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**HELD ON MONDAY 19 JUNE 2017**

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Annual Report  
and  
Determination

*Annual report and determination under sections 239  
and 241 of the Local Government Act 1993*

12 April  
2017

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**Local Government Remuneration Tribunal**

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**Local Government Remuneration Tribunal**

## Executive Summary

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The Local Government Remuneration Tribunal (the Tribunal) is required to report to the Minister for Local Government by 1 May each year as to its determination of categories and the maximum and minimum amounts of fees to be paid to mayors, councillors, and chairpersons and members of county councils.

### Categories

Since the making of the 2016 determination a number of councils have been amalgamated resulting in the creation of 20 new councils. The impact of those structural changes is an overall reduction in the number of councils in NSW from 152 to 128. This significant change has prompted a review of the existing categories and the allocation of councils into each of those categories.

In undertaking the review the Tribunal examined the existing categories, a range of statistical and demographic data and considered the views of councils and Local Government NSW. Having regard to that information the Tribunal has determined a categorisation model which differentiates councils primarily on the basis of their geographic location. Other factors which differentiate councils for the purpose of categorisation include population, the sphere of the council's economic influence and the degree of regional servicing.

In accordance with section 239 of the *Local Government Act 1993* (LG Act) the categories of general purpose councils are determined as follows:

#### **Metropolitan**

- Principal CBD
- Major CBD
- Metropolitan Large
- Metropolitan Medium
- Metropolitan Small

#### **Non-metropolitan**

- Regional City
- Regional Strategic Area
- Regional Rural
- Rural

### **Local Government Remuneration Tribunal**

The determination provides for the retention of five existing categories (some with new titles) and the creation of two new categories. Each council is allocated into one of the categories based on the criteria outlined on pages 12 to 15 of the report.

#### **Fees**

The majority of councils will receive an increase of 2.5 per cent only which is consistent with the government's wages policy. Six existing councils will be eligible for increases of more than 2.5 per cent as those councils have been categorised into a higher or new category on the basis of the revised criteria.

The 20 new councils have been placed in one of the existing or new categories. These 20 councils replaced 44 former councils. The scale of the new councils means that the majority of these new councils will be eligible for fees that are higher than those paid to the former entities. However, the significant reduction in the number of councils from 152 to 128 has resulted in an estimated maximum saving on the overall cost of councillor fees in NSW of approximately \$2.5M.

**Local Government Remuneration Tribunal**

## **Section 1 Introduction**

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1. Section 239 of the LG Act provides for the Tribunal to determine the categories of councils and mayoral offices and to place each council and mayoral office into one of those categories. The categories are to be determined at least once every 3 years.
2. Section 241 of the LG Act provides for the Tribunal to determine, not later than 1 May in each year, for each of the categories determined under section 239, the maximum and minimum amount of fees to be paid to mayors and councillors of councils, as well as chairpersons and members of county councils.
3. In determining the maximum and minimum fees payable in each of the categories, the Tribunal is required, pursuant to section 242A of the LG Act, to give effect to the same policies on increases in remuneration as those of the Industrial Relations Commission. The current policy on wages is that public sector wages cannot increase by more than 2.5 per cent, and this includes the maximum and minimum fees payable to councillors and mayors and chairpersons and members of county councils.
4. The Tribunal's determinations take effect from 1 July in each year. The Tribunal's Report and Determination of 2016, made on 29 March 2016, provided a general increase of 2.5 per cent which was consistent with the Government's policy on wages.
5. Since the making of the 2016 determination there has been a reduction in the number of councils in NSW from 152 to 128. In response to this significant change the Tribunal will review the categories and the allocation of each council and mayoral offices into those categories, pursuant to section 239 of the LG Act.

## **Section 2 Local Government Reform**

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### **Update on council amalgamations**

6. The NSW Government has been working with local councils since 2011 to create stronger councils and strengthen local communities.
7. On 12 May 2016 the NSW Government announced the formation of 19 new councils. The proclamation of the new Bayside Council occurred on 9 September 2016 following

### **Local Government Remuneration Tribunal**

the conclusion of legal action in the Court of Appeal. This took the total number of new councils created in 2016 to 20.

8. The decision to create new councils follows four years of extensive community and industry consultation and independent research and analysis which found a strong case for reform.
9. Detailed information on the reform process and progress to date can be found on the [Fit for the Future](#) and [Stronger Councils](#) websites.
10. On 14 February 2017, the Government announced that all merged councils in NSW will remain in place and the proposed formation of a further five new councils in Sydney would proceed, subject to the outcome of court proceedings. However, there will be no further regional council mergers.

### **Amendments to the *Local Government Act 1993***

11. The LG Act was amended in July 2016 to insert sub-clauses (3) and (4) into section 242A to clarify the intent of the impact of the government's wages policy on a determination which may change the category of a council as follows:

**242A Tribunal to give effect to declared government policy on remuneration for public sector staff**

- (1) In making a determination, the Remuneration Tribunal is to give effect to the same policies on increases in remuneration as those that the Industrial Relations Commission is required to give effect to under section 146C of the Industrial Relations Act 1996 when making or varying awards or orders relating to the conditions of employment of public sector employees.*
- (2) The policies referred to in subsection (1) do not include any policy that provides for increases in remuneration based on employee-related savings.*
- (3) This section does not apply to a determination by the Remuneration Tribunal that changes the category of a council or mayoral office (whether or not the effect of the change is to increase the range of amounts payable to the councillors and mayor of a council).*
- (4) To avoid doubt, this section extends to a determination of the minimum and maximum amounts payable for a category in existence when the determination is made.*

12. The impact of these amendments to the LG Act is outlined in section 4 of this report.

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## Section 3 Review of Categories

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### Scope of review

13. Section 239 of the LG Act requires the Tribunal to determine the categories of councils and mayoral offices at least once every 3 years. The Tribunal last reviewed the categories during the 2015 annual review.

14. Since the making of the 2016 determination there has been an overall reduction in the number of councils from 152 to 128. This significant change has prompted a review of the existing categories and the allocation of councils into each of those categories.

15. In determining categories the Tribunal is required to have regard to the following matters that are prescribed in section 240 of the LG Act:

*"240 (1)*

- the size of areas*
- the physical terrain of areas*
- the population of areas and the distribution of the population*
- the nature and volume of business dealt with by each Council*
- the nature and extent of the development of areas*
- the diversity of communities served*
- the regional, national and international significance of the Council*
- such matters as the Remuneration Tribunal considers relevant to the provision of efficient and effective local government*
- such other matters as may be prescribed by the regulations."*

16. The Tribunal is tasked with determining a categorisation model in which councils with the largest number of features in common can be grouped together for remuneration purposes. This is not straightforward as each council has challenges and issues which are unique.

17. The existing categories group councils primarily on the basis of their geographic location (predominantly metropolitan or rural). Categories are then further differentiated on other factors including population, the sphere of the council's economic influence and the council's degree of regional servicing.



**Local Government Remuneration Tribunal**

18. The Tribunal reviewed this model having regard to a large amount of statistical material, including population and financial data, demographic indicators and indicators of regional significance. The Tribunal found that while the existing criteria continue to provide an equitable and transparent model by which to differentiate councils for the purposes of determining remuneration, there existed some scope to refine these criteria to address a number of categorisation anomalies and to better reflect the composition of councils post amalgamations.
19. In considering a new model the Tribunal sought to improve consistency and transparency in the determination of categories and the allocation of councils into each of those categories. Having considered the existing and new councils, the Tribunal identified a number of councils that specifically warranted either recategorisation into an existing category or a new category.
20. The current model provides for the councils of Newcastle, Wollongong, Central Coast (former Wyong and Gosford) and Lake Macquarie to be grouped with councils in the Sydney Metropolitan Area. These councils are not located in what is generally defined as the Sydney Metropolitan Area and the categorisation did not adequately reflect their regional status. Having assessed the characteristics of these councils the Tribunal was of the preliminary view that the categories should differentiate metropolitan and non-metropolitan councils. On that basis two new categories were proposed for the regional group to accommodate these councils.
21. In respect of the larger metropolitan councils, amalgamations in the Sydney metropolitan area have resulted in a significant number of councils with populations of greater than 200,000. The 2016 determination provided for the Council of the City of Parramatta to be categorised in the same category (Metropolitan City) as Newcastle and Wollongong City Councils. The proposal to move Newcastle and Wollongong into the non-metropolitan group necessitated a re-think of the categorisation for Parramatta City Council having regard to its status in the metropolitan region. The Tribunal found that Parramatta City Council was significantly differentiated from other large metropolitan councils on the basis of its secondary CBD status as recognised by the State Government. On this basis a new category of Major CBD was proposed for Parramatta City Council.
22. Prior to seeking the views of Local Government NSW (LGNSW) and councils the Tribunal's preliminary view was that most of the existing categories should be retained but there

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should also be some new categories to reflect the evolving shape of local government in NSW. The proposed model was as follows:

**Metropolitan**

- Principal CBD
- Major CBD
- Metropolitan Major
- Metropolitan Centre
- Metropolitan

**Regional**

- Regional City
- Regional Strategic Centre
- Regional Rural
- Rural

23. To test this model the Tribunal wrote to all mayors in November 2016 advising of the commencement of the 2017 Annual Review. In doing so the Tribunal advised councils of its intention to revise the existing categorisation model following examination of the list of existing and new councils. To assist councils in making their submissions the Tribunal outlined its preliminary thinking on a proposed model for metropolitan and non-metropolitan councils as follows:

***“Metropolitan***

*Five metropolitan categories are proposed. The existing Principal City category is proposed to be retained for Sydney City Council and renamed Principal CBD. Major City is proposed to be abolished and a new category created for Parramatta City Council. The Tribunal’s preliminary thinking is that this category will be titled Major CBD. The existing Metropolitan Major, Metropolitan Centre and Metropolitan categories will be retained for the new and remaining existing councils.....*

***Non-metropolitan***

*Four non-metropolitan categories are proposed. A new Regional City category will be created for Newcastle and Wollongong City Councils. A new Regional Strategic Centre category will be created for Central Coast and Lake*

**Local Government Remuneration Tribunal**

*Macquarie Councils. The existing Regional Rural and Rural categories will be retained for other new and remaining councils.....*

**County Councils**

*The Tribunal does not intend to make any change to the categorisation of county councils and will retain the existing categories of Water and Other.”*

24. The Tribunal also outlined its approach to the criteria for categorising councils into the proposed metropolitan and non-metropolitan categories as follows:

*“The Tribunal’s 2009 annual determination outlines the characteristics for the existing categories. At this stage the Tribunal intends to adopt a similar approach and will determine descriptors for the proposed categories for the purposes of classifying councils into the categories. Population is likely to remain a determining factor for differentiating categories of councils. The Tribunal will also have regard to the matters prescribed in section 240 of the LG Act.”*

25. The Tribunal invited submissions on the proposed categorisation model, criteria for the allocation of councils into the categories, fees for the proposed categories and any other matters.
26. The Tribunal also wrote to the President of LGNSW in similar terms, and subsequently met with the President and Chief Executive of LGNSW. The Tribunal wishes to place on record its appreciation to the President and Chief Executive for meeting with the Tribunal.

**Submissions received - categorisation**

27. In response to this review the Tribunal received 28 submissions from individual councils and a submission from LGNSW. A summary of the key points is below.

**Categorisation**

28. Approximately half of the submissions (46 per cent) supported the proposed categories with no variation or supported the proposed categories with variations to titles or the number of categories. The balance of the submissions (54 per cent) did not express a view in respect to the proposed categorisation model.

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29. In respect to variations put forward in submissions, the LGNSW requested that the proposed “Major CBD” and “Metropolitan Major” be merged and called “Metropolitan Major” and an additional category be created called “Special/Interim”. The “Metropolitan Major” category would include councils with a population of at least 250,000 and/or that met other specified indicators that set them apart from other metropolitan councils. The “Special/Interim” category would apply on an interim basis to councils that demonstrate special attributes/circumstances that are out of the ordinary, for example high population growth.
30. Council submissions requested additional categories such as a “Metropolitan Growth Centre” or “Metropolitan Major – Growth Centre” for councils dealing with high growth; “Metropolitan Gateway” for councils that connect the regions to metropolitan areas; and “Peri-Urban” for councils that interface between urban and rural areas.

**Criteria**

31. A number of submissions referred to the criteria provided in section 240 of the LG Act, either noting or stating the criteria remain relevant (18 per cent) or suggesting that additional criteria to those provided in section 240 is required (50 per cent). Other submissions explained how their individual council performed against the section 240 criteria (29 per cent). The balance of the submissions did not express a view in respect to the criteria for categorisation (18 per cent).
32. The LGNSW suggested that the criteria need to be expanded to include a wider range of factors such as the level of disadvantage an area suffers, annual growth rate of an area (relative to population) and expenditure of an area.
33. Council submissions suggested additional criteria such as status as a NSW Evocity; the nature of a council’s business, for example some do not provide water and sewerage services; level of economic activity in a local government area; specific population thresholds; resident/councillor ratio and planning significance in terms of Government targets.
34. Councils were also asked to provide submissions on the matter of fees. Comments relating to fees are outlined in section 4.

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**Findings - categorisation**

35. The Tribunal is appreciative of the number of submissions received and the effort made in those submissions to comment on the proposed categorisation model and to provide further suggestions for consideration. Given the broad support the Tribunal will determine the categories as proposed with a number of minor variations which in part reflect the feedback received.

36. Since seeking the views of councils the Tribunal has reconsidered the titles of the former metropolitan categories being Metropolitan Major, Metropolitan Centre and Metropolitan. The Tribunal found that these titles did not adequately describe the characteristics of the councils in those groups or articulate the difference between them. The Tribunal has determined that the three categories will be retained but that they will be re-titled Metropolitan Large, Metropolitan Medium and Metropolitan Small. The primary determinant for categorisation into these groups will be population.

37. The Tribunal also considers that the title of Regional Strategic Centre is more appropriately titled Regional Strategic Area. The two councils to be categorised into this group are local government areas which represent a large number of townships and communities of varying scale.

38. The revised model which will form the basis of this determination is as follows:

**Metropolitan**

- Principal CBD
- Major CBD
- Metropolitan Large
- Metropolitan Medium
- Metropolitan Small

**Non-metropolitan**

- Regional City
- Regional Strategic Area
- Regional Rural
- Rural

39. The criteria for each of the categories are outlined below. As with the previous categories the predominant factor to guide categorisation is population. Other common features of councils within those categories are also broadly described. These criteria

### **Local Government Remuneration Tribunal**

have relevance when population alone does adequately reflect the status of one council compared to others with similar characteristics. In some instances the additional criteria will be significant enough to warrant the categorisation of a council into a group with a higher population threshold.

40. There is no significant change to the categorisation of county councils. A proclamation was published in the NSW Government Gazette No 52 of 22 June 2016 dissolving the Richmond River County Council and Far North Coast and the transferring their functions and operations to Rous County Council with effect 1 July 2016. County councils continue to be categorised on the basis of whether they undertake water and/or sewerage functions or administer, control and eradicate declared noxious weeds as a specified Local Control Authority under the *Noxious Weeds Act 1993*.

### **Criteria for categories**

The following criteria will apply to each of the categories:

#### **Principal CBD**

The Council of the City of Sydney (the City of Sydney) is the principal central business district (CBD) in the Sydney Metropolitan area. The City of Sydney is home to Sydney's primary commercial office district with the largest concentration of businesses and retailers in Sydney. The City of Sydney's sphere of economic influence is the greatest of any local government area in Australia.

The CBD is also host to some of the city's most significant transport infrastructure including Central Station, Circular Quay and International Overseas Passenger Terminal. Sydney is recognised globally with its iconic harbour setting and the City of Sydney is host to the city's historical, cultural and ceremonial precincts. The City of Sydney attracts significant visitor numbers and is home to 60 per cent of metropolitan Sydney's hotels.

The role of Lord Mayor of the City of Sydney has significant prominence reflecting the CBD's importance as home to the country's major business centres and public facilities of state and national importance. The Lord Mayor's responsibilities in developing and maintaining relationships with stakeholders, including other councils, state and federal governments, community and business groups, and the media are considered greater than other mayoral roles in NSW.

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**Major CBD**

The Council of the City of Parramatta (City of Parramatta) is the economic capital of Greater Western Sydney and the geographic and demographic centre of Greater Sydney. Parramatta is the second largest economy in NSW (after Sydney CBD) and the sixth largest in Australia.

As an secondary CBD to metropolitan Sydney the Parramatta local government area is a major provider of business and government services with a significant number of organisations relocating their head offices to Parramatta. Public administration and safety has been a growth sector for Parramatta as the State Government has promoted a policy of moving government agencies westward to support economic development beyond the Sydney CBD.

The City of Parramatta provides a broad range of regional services across the Sydney Metropolitan area with a significant transport hub and hospital and educational facilities. The City of Parramatta is home to the Westmead Health and Medical Research precinct which represents the largest concentration of hospital and health services in Australia, servicing Western Sydney and providing other specialised services for the rest of NSW.

The City of Parramatta is also home to a significant number of cultural and sporting facilities (including Sydney Olympic Park) which draw significant domestic and international visitors to the region.

**Metropolitan Large**

Councils categorised as Metropolitan Large will typically have a minimum population of 200,000.

Other features may include:

- total operating revenue exceeding \$200M per annum
- the provision of significant regional services to greater Sydney including, but not limited to, major education, health, retail, sports, other recreation and cultural facilities
- significant industrial, commercial and residential centres and development corridors
- high population growth.

Councils categorised as Metropolitan Large will have a sphere of economic influence and provide regional services considered to be greater than those of other metropolitan councils.

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**Metropolitan Medium**

Councils categorised as Metropolitan Medium will typically have a minimum population of 100,000.

Other features may include:

- total operating revenue exceeding \$100M per annum
- services to greater Sydney including, but not limited to, major education, health, retail, sports, other recreation and cultural facilities
- industrial, commercial and residential centres and development corridors
- high population growth.

The sphere of economic influence, the scale of council operations and the extent of regional servicing would be below that of Metropolitan Large councils.

**Metropolitan Small**

Councils categorised as Metropolitan Small will typically have a population less than 100,000.

Other features which distinguish them from other metropolitan councils include:

- total operating revenue less than \$150M per annum.

While these councils may include some of the facilities and characteristics of both Metropolitan Large and Metropolitan Medium councils the overall sphere of economic influence, the scale of council operations and the extent of regional servicing would be below that of Metropolitan Medium councils.

**Regional City**

Councils categorised as Regional City will typically have a population above 150,000. These councils are metropolitan in nature with major residential, commercial and industrial areas. These Councils typically host government departments, major tertiary education and health facilities and incorporate high density commercial and residential development.

These councils provide a full range of higher order services and activities along with arts, culture, recreation and entertainment facilities to service the wider community and broader region. These councils typically also contain ventures which have a broader State and national focus which impact upon the operations of the council.

Newcastle City Council and Wollongong City Councils are categorised as Regional City.



## **Local Government Remuneration Tribunal**

### **Regional Strategic Area**

Councils categorised as Regional Strategic Area are differentiated from councils in the Regional Rural category on the basis of their significant population. Councils categorised as Regional Strategic Area will typically have a population above 200,000. These councils contain a mix of urban and rural settlements. They provide a range of services and activities including business, office and retail uses, along with arts, culture, recreation and entertainment facilities to service the wider community. These councils host tertiary education campuses and health facilities.

While councils categorised as Regional Strategic Area may have populations which exceed those of Regional City, they would not typically provide the same range of regional services or have an equivalent sphere of economic influence.

Central Coast Council and Lake Macquarie Council are categorised as Regional Strategic Area.

### **Regional Rural**

Councils categorised as Regional Rural will typically have a minimum population of 20,000.

Other features which distinguish them from other non-metropolitan councils include:

- a major town or towns with the largest commercial component of any location in the surrounding area
- a significant urban population existing alongside a traditional farming sector, and are surrounded by smaller towns and villages or may be located on or close to the coast with high levels of population and tourist facilities
- provide a full range of higher-order services including business, office and retail uses with arts, culture, recreation and entertainment centres
- regional services to the wider community through principal referral hospitals, tertiary education services and major regional airports
- these councils may also attract large visitor numbers to established tourism ventures.

### **Rural**

Councils categorised as Rural will typically have a population below 20,000.

Other features which distinguish them from other non-metropolitan councils include:

- one or two significant townships combined with a considerable dispersed population spread over a large area and a long distance from a major regional centre
- a limited range of services, facilities and employment opportunities compared to Regional Rural councils
- local economies based on agricultural/resource industries.

### **County Councils - Water**

County councils that provide water and/or sewerage functions with a joint approach in planning and installing large water reticulation and sewerage systems.

### **County Councils - Other**

County councils that administer, control and eradicate declared noxious weeds as a specified Local Control Authority under the *Noxious Weeds Act 1993*.

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41. These criteria will be included in future determinations as an appendix to ensure they are readily accessible.

#### **Allocation of council into categories**

42. In accordance with section 239 of the LG Act the Tribunal is required to allocate each of the councils into one of the categories. The allocation of councils is outlined in the determination under section 6.
43. In determining the allocation of councils into these categories the Tribunal found that that there were certain councils that could warrant categorisation into another category based on additional criteria. The Tribunal notes that a number of metropolitan and non-metropolitan councils have or are expected to experience significant development and population growth in the future. A number of these local government areas have been identified in the State Government's key planning strategies and include Camden and The Hills councils. The Tribunal acknowledges the additional responsibilities these and other councils may face now and in the future, however for the initial categorisation these councils have been categorised primarily on the basis of their population. The Tribunal will continue to monitor these and other councils to determine the appropriateness of the allocation of councils and the categorisation model for future determinations.

## **Section 4      Fees**

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#### **Scope of review**

44. In determining the maximum and minimum fees payable in each of the categories, the Tribunal is required, pursuant to section 242A of the LG Act, to give effect to the same policies on increases in remuneration as those that the Industrial Relations Commission is required to give effect to under section 146C of the Industrial Relations Act 1996 (IR Act), when making or varying awards or orders relating to the conditions of employment of public sector employees.
45. The current policy on wages pursuant to section 146C(1)(a) of the IR Act is articulated in the Industrial Relations (Public Sector Conditions of Employment) Regulation 2014 (the Regulation). The effect of the Regulation is that public sector wages cannot increase by

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more than 2.5 per cent, and this includes the maximum and minimum fees payable to councillors and mayors and chairpersons and members of county councils.

46. The LG Act was amended in July 2016 to insert sub-clauses (3) and (4) into section 242A to clarify the intent of the impact of the government's wages policy on a determination which may change the category of a council as follows:

**242A Tribunal to give effect to declared government policy on remuneration for public sector staff**

*(1) In making a determination, the Remuneration Tribunal is to give effect to the same policies on increases in remuneration as those that the Industrial Relations Commission is required to give effect to under section 146C of the Industrial Relations Act 1996 when making or varying awards or orders relating to the conditions of employment of public sector employees.*

*(2) The policies referred to in subsection (1) do not include any policy that provides for increases in remuneration based on employee-related savings.*

*(3) This section does not apply to a determination by the Remuneration Tribunal that changes the category of a council or mayoral office (whether or not the effect of the change is to increase the range of amounts payable to the councillors and mayor of a council).*

*(4) To avoid doubt, this section extends to a determination of the minimum and maximum amounts payable for a category in existence when the determination is made.*

47. Those amendments make clear that the minimum and maximum fees applicable to the existing categories cannot be increased by more than 2.5 per cent. The Tribunal is however able to determine that a council can be placed in another existing or a new category with a higher range of fees without breaching the government's wage policy. These changes provided the Tribunal with greater flexibility in reviewing fees for existing and new councils.

### **Submissions received - Fees**

48. A number of submissions supported an increase in fees either by no less than 2.5 per cent or by an unspecified amount (25 per cent of responses). Several submissions suggested an alternative fee model (11 per cent) or made other general comments (29 per cent). The balance of submissions did not express a view in respect to fees (36 per cent).

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49. The LGNSW submitted that the Tribunal must increase fees by no less than 2.5 per cent being of the view that fees have already fallen behind comparable roles. Also, that the fee structure fails to recognise the work of councillors and is often inadequate to attract and retain people with the necessary skills and expertise. The LGNSW also made reference to the changes to the LG Act that have expanded the role of the governing body (section 223) and mayors and councillors (sections 226 and 232). These points were also put forward in several council submissions along with requests that fees account for additional duties performed as members of a joint organisation.
50. In respect to alternative fee models several councils requested the Tribunal to consider a fee model similar to those applying to local governments in Victoria or Queensland; that fees are calculated as a percentage of the salary payable to members of the NSW Parliament; or that fees be benchmarked against the remuneration for the Principal CBD category.

### **Findings - Fees**

51. The Tribunal is required to have regard to the Government's wages policy when determining the increase to apply to the maximum and minimum fees that apply to councillors and mayors. The public sector wages policy currently provides for a cap on increases of 2.5 per cent.
52. The Tribunal has reviewed the key economic indicators, including the Consumer Price Index and Wage Price Index, and had regard to budgetary limitations imposed by the Government's policy of rate pegging, and finds that the full increase of 2.5 per cent is warranted. The 2.5 per cent increase will apply to the minimum and the maximum of the ranges for all existing categories.
53. The new categories have their remuneration ranges determined for the first time in this determination. As an initial determination the ranges for the new categories are not subject to the wages policy, however any future increase will be impacted in accordance with section 242A(4) of the LG Act.
54. The minimum and maximum fees for the new categories have been determined having regard to the relativities that exist between the existing groups.
55. For the category of Major CBD the maximum councillor fee is set at approximately 85 per cent of maximum councillor fee for Principal CBD. The maximum mayoral fee is set at

### **Local Government Remuneration Tribunal**

approximately 50 per cent of the maximum mayoral fee for Principal CBD. The minimum fees for both councillors and mayors are set at the same as that determined for the Metropolitan Large.

56. For the category of Regional City the maximum councillor fee is set at approximately 80 per cent of maximum councillor fee for Principal CBD. The maximum mayoral fee is set at approximately 45 per cent of the maximum mayoral fee for Principal CBD. The minimum fees for both councillors and mayors are set at the same as that determined for the Regional Strategic Area.
57. The minimum and maximum fees payable to the category of Regional Strategic Area will be the same as those payable to Metropolitan Large.

#### **Impact of fee increase and new categories**

58. The majority of councils will receive an increase of 2.5 per cent only.
59. Six councils will be eligible for increases of more than 2.5 per cent as those councils have been categorised into a higher or new category on the basis of the revised criteria.
60. The twenty new councils have been placed in one of the existing or new categories. These twenty councils replaced forty-four former councils. The scale of the new councils means that the majority of these new councils will be eligible for fees that are higher than those paid to the former entities. However, the significant reduction in the number of councils from 152 to 128 has resulted in an estimated maximum saving on the overall cost of councillor fees in NSW of approximately \$2.5M.

## **Section 5 Other matters**

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#### **Fees for Deputy Mayors**

61. Several council submissions requested that the Tribunal review the remuneration payable to Deputy Mayors (14 per cent). It was suggested that the remuneration be increased to reflect the additional duties undertaken or that elected deputy mayors receive an allowance based on a percentage of the councillor fee.
62. Councils have raised the matter of separate fees for Deputy Mayors on previous occasions and the Tribunal notes that it has previously determined that there is no provision in the

### **Local Government Remuneration Tribunal**

LG Act to empower the Tribunal to determine a separate fee or fee increase for Deputy Mayors. The method for determining separate fees, if any, for a Deputy Mayor are provided in section 249 of the LG Act as follows:

**249 Fixing and payment of annual fees for the mayor**

- (1) *A council must pay the mayor an annual fee.*
- (2) *The annual fee must be paid in addition to the fee paid to the mayor as a councillor.*
- (3) *A council may fix the annual fee and, if it does so, it must fix the annual fee in accordance with the appropriate determination of the Remuneration Tribunal.*
- (4) *A council that does not fix the annual fee must pay the appropriate minimum fee determined by the Remuneration Tribunal.*
- (5) *A council may pay the deputy mayor (if there is one) a fee determined by the council for such time as the deputy mayor acts in the office of the mayor. The amount of the fee so paid must be deducted from the mayor's annual fee."*

### **Conclusion**

63. The Tribunal's determinations have been made with the assistance of the two Assessors - Mr Ian Reynolds and Mr Tim Hurst. The allocation of councils into each of the categories, pursuant to section 239 of the LG Act, is outlined in Determination No. 1. The maximum and minimum fees paid to councillors and mayors and members and chairpersons of county councils, pursuant to section 241 of the LG Act, is outlined in Determination No. 2.

64. On 14 February 2017, the Government announced that the proposed formation of a further five new councils in Sydney would proceed, subject to the outcome of court proceedings.

65. The Tribunal may need to consider the categorisation of further new councils following the conclusion of legal action. Should this occur prior to the making of the 2018 determination the Minister may direct the Tribunal to make a special determination(s) in accordance with section 242 of the LG Act.

### **The Local Government Remuneration Tribunal**

*Signed*

**Dr Robert Lang**

**Dated:** 12 April 2017

**Local Government Remuneration Tribunal**

## Section 6 Determinations

### **Determination No. 1- Determination Pursuant to Section 239 of Categories of Councils and County Councils Effective From 1 July 2017**

**Table 1: General Purpose Councils - Metropolitan**

<b>Principal CBD (1)</b>	<b>Major CBD (1)</b>
Sydney	Parramatta

<b>Metropolitan Large (8)</b>	<b>Metropolitan Medium (9)</b>
Blacktown	Bayside
Canterbury-Bankstown	Campbelltown
Cumberland	Georges River
Fairfield	Hornsby
Liverpool	Ku-ring-gai
Northern Beaches	Inner West
Penrith	Randwick
Sutherland	Ryde
	The Hills

<b>Metropolitan Small (11)</b>
Burwood
Camden
Canada Bay
Hunters Hill
Lane Cove
Mosman
North Sydney
Strathfield
Waverley
Willoughby
Woollahra



**Local Government Remuneration Tribunal**

**Table 2: General Purpose Councils – Non-Metropolitan**

Regional City (2)	Regional Strategic Area (2)	
Newcastle	Central Coast	
Wollongong	Lake Macquarie	

Regional Rural (37)	Rural (57)	
Albury	Balranald	Kyogle
Armidale	Bellingen	Lachlan
Ballina	Berrigan	Leeton
Bathurst	Bland	Liverpool Plains
Bega	Blayney	Lockhart
Blue Mountains	Bogan	Moree Plains
Broken Hill	Bourke	Murray River
Byron	Brewarrina	Murrumbidgee
Cessnock	Cabonne	Muswellbrook
Clarence Valley	Carrathool	Nambucca
Coffs Harbour	Central Darling	Narrabri
Dubbo	Cobar	Narrandera
Eurobodalla	Coolamon	Narromine
Goulburn Mulwaree	Coonamble	Oberon
Griffith	Cootamundra-Gundagai	Parkes
Hawkesbury	Cowra	Snowy Valleys
Kempsey	Dungog	Temora
Kiama	Edward River	Tenterfield
Lismore	Federation	Upper Hunter
Lithgow	Forbes	Upper Lachlan
Maitland	Gilgandra	Uralla
Mid-Coast	Glen Innes Severn	Walcha
Mid-Western	Greater Hume	Walgett
Orange	Gunnedah	Warren
Port Macquarie-Hastings	Gwydir	Warrumbungle
Port Stephens	Hay	Weddin
Queanbeyan-Palerang	Hilltops	Wentworth
Richmond Valley	Inverell	Yass
Shellharbour	Junee	
Shoalhaven		
Singleton		
Snowy Monaro		
Tamworth		
Tweed		
Wagga Wagga		
Wingecarribee		
Wollondilly		



**Local Government Remuneration Tribunal**

**Table 3: County Councils**

<b>Water (5)</b>
Central Tablelands
Goldenfields Water
Mid-Coast
Riverina Water
Rous

<b>Other (7)</b>
Castlereagh-Macquarie
Central Murray
Hawkesbury River
New England Tablelands
Southern Slopes
Upper Hunter
Upper Macquarie

**Local Government Remuneration Tribunal**

**Determination No. 2- Determination Pursuant to Section 241 of Fees  
for Councillors and Mayors**

Pursuant to s.241 of the *Local Government Act 1993*, the annual fees to be paid in each of the categories to Councillors, Mayors, Members and Chairpersons of County Councils effective on and from 1 July 2017 are determined as follows:

**Table 4: Fees for General Purpose and County Councils**

Category		Councillor/Member Annual Fee		Mayor/Chairperson Additional Fee*	
		Minimum	Maximum	Minimum	Maximum
General Purpose Councils – Metropolitan	Principal CBD	26,310	38,580	160,960	211,790
	Major CBD	17,540	32,500	37,270	105,000
	Metropolitan Large	17,540	28,950	37,270	84,330
	Metropolitan Medium	13,150	24,550	27,940	65,230
	Metropolitan Small	8,750	19,310	18,630	42,120
General Purpose Councils – Non-metropolitan	Regional City	17,540	30,500	37,270	95,000
	Regional Strategic Area	17,540	28,950	37,270	84,330
	Regional Rural	8,750	19,310	18,630	42,120
	Rural	8,750	11,570	9,310	25,250
County Councils	Water	1,740	9,650	3,730	15,850
	Other	1,740	5,770	3,730	10,530

\*This fee must be paid in addition to the fee paid to the Mayor/Chairperson as a Councillor/Member (s.249(2)).

**The Local Government Remuneration Tribunal**

*Signed*

**Dr Robert Lang**

**Dated:** 12 April 2017





# **Blayney Cabonne Orange Disability Inclusion Action Plan 2017 - 2021**

**BLAYNEY SHIRE COUNCIL**

Prepared collaboratively with Blayney Shire Council; Cabonne Shire Council and Orange City Council  
by Elton Consulting.

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Reviewed by	Viki Critchley
Date	27 April 2017
Document name	Draft DIAP
Version	V3

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## Message from the Mayors

Our three Councils are working together to build a strong and equitable community that is accessible and inclusive of everyone.

We want our region to be a community that provides equal opportunity for people with disability so that they may access opportunities as other residents do, and enjoy the benefits of living and working in our region.

For these reasons, it is our pleasure to present the Blayney Cabonne Orange Disability Inclusion Action Plan (DIAP) 2017-2021.

The aim of the plan is to ensure that local services, facilities and programs provided by Councils are as inclusive as they can be. Consultations have been held across our communities, with a particular focus on identifying priorities by having conversations with people with disability, their families, carers and service providers.

We have recognised that 'people with disability' does not refer to a readily identifiable group, but to a wider community who may need support to fully participate in our society. This support might be needed for a short time, or throughout their lives.

Three individual action plans have been developed, each focusing on the needs of one local government area. These plans relate to how we:

- develop and construct our environment;
- provide information and services;
- support employment opportunities; and
- promote positive community attitudes and behaviours toward people with disability.

Planning for inclusion and access is a core component of our planning responsibilities, and the DIAP will be aligned with and reported on by the individual council Community Strategic Plans.

Blayney, Cabonne and Orange Councils are pleased to work with the New South Wales Government to improve access and inclusion for people with disability, and look forward to all members of our communities enjoying opportunities to participate in social, economic and community life.



**Cr Scott Ferguson  
Mayor  
Blayney Shire Council**



**Cr Ian Gosper  
Mayor  
Cabonne Shire Council**



**Cr John Davis  
Mayor  
Orange City Council**

# 1 Overview

“to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and promote respect for their inherent dignity”<sup>1</sup>

In 2014 the NSW Government enacted the *Disability Inclusion Act* (DIA). Local Government is required by the DIA to undertake disability inclusion action planning by 1 July 2017. In order to meet this commitment, Blayney, Cabonne and Orange Councils came together in 2016 committed to a collaborative approach to the disability action planning process.

Collectively, the three local government areas are committed to providing accessible villages, towns and a city for everyone regardless of ability now and into the future.

This will be achieved by building on the work currently undertaken by the councils through:

- » an ongoing dialogue with people with disability
- » improved access to public services and facilities
- » increased awareness and understanding of access and inclusion issues both within councils and the wider community

The Disability Inclusion Action Plan will set the framework, actions and priorities for councils over the next four years.

## Structure of the Disability Inclusion Action Plan

The *Disability Inclusion Action Plan* documents the planning process and includes the following sections applicable to all three local government areas:

1. Background – of the process including the statutory framework
2. Demographic Context- for the three areas as well as state and national statistics
3. Developing the Plan – community engagement process undertaken

Sections 4 and 5 have been tailored for the individual councils.

4. Community Strategic Plan - overview of individual council plans identifying the broad objectives that support the *Disability Inclusion Action Plan*.
5. Strategies and Actions – outcomes driven and tailored for each of the councils

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<sup>1</sup> United Nations (2006). Convention on right for people with disabilities.



## 2 Background

“We need to open our senses to the sense of others”<sup>2</sup>

The purpose of the *Disability Inclusion Action Plan* is to effectively identify actions that deliver on the diverse needs of people with disability in our community.

The rights of people with disability to access services and facilities is fundamental to the disability inclusion process. In 2008, the Australian Government committed to implementing the United Nations (UN) Convention on the Rights of Persons with Disabilities “to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.”<sup>3</sup>

Subsequently the Commonwealth Government prepared a *National Disability Strategy (NDS) 2010–2020* setting out a 10-year national plan for improving life for Australians with disability, their families and carers.

In 2014 the NSW Government enacted the *Disability Inclusion Act (DIA)*. The DIA requires local councils to prepare disability inclusion action plans to deliver on the diverse needs of people with disability in the community as part of their Integrated Planning and Reporting Framework.

The hierarchy is illustrated in Figure 1.

### Disability inclusion focus areas

The NSW Government's Disability Inclusion Plan identifies four key focus areas, nominated by people with disability as being of primary importance in creating an inclusive community.

1. Developing positive **attitudes and behaviour**
2. Creating **liveable communities**
3. Supporting access to meaningful **Employment**
4. Improving access to services through better **systems and processes**

The *Disability Inclusion Action Plan* has been prepared under the guidelines established by the division of Local Government having regard to the legislative context. The three councils worked closely to develop a consultation strategy that enabled both targeted and broader stakeholder and community engagement.

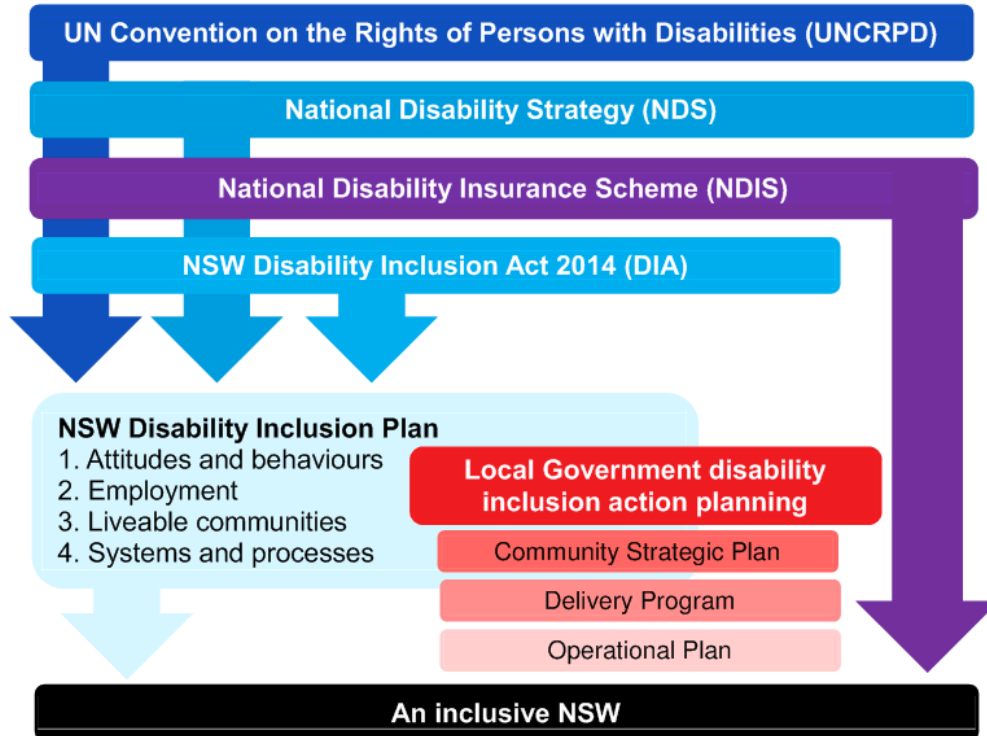
The plan sets out a series of principles, strategies and actions that will guide Council operations over the next four years. These align with the principles of the DIA, as well as the NSW Government's Disability Inclusion Plan focus areas.

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<sup>2</sup> 2015 Survey of Disability, Ageing and Careers, Australian Bureau of Statistics

<sup>3</sup> United Nations (2006), Convention on the Rights of Persons with Disabilities

**Figure 1 Relationship between the relevant policy and legislative instruments**



Source: Disability Inclusion Action Planning Guidelines Local Government (2015)

### 3 Demographic Context

“In order to address disability inclusion, we need first acknowledge the diversity and individuality within the community”

Disability takes many forms and recognising it let alone categorising disability is often problematic. There are many different kinds of disability, usually resulting from accidents, illness or genetic disorders. Disability may affect a person’s mobility, communication or learning. It can also affect their income and participation in education, social activities and the labour force.<sup>4</sup>

Our region, for the purposes of the *Disability Inclusion Action Plan* is a collective of the three local government areas of Blayney, Cabonne and Orange. The characteristics of the three areas are similar.

All three areas have an ageing population and in all three areas 2,854 people or 4.9% of the community identify as having a profound or severe disability.

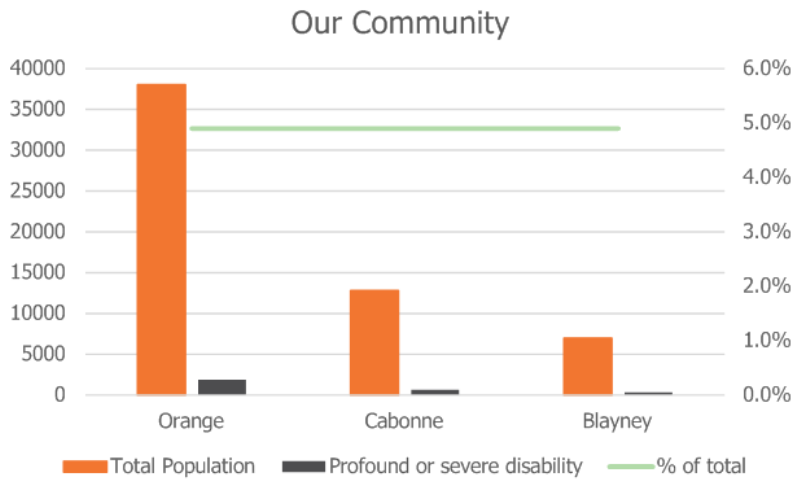
	Orange	Cabonne	Blayney
Total Population	38,055	12,821	6,985
Need for Assistance*	1,876	633	345
% of total	4.9%	4.9%	4.9%

Source: ABS Community Profiles 2011

*People with a profound or severe disability are defined as those people needing help or assistance in one or more of the three core activity areas of self-care, mobility and communication, because of disability, a long term health condition (lasting six months or more) or old age:<sup>5</sup>*

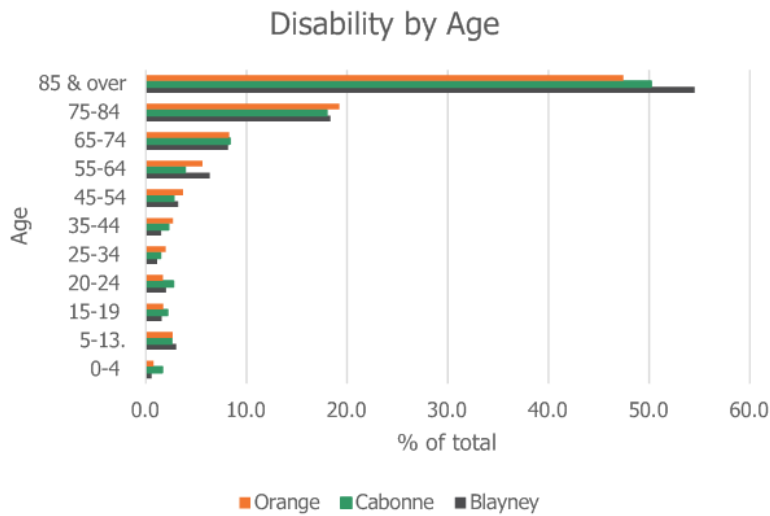
<sup>4</sup> 2015 Survey of Disability, Ageing and Carers, Australian Bureau of Statistics

<sup>5</sup> Australian Bureau of Statistics, *Census Dictionary*, 2011



Source: ABS Community Profiles 2011

The Disability by Age graph below shows a generally consistent pattern across the region for most age groups, however, Blayney could be considered to have the most people with disability as a proportion of the population. The graph also clearly demonstrates the significant jump to 50% of older people in the community who have a profound disability requiring care.



Source: ABS Community Profiles 2011

Whilst the statistics help in understanding the prevalence of people who need support in the community, it is acknowledged that the number does not include all people living with and caring for people with disability in the Orange, Cabonne and Blayney communities. National figures for disability compiled by the Australian Bureau of Statistics in the 2015 Survey of Disability, Ageing and Carers, include a broad categorisation of disability.

*“a person has disability if they report they have a limitation, restriction or impairment, which has lasted, or is likely to last, for at least six months and restricts everyday activities.”*

There are many different kinds of disability, usually resulting from accidents, illness or genetic disorders. Disability may affect a person’s mobility, communication or learning. It can also affect their income and participation in education, social activities and the labour force.<sup>6</sup>



There were **4.3 million** Australians with disability in **2015**



The likelihood of living with disability increases with age, **2 in 5** people with disability were **65 years or older**



Almost **1/3** of people with **disability** had a profound or severe disability

Source: *2015 Survey of Disability, Ageing and Careers*. Australian Bureau of Statistics



Around **3 in 5** people with disability\* needed assistance with at least one activity of daily life



Around **half** of people with disability used **aids or equipment** to help with their disability



Around **1 in 5** people with disability said their main long-term health condition was a mental or behavioural disorder

\*Living in households

Source: *2015 Survey of Disability, Ageing and Careers*. Australian Bureau of Statistics

A significant issue for those with disability in our community is discrimination in both access and employment.

While nationally, more than half of those with disability aged 15 to 64 years participated in the labour force (53.4%), it is considerably fewer than those without disability (83.2%).

<sup>6</sup> *2015 Survey of Disability, Ageing and Careers*. Australian Bureau of Statistics



People with disability\* aged **15-24 years** were **10 times** more likely to report the experience of discrimination than those aged **65 years and over**

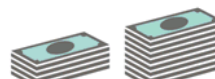


People with disability



People with no reported disability

**53%** of people with **disability** participated in the workforce\*\*, compared with **83%** of people with **no reported disability**



**\$465**

**\$950**

The weekly median income\*\* of people with **disability** was **\$465**, which was less than half of those with **no reported disability**

\*Living in households

\*\*Labour force and income figures are for persons aged between 15 and 64 living in households

Source: 2015 Survey of Disability, Ageing and Careers. Australian Bureau of Statistics

Statistics demonstrate that we are collectively now living longer. It follows that this will result in an increase in the number of people with profound or severe disability who require help with core activities such as mobility, self-care and communication.

The *Disability Inclusion Action Plan* is not exclusively for the 4.9% or even necessarily the one in five. The community survey results (discussed in **Section 4**) clearly demonstrate a wide range of circumstances in which people find themselves either requiring some degree of assistance or appreciating the good sense of a local shop owner who has installed a ramp.

Breaking down the barriers to inclusion, creating liveable communities, improving access, changing behaviours and attitudes, improving process and providing meaningful employment are the responsibility of us as a community and will benefit everyone.



## 4 Developing the plan


**“I alone cannot change the world, but I can cast a stone across the waters to create many ripples.”** Mother Teresa

Community and stakeholder engagement in this process have been key. The ideas and contributions of both individuals and groups were invaluable in informing the strategies and actions in the *Disability Inclusion Action Plan*. In developing the plan the three councils, over a nine month period, undertook a range of collective and individual consultation activities with the community. The consultation was both targeted, engaging specific disability related groups and individuals, as well as broad, surveying the wider council communities. The engagement activities both raised awareness of the *Disability Inclusion Action Plan* process and addressed inclusion across all areas of the councils’ operations.

### 4.1 Community Survey

The online survey was published on each councils’ web page. It was provided in written and pictorial formats and drew responses on a range of key areas. While over 64% of respondents identified as having sight, hearing, intellectual disability or requiring the use of a mobility aid, only 30% considered themselves to have a disability. It follows that over 30% of respondents while needing some degree of assistance, would not self-identify as having a disability.

**Disability Inclusion and Accessibility Survey 2016**






Orange City Council, Blayney Shire Council and Cabonne Shire Council are working together to identify issues, barriers and solutions to accessibility in our communities. Access issues affect all of us at some point in our lives. People experience difficulties accessing information, services, buildings, facilities and events on a daily basis.

We would like your thoughts on how to make our communities more inclusive and accessible for everyone who lives or visits here.


Participation is completely voluntary and your responses will be kept confidential and any identifying information will be removed from your responses.

If you have any questions regarding the survey, or would like to participate in additional community consultations on accessibility, please contact your council:

Blayney Shire Council (02 6368 2104)	
Cabonne Shire Council (02 6392 3200)	
Orange City Council (02 6393 8000)	

The survey should take ten minutes of your time.

Thank you in advance - we appreciate your input.



This outcome may be reflective of the general community attitude in terms of what constitutes a disability.

The community survey addressed the four focus areas and sought to get respondents to rank what they consider the most important issues within each of these areas. The most important issues identified were:

#### Attitudes and behaviours

- » Integrating staff training on access and inclusion into induction practices
- » Positive images of people with disability in publications and promotion

#### Community liveability

- » Providing change tables (including adult change tables and hoists) in appropriate locations
- » Improved accessible transport to access services.

#### Employment

- » Designing roles suitable for people with disability
- » Flexible working hours and locations, and inclusive recruitment processes

### **Systems and Processes**

- » Ensuring workplaces' internal systems and processes are accessible
- » Promoting ways to provide feedback and mechanisms for inclusion and accessibility e.g. Council access advisory committees
- » Ensuring feedback and complaint mechanisms are accessible for people with disability

### **Other Issues**

The survey highlighted a number of other issues;

- » Most of the respondents (74%) were unaware of the existence (or otherwise) of Access Committees. This is a concern, particularly given that Blayney has an active Access Committee and Orange a combined Ageing and Access Committee. As the majority of respondents identified as having some form of disability it follows that they would be more likely than most to be aware of the existence of such a committee or group.
- » Access to businesses was rated as either average, poor or very poor by 70% of respondents with the actual complaint being that some businesses are simply not physically accessible. An example was the banks in Molong.
- » The majority of people agree that accessibility is important and also all agreed that it could be improved

#### **4.1.1 Community Meetings and Stakeholder Engagement**

Cabonne and Blayney Councils took the opportunity to discuss disability inclusion at town/village meetings or forums. Orange undertook targeted stakeholder consultation.

##### **Cabonne**

In Cabonne there were targeted meetings in both Molong and Canowindra. The meetings were structured around a series of questions designed to gain specific information about disability inclusion in those particular communities. The outcomes were consistent between the two communities with issues around paths of travel, parking and access to businesses being consistent themes: In meetings at Molong and Canowindra the community identified:

##### **Access**

- » Cabonne has numerous accessibility problems relating to footpaths and access to shops

##### **Employment**

- » Employment opportunities for people with disability are limited in Cabonne and Council and local businesses should be doing more to assist in this regard

##### **Transport**

- » Residents with disability in our smaller towns and villages (Yeoval, Cumnock, Manildra, Cudal, Eugowra, Cargo, Mullion Creek, Nashdale and Borenore) also have the problems of distance from services and facilities and community transport is important there as there are few other public transport options for most people.
- » Eligibility to access community transport needed to be communicated more clearly.

*Some suggestions around the Community Transport Service are:*

- » Promote the service more widely and ensure that the guidelines are explained;



- » Consider employing a driver to cover some additional times including weekends and earlier start times to allow getting to early medical appointments;
- » Weekend day trips;
- » Remind volunteer drivers not to remain parked in accessible parking spots while a client is in an appointment as this means other vehicles are unable to access the accessible parking;
- » Council consider something similar to 'Uber' or a 'taxi' service to tag onto the Community Transport Service.

#### **Awareness**

- » The need to re-constitute the Access Committee;
- » Reminding residents (possibly in a community transport promotion flyer) to not park over footpath access.

In April the Mayor and Director of Engineering from Cabonne Council participated in a gopher ride around Molong to gain an insight into the challenges faced by gopher users.

#### **Blayney**

The targeted consultation in Blayney identified the following issues generally consistent with those identified in Cabonne:

- » paths of travel,
- » access to shops, banks, and services,
- » access to transport
- » Council staff responsible for infrastructure renewal need to be aware of disability and access requirements and consider these early in the planning process
- » More consultation could happen through the Access Advisory Committee

The community thought that generally more attention was required in the areas of footpaths, accessible toilets and access at council events, early consultation for council works such as park upgrade and improvements at the design stage.

#### **Orange**

Orange City council undertook specific stakeholder engagement with individuals, groups and service providers in September and December 2016.

Each session included an overview of the process and explanation of the four focus areas identified in the NSW Government's Disability Inclusion Plan. Each session then focused on priorities around these four areas.

#### **Central West Disability Alliance**

Meeting with disability service providers who provide services in Orange and surrounding areas.

1. **Developing positive community attitudes and behaviours**
  - i Disability education and training
  - ii Promote positive achievements of people with disability and local businesses responding to the needs of people with disability
  - iii Employment opportunities
2. **Creating liveable communities**
  - i Transport options and accessible parking
  - ii Accessible facilities and events
  - iii Whole of life housing design

3. **Supporting access to meaningful employment**
  - i Role flexibility, application processes, interview processes
  - ii Education – employers aware of benefits of employing staff with disability, disability awareness, people with disability aware of services to support them in employment
4. **Improving access to mainstream services through better systems and processes**
  - i Easy access to information – websites, guidelines re accessible printing
  - ii Education

### **People with Disability**

**Life Without Barriers** - People with intellectual disability were consulted in a group environment. Staff from Council's Disability Service facilitated the discussion and used the pictorial survey as a guide.

1. **Developing positive community attitudes and behaviours**
  - i Encourage people in businesses to talk to the person with disability rather than support staff when providing a service
2. **Creating liveable communities**
  - i Footpaths
3. **Supporting access to meaningful employment**
  - i Continued access to employment - Wangarang
4. **Improving access to mainstream services through better systems and processes**
  - i Having someone safe to talk to when sad, scared

**Individuals** with disability were identified during their attendance at the Central West Disability Expo and invited to attend a Disability Inclusion Action Plan consultation. Attendees had a range of disability including visual impairment, physical disability including wheelchair and cerebral palsy and intellectual disability. Attendees ranged in age from late teens to forties.

1. **Developing positive community attitudes and behaviours**
  - i Availability of essential services in local area – shouldn't have to travel to Sydney
  - ii Positive promotion and inclusive events
  - iii Transport
2. **Creating liveable communities**
  - i Accessible infrastructure – laybacks, footpaths
  - ii Transport
3. **Supporting access to meaningful employment**
  - i Funding for employers to employ people with disability
  - ii Encourage employers to employ people with disability – category in Business Awards
4. **Improving access to mainstream services through better systems and processes**
  - i Re-establish Ageing and Access Community Committee

### **People with Disability and Service Providers**

A joint consultation was held with service providers and people with disability. Attendees and service providers represented a range of disability including visual, physical and intellectual.

- Developing positive community attitudes and behaviours**
- i Recognise there are many forms of disability
  - ii Lived life awareness
  - iii Give people a lived experience e.g. time in a wheelchair
2. **Creating liveable communities**

- i Signage such as bus timetables, crossing buttons at appropriate level
  - ii Imminent threat of losing accessible taxis
  - iii Lack of accessible transport other than taxis
  - iv Footpaths and laybacks
3. **Supporting access to meaningful employment**
- i It must start in house with Council – employ people with disability with lived experience
  - ii Communicate with disability employment services when recruiting
4. **Improving access to mainstream services through better systems and processes**
- i Change of language
  - ii Accessible information i.e. hearing loop, braille, translated information, larger text
  - iii Recruitment of people with disability (position description to encourage people with disability to apply)
  - iv Information to the employer – myth busting

#### **Wangarang Industries**

People with intellectual disability were consulted in a group environment. Staff from Council's Disability Service facilitated the discussion and used the pictorial survey as a guide.

1. **Developing positive community attitudes and behaviours**
- i Community disability awareness, education
  - ii Inclusive activities
2. **Creating liveable communities**
- i Accessible infrastructure – footpaths, toilets, seating
  - ii Transport
  - iii Accessible events and activities including concession prices
3. **Supporting access to meaningful employment**
- i Education of business owners/employers around employing people with disability
  - ii Category in business awards
4. **Improving access to mainstream services through better systems and processes**
- i Information in different formats e.g. large text
  - ii Accessible transport

#### **Council Staff**

Orange City Council Staff Consultative Committee

1. **Developing positive community attitudes and behaviours**
- i Awareness workshops with staff to raise awareness that disability covers a huge range – really important for staff who go on recruitment panels
  - ii Disability representatives on a range of Council committees
2. **Creating liveable communities**
- i Asset management, budgeting for upgrade of parks and gardens
  - ii Update signage
  - iii Audit of city – start with a list of parks then Council buildings, public toilets etc
  - iv Feedback from people with disability and their families
3. **Supporting access to meaningful employment**
- i Disability awareness of recruitment panel members
  - ii Encourage people with disability to apply for roles with Council
4. **Improving access to mainstream services through better systems and processes**
- i Look at a variety of ways to pass on messages not just pamphlets – could use radio

- ii Peer review of Council projects prior to commencing to ensure meets Australian Standards for people with disability access and sensibilities e.g. CBD Masterplan
- iii Key documents online can be text to voice

#### 4.1.2 Community Reference Group

A Community Reference Group (CRG) was convened to work through the *Disability Inclusion Action Plan* process in conjunction with the councils. The CRG was made up of people from each of the three local government areas on an invitation basis having regard to their individual circumstances, diversity and value they could contribute to the process. The Group participated in a workshop to consider the strategies and actions that should be considered by the councils.

The outcomes of the workshop together with comments received from individuals unable to attend on the day informed the development of the *Disability Inclusion Action Plan*.

The workshop was followed up by a session where the CRG were asked to assist in identifying priorities. In addition to identifying strategies, actions and priorities for the draft document, the issues raised by the group included:

**Transport** - There was consensus that transport was an ongoing issue in communities that are car dependant and lack access to public transport. Community transport is an essential service and ensuring equitable access to this service is important. Adequate training for drivers and clarification around the funding cap were raised.

**Employment** - Access to meaningful employment is important nationally and a specific concern in the Blayney, Cabonne and Orange areas.

**Inclusion and Awareness** - There was some discussion as to the importance of avoiding singling out individuals or groups as "people with disability" but rather to focus on the contribution they make to the community. Many people with disability are reluctant to associate or be labelled as such and there can be a bias within groups of people with disability. For example, making a distinction between those born with disability and those who were not but now find themselves in that position.

**Advocacy** – people with disability often find they have no voice in the community and there may be a role for council to provide that. This may be either formal or informal for example, linking people to services or more actively providing assistance in things like writing letters to government.

**Accommodation** – the lack of suitable accommodation for people with disability, particularly in the smaller towns. The need to provide wheelchair accessible housing (adaptable housing) is important. An example of the "Freedom Housing Complex" as a model was tabled and discussed.

## 5 Community Strategic Plan

*Building a Better Blayney - To engage with our vibrant, welcoming, innovative and caring community to build a better Blayney.*

Section 5 and 6 of the *Disability Inclusion Action Plan* have been tailored to relate specifically to the individual councils. While the development of the *Disability Inclusion Action Plan* has been a collaborative process, the operational differences in terms of organisational structure, capacity and resourcing between the three councils have resulted in the development of slightly different deliverables. To provide context to the Strategies and Actions in Section 6, an overview of the relevant Community Strategic Plans are provided for each council.

The *Disability Inclusion Action Plan* has been prepared under the broader umbrella of the Blayney Community Strategic Plan 2025. The Community Strategic Plan is the primary forward planning document, aligning the community's vision with a clear strategic direction for the long-term future of Blayney Shire.

Developed in consultation with the community, Councillors and Council staff the Community Strategic Plan represents the aspirations of the people who live and work within Blayney Shire, with strategies for achieving these goals.

## **Community Plan Themes**

There are a series of strategies and projects under the six themes in the Community Strategic Plan.

### **1. Grow the wealth of the Shire**

Strategic Outcome 1.3 A Well Established, Connected and Prosperous Tourism Industry

Strategic Outcome 1.6 A Vibrant Local Retail and Business Sector

### **2. A centre for sports and culture**

Strategic Outcome 2.1 Cultural and Sporting Events are Coordinated and Resourced

Strategic Outcome 2.2 Strong Participation in Sporting Events and Competitions

### **3. Preserve and enhance our heritage and rural landscapes**

Strategic Outcome 3.4 Sustainable and Land Use Practices Across the Shire

### **4. Develop and maintain Shire infrastructure**

Strategic Outcome 4.1 Adequate Provision of Transport, Roads, Rail, Information and Community Technologies and Community Social Assets

Strategic Outcome 4.3 Improved Access to Community and Public Transport between Villages and Centre

### **5. Develop strong and connected communities**

Strategic Outcome 5.1 A Diverse and Sustainable Population in our Communities and Villages

Strategic Outcome 5.2 Fit and Healthy Community Members

### **6. Leadership**

Strategic Outcome 6.2 Meaningful Communication between Shire Communities and the Council

Strategic Outcome 6.3 A Well Run Council Organisation



## 6 Strategies and Actions

The following tables have been prepared for Blayney. While there is significant duplication between the strategies and action amongst the three local councils, operational differences in terms of organisational structure, capacity and resourcing mean that the three councils have developed different deliverables.

Attitudes and behaviours					
Strategy	Actions	Responsibility	Community Plan Reference	Outcome	Timeframe
<b>1. Raise awareness of the contribution that people with disability make in the community</b>	<ul style="list-style-type: none"> <li>• Include positive images of people with disability in general promotional material</li> <li>• Use of correct language in all media and publications when referencing people with disabilities.</li> </ul>	<i>Executive Services</i>	<b>CSP 6.2</b>	Increased number of documents including diversity  Establishment of standard and staff informed	Ongoing
<b>2. Ensure that customer service staff and other staff who have contact with the community continue to be educated in disability awareness</b>	<ul style="list-style-type: none"> <li>• Integrate training on access into Council staff inductions</li> <li>• Provide ongoing training on disability inclusion to employees</li> </ul>	<i>Executive Services</i>	<b>CSP 6.3</b>	Included in induction training	2018
		<i>Executive Services</i>	<b>CSP 6.3</b>	Training identified in training plan	2019
<b>3. Work with local disability organisations and community to make events, activities and facilities accessible and inclusive</b>	<ul style="list-style-type: none"> <li>• Partner with community organisations and groups to promote events, activities and services</li> </ul>	<i>Corporate Services</i>	<b>CSP 6.3</b>	Opportunities to partner identified	2018
<b>4. Provide information in a manner and format that is inclusive</b>	<ul style="list-style-type: none"> <li>• Liaise with relevant agencies to ensure that Council website, documents and communications use language and formats that promotes inclusion</li> </ul>	<i>All</i>	<b>CSP 6.3</b>	Agencies identified and website, publications and communication are reviewed and inclusionary	2021
<b>5. Engage with local businesses to encourage and support inclusive practices</b>	<ul style="list-style-type: none"> <li>• Work with the business community to raise awareness of the importance of inclusion for people with disability</li> </ul>	<i>Executive Services</i>	<b>CSP 1.6</b>	Engage with local business to promote inclusiveness	2019

<b>Create Liveable Communities</b>					
<b>Strategy</b>	<b>Actions</b>	<b>Responsibility</b>	<b>Community Plan Reference</b>	<b>Outcome</b>	<b>Timeframe</b>
<b>1. Improve accessible paths of travel to key destinations</b>	<ul style="list-style-type: none"> <li>Identify the suitability of paths of travel to key destinations such as recreation facilities, parks and community facilities</li> </ul>	<i>Infrastructure Services</i>	<b>CSP 5.2</b>	Assessment completed	2018
<b>2. Contribute towards liveable and accessible public places</b>	<ul style="list-style-type: none"> <li>Work with local businesses to identify barriers to access and develop opportunities for improvement</li> </ul>	<i>Executive Services</i>	<b>CSP 1.6</b>	Barriers identified	2020
	<ul style="list-style-type: none"> <li>Promote universal access principles for new and upgraded buildings and facilities in public places</li> </ul>	<i>Infrastructure Services &amp; Planning and Environmental Services</i>	<b>CSP 4.1</b>	Access principles included in project planning of public buildings and places	Ongoing
	<ul style="list-style-type: none"> <li>Include access and inclusion as a guiding principle in Plans of Management for community land and provisions within the Development Control Plan</li> </ul>	<i>Planning and Environmental Services</i>	<b>CSP 3.4</b>	Planning policies inclusive	2020
	<ul style="list-style-type: none"> <li>Consider the particular needs of children with disability in the design, layout and security of parks and playgrounds</li> </ul>	<i>Infrastructure Services</i>	<b>CSP 4.1</b>	Playground are safe and inclusive	Ongoing
<b>3. Promote universal access to all Council events within the community</b>	<ul style="list-style-type: none"> <li>Promote disability inclusion in community events and festivals e.g. availability of accessible toilet facilities</li> </ul>	<i>Executive Services</i>	<b>CSP 1.6</b>	Promotion of inclusive events by Council	Ongoing
<b>4. Continuously upgrade Council's assets to meet legislative requirements for accessibility</b>	<ul style="list-style-type: none"> <li>Complete an audit of all Council assets to ensure accessibility and identify priorities for upgrade</li> </ul>	<i>Infrastructure Services &amp; Planning and Environmental Services</i>	<b>CSP 4.1</b>	Audit completed and priorities identified	2019
	<ul style="list-style-type: none"> <li>Liaison with Orange City and Cabonne Shire Council's to improve access to tourism destinations</li> </ul>	<i>Executive Services</i>	<b>CSP 1.3</b>	Opportunities for funding identified	2020



<b>Create Liveable Communities</b>					
<b>Strategy</b>	<b>Actions</b>	<b>Responsibility</b>	<b>Community Plan Reference</b>	<b>Outcome</b>	<b>Timeframe</b>
<b>5. Improve accessible public toilet facilities and parking</b>	<ul style="list-style-type: none"> <li>Review the location of accessible parking spaces considering an increase in width and length where necessary and in compliance with Australian Standard</li> </ul>	<i>Infrastructure Services</i>	<b>CSP 4.1</b>	Investigation completed	2021
	<ul style="list-style-type: none"> <li>Review, update and promote the location of accessible facilities and parking on Council's Mobility Map</li> </ul>	<i>Infrastructure Services</i>	<b>CSP 4.3</b>	Development of Mobility map	Ongoing
	<ul style="list-style-type: none"> <li>Promote needs of people with disability to event organisers of special events particularly where parking is temporary</li> </ul>	<i>Corporate Services</i>	<b>CSP 2.1</b>	Events include accessible parking	Ongoing
<b>6. Contribute towards programs which aim to increase social inclusion and community connection</b>	<ul style="list-style-type: none"> <li>Work in partnership to raise awareness of campaigns to promote inclusion throughout the community e.g. the "Just Like You" program in schools</li> </ul>	<i>Corporate Services</i>	<b>CSP 5.1</b>	Increase in awareness and participation	2020
	<ul style="list-style-type: none"> <li>Awareness of concessional access programs to Council facilities and community events e.g. NSW Companion Card</li> </ul>	<i>Corporate Services</i>	<b>CSP 4.3</b>	Investigate and participate in programs. Promotion to event holders.	2019
	<ul style="list-style-type: none"> <li>Work in partnership with community organisations to facilitate activities and programs that promote inclusion of people with disability.</li> </ul>	<i>Corporate Services</i>	<b>CSP 2.1</b>	Engagement with partners and activities undertaken	2021
	<ul style="list-style-type: none"> <li>Liaise with Orange City and Cabonne Shire Councils to review the Disability Services Directory to ensure a comprehensive regional focus</li> </ul>	<i>Corporate Services</i>	<b>CSP 4.1</b>	Review completed	2021
<b>7. Improve and promote community transport options available within the region</b>	<ul style="list-style-type: none"> <li>Promote local transport options including bus timetables and accessible transport services for all ages</li> </ul>	<i>Corporate Services</i>	<b>CSP 4.1</b>	Opportunities to promote identified	2018

Employment					
Strategy	Actions	Responsibility	Community Plan Reference	Outcome	Timeframe
<b>1. Develop employment opportunities for people with disability</b>	• Review staff recruitment processes to ensure that information in relation to employment is accessible	<i>Corporate Services</i>	<b>CSP 6.3</b>	Review completed	2020
	• Make reasonable adjustment to workplaces to facilitate employment opportunities for people with disability	<i>Executive Services</i>	<b>CSP 5.1</b>	Workplace capable of supporting people with disabilities	Ongoing
	• Where volunteers are required, provide volunteering opportunities that are inclusive	<i>Corporate Services</i>	<b>CSP 5.1</b>	Development of an inclusive Volunteer Policy	2019
	• Review Equal Employment Opportunity Management Plan	<i>Executive Services</i>	<b>CSP 6.3</b>	Review completed	2020
	• Investigate and consider utilisation of services and activities offered by disability service programs	<i>All</i>	<b>CSP 5.1</b>	Investigation completed	2020

<b>Systems and Processes</b>					
<b>Strategy</b>	<b>Actions</b>	<b>Responsibility</b>	<b>Community Plan Reference</b>	<b>Outcome</b>	<b>Timeframe</b>
<b>1. Ensure accessible and inclusive community engagement across all areas of Council</b>	<ul style="list-style-type: none"> <li>Include the principles of access and inclusion in Council's service delivery.</li> </ul>	<i>Corporate Services</i>	<b>Social Justice Principles</b>	Consistency in messaging and communication	Ongoing
	<ul style="list-style-type: none"> <li>Promote Council's implementation of access and inclusion principles and recognise the rights and contribution of people with disability in the community</li> </ul>	<i>Corporate Services</i>	<b>CSP6.3</b>	Promotion of the DIAP has been undertaken	Ongoing
<b>2. Promote a culture of responsive customer service</b>	<ul style="list-style-type: none"> <li>Review Council's processes to identify barriers to access to provide effective communication with people with disability</li> </ul>	<i>Corporate Services</i>	<b>CSP6.3</b>	Processes reviewed	2020
<b>3. Improve regulatory processes within Council</b>	<ul style="list-style-type: none"> <li>Utilise the Access Advisory Committee to provide comment on capital projects and development applications that relate to council buildings; facilities and infrastructure</li> </ul>	<i>Planning and Environmental Services</i>	<b>CSP 3.4</b>	Process in place for Access Advisory Committee to review proposals	Ongoing
	<ul style="list-style-type: none"> <li>Internal process to ensure that access is not overlooked when developing new facilities; buildings, parks, playgrounds, footpaths</li> </ul>	<i>Infrastructure Services</i>	<b>CSP 4.1</b>	Review of internal processes for planning works	Ongoing