 - Be an agile organisation that champions continuous improvement through the delivery of a planned program of service reviews

Action	Service	Project Status Update	Status
5.3.3.1 Commence service review of Bay Pavilions	Corporate Manager Governance and Risk	A service review of the Bay Pavilions commenced in July 2025. A project management plan was developed and an internal working group established, with 10 workstreams in place. The review included an independent assessment of management and financial models, benchmarking, tenders and contracts, a review of internal costs and energy savings, water treatment and commercial opportunities, as well as the development of an in-house model for theatre and meeting room components of the facility. The review was completed in October 2025. A report was tabled at the December 2025 council meeting, endorsing the review findings, extending the current contract with Aligned Leisure for one year until June 2027, endorsing both an in-house model for the delivery of theatre and meeting rooms facilities from 1 July 2026, and the development of new tenders for the aquatic, gym and café services, to be in place from 1 July 2027.	

5.3.4 - Provide effective and professional administration, technical and trade services to support the delivery of services to the community

Action	Service	Project Status Update	Status
5.3.4.1 Provide authorised customers with sustained access to relevant Council's digital systems	Chief Information Officer	Council's monitored critical digital systems achieved 99.99% availability, ensuring authorised users had reliable access to key digital services throughout the reporting period.	
5.3.4.2 Secure customers data held within Council's systems	Chief Information Officer	Council recorded zero data breaches during the reporting period, demonstrating the effectiveness of controls implemented to protect customer information and maintain the security of data held within Council systems.	
5.3.4.3 Provide technical services including survey, investigation, design, asset management and other infrastructure supports	Divisional Manager Technical Services	Ongoing technical support was provided for Council's works program, customer inquiries, development matters and strategic infrastructure planning. Provision of survey, investigation, design, asset management planning and information, traffic, transport and road safety planning and infrastructure support services continued.	

		This year Council has adopted the Eurobodalla Road Safety Plan 2025-28 and the Asset Management Strategy and Plans 2025-35, both documents will help guide future work, projects and service delivery.	
5.3.4.4 Finalise the review of existing light fleet to inform a fleet strategy including Electric Vehicle considerations	Chief Financial Officer	The review of Council's existing light fleet has been completed and is informing the development of the Fleet, Plant and Equipment Asset Management Plan. Rather than pursuing standalone fleet or electric vehicle strategies, Council is considering fleet management and fleet electrification within a broader strategic asset management framework to support alignment with the Integrated Planning and Reporting Framework.	
5.3.4.5 Provide asset management information and services	Divisional Manager Technical Services	Council continues to provide effective and professional asset management information and services across the organisation. During the reporting period, priority actions identified within the Asset Management Strategy and Plans 2025–2035, as adopted in the Resourcing Strategy 2025–2035, continued to be implemented. To strengthen asset management capability and governance, Council established the Asset Management Matrix Group, which provides oversight of asset management development across the organisation. The group promotes a coordinated, multidisciplinary approach to asset management, supporting consistency in practices, decision-making and service delivery. As part of Council's commitment to continuous improvement and industry best practice, Council participated in the Institute of Public Works Engineering Australasia (IPWEA) Asset Management Maturity Assessment Project. The assessment provides valuable benchmarking information and will assist Council in identifying opportunities to further enhance asset management processes and practices. Council is continuing to implement continuous improvement initiatives, including the expanded use of TechnologyOne software for the scheduling of maintenance and operational tasks, commencing with public amenities. A comprehensive revaluation of Council's Business, Marine, Miscellaneous, Recreation and Waste asset classes is also being undertaken in accordance with the adopted revaluation schedule. In addition, planning has commenced for the detailed revaluation, condition assessment and criticality assessment of Water	

		and Sewer Infrastructure assets. This work supports compliance with Australian Accounting Standards and helps ensure the ongoing accuracy and reliability of asset valuations, financial reporting and long-term asset management planning.	
5.3.4.6 Provide efficient records management	Chief Operating Officer	Council maintains effective records management capacity to support organisational and community information needs. From 1 January to 30 June 2026, this capacity supported the processing of 348 privacy checks, and the digitisation of 304 files.	✓
Link	Outcome	Q4	
5.3.4	Average unplanned downtime of core IT services (%)	0.01%	
5.3.4	Number of reportable data breaches	0	

5.3.5 - Build and sustain a capable, performance driven and accountable workforce and position Council as an organisation people want to work for

Action	Service	Project Status Update	Status
5.3.5.1 Build a workforce and drive accountability through strategic and embedded human resource best practice	Manager, People Capability	Council successfully embedded a new operating model for its people and safety team. This optimised model introduced Human Resource Business Partners (HRBPs) who work directly with Council's people leaders to align people strategies with business goals. These strategic partnerships are designed to: • Drive organisational performance. • Manage change effectively. • Improve talent outcomes such as retention and engagement. By embedding HR expertise within business units, Council is strengthening accountability and ensuring that people strategies are integrated into day-to-day operations. A comprehensive review of Council's internal human resource policies continues. This project includes staff workshops and focus groups, enabling robust consultation and collaboration. The approach ensures policies are inclusive, contemporary, and aligned with best practice.	✓
5.3.5.2 Embrace a culture of diversity, inclusion, safety, wellbeing and purpose	Manager, Work, Health and Safety	The Work Health and Safety (WHS) team has continued to strengthen Council's safety capability and culture through a range of strategic and operational initiatives. Highlights from the year include:	✓

		• A key milestone being the onboarding of the WHS manager, enhancing the WHS team's capacity to provide guidance, coaching and support to both workers and people leaders. • Significant progress has also been made in the ongoing development and implementation of Council's Work Health and Safety Management System (WHSMS), with a focus on aligning processes, improving governance and supporting continuous improvement. • The WHS Business Partner has collaborated with site teams to complete five site inspections, identifying 53 hazards and initiating 45 corrective actions aimed at improving workplace health and safety outcomes. • The WHS team has continued to embed the BSafe incident and hazard reporting system across the organisation, increasing awareness, training and utilisation to improve hazard identification, reporting and corrective action management. Collectively, these initiatives are building a stronger safety culture, improving accountability and supporting Council's commitment to provide a safe and healthy workplace for all workers. • Learning and Development have conducted 36 WHS mandatory training events with over 269 workers attending the sessions, reinforcing safety capability across organisation. • Workers continue to access and utilise Council's Employee Assistance Program (EAP), demonstrating engagement with available wellbeing support services. • A comprehensive range of health and wellbeing activities were accessed across the organisation, including 80 hazard and incident check-ins, 142 flu vaccinations, and 120 team-building events, demonstrating a strong commitment to promoting worker health, safety, engagement, and overall wellbeing. • To further enhance wellbeing, an all-staff activity is planned for later this year.	
5.3.5.3 Position Council for success through a strong brand, efficient processes and a culture that attracts, develops and retains talent	Manager, People Capability	Council positioned itself for success through initiatives that included: • Piloting enhancements to Council's recruitment process to improve the applicant experience and streamline hiring workflows. • Introducing data collection tools to capture insights from new starters, strengthening employee experience with induction and onboarding processes.	

		• Improving internal communications by implementing monthly People and Safety Newsletters, ensuring staff are informed and engaged. • Successfully onboarded nine additional apprenticeship opportunities through the NSW Government's Fresh Start Program. • Leveraging Council's social media platforms and local radio stations to promote Council's brand and recruitment opportunities. • Supporting over 60 staff to progress through existing apprentice, trainee, cadet, or professional qualification pathways, reinforcing Council's commitment to workforce development.	
Link	Outcome	Period 1 July 2025 to 30 June 2026	
5.3.5	Number of learning and development opportunities provided	1,600	
5.3.5	Number of recruitment activities	505	
5.3.5	Number of wellbeing activities	1200	