

Message from the President

LGNSW President, Cr Keith Rhoades AFSM provides an update on local government issues.

New Research into Arts and Culture in Local Government

LGNSW is beginning new research to determine the state of arts and culture in local government, and councils are encouraged to take part.

Consolidation of NSW Charitable Sector Industrial Awards

Councils are advised that five NSW charitable sector industrial awards have been rescinded and replaced by a new consolidated state award.

LOCAL GOVERNMENT NSW
GPO BOX 7003 SYDNEY NSW 2001
L8, 28 MARGARET ST SYDNEY NSW 2000
T 02 9242 4000 F 02 9242 4111
LGNSW.ORG.AU LGNSW@LGNSW.ORG.AU
ABN 49 853 913 882

EMAIL SUBSCRIPTION
LGNSW.ORG.AU/SUBSCRIBE

Message from the President

Cr Keith Rhoades AFSM



Friday 27 November 2015

Christmas is now less than a month away and we still have had no word from the NSW Government on its response to the recent Fit for the Future 'consultations'. Media coverage confirms that there is significant community concern about the possible outcomes and we can only hope that there is some clarification soon. At the LGNSW annual conference in October, Premier Mike Baird indicated that councils would know their future before 25 December.

Linked to the forthcoming reforms, I am aware that some members may be receiving approaches from commercial organisations offering help with future change management. Please be aware that LGNSW is in the final stages of preparing a similar Workplace Reform Toolkit for use by councils when the changes occur. We hope to

have the kit out within a week or so. It has been developed by local government industrial relations experts who are familiar with the special requirements of the sector and the nature of the forthcoming reforms, and it's free!

As outlined in last week's Weekly, the workplace reform kit will be integrated in a comprehensive amalgamation toolkit that we are developing in consultation with Government and the UTS Centre for Local Government. This valuable resource will be available online for all members to use as they require.

Roads and Community Infrastructure

Many of you will be pleased to hear that the Australian Local Government Association (ALGA) is calling for a \$300 million local government community infrastructure program as part of its 2016 federal election advocacy framework (see Item 6). The proposal follows ALGA's recent sobering report on the state of the nation's local government-managed roads and community infrastructure. In a sign of the funding shortfall and cost-shifting that has a choke on councils around the country, \$47 billion worth of roads and community assets have been classified as being in a poor state. I was pleased to see that more than half of the councils in NSW provided data for the report, ensuring that it is an accurate picture of the present circumstances in this state.

Working with Children

I'd like to draw everyone's attention to the recent changes to the working with children checks legislation. There are implications for council operations given that there are additional categories of people now requiring these checks. Please read Item 8 to bring yourself up to date and get more detail regarding the new requirements.

Meetings

The week has been a quiet one for me with regard to meetings in advance of a full calendar next week. Chief executive Donna Rygate has met with senior staff from the Department of Premier and Cabinet about the NDIS and with ministerial staff on a range of issues. Today, Donna and LGNSW management will meet again with the acting chief executive and other representatives from the Office of Local Government and we will ensure that all members are aware should any important news arise from that.

Next week sees the final LGNSW board meeting for the year on Friday when, among other things, we will discuss the policy implications of the latest reform manoeuvres by the NSW Government.

Also next week, we will announce the winners of our LGNSW Excellence in the Environment Awards at a lunch in Sydney's Darling Harbour. Good luck to all the finalists and congratulations on your outstanding environmental achievements.

Cr Keith Rhoades AFSM
LGNSW President

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The LGNSW Learning and Development Network promotes the learning and development of training professionals in our industry and is meeting this week.

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A new course designed to give council waste staff the knowledge, skills and experience to work with local Aboriginal communities is being offered by LGNSW, in partnership with the NSW Environment Protection Authority and the NSW Aboriginal Land Council.

Item 11: Managing People – Personality and Performance

This LGNSW workshop is beneficial for team leaders or people who supervise and give feedback to others, or are dealing with performance issues or diverse personality types.

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LGNSW is offering a workshop to help council staff tailor services to local needs as well as contain costs and provide the achieve the best possible results.

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Grants and Funding

Item 1: Grant and funding opportunities for Local Government

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Social Housing Community Improvement Fund

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General Interest

Item 2: RAI Survey to Improve Regional Development

The Regional Australia Institute (RAI) is seeking council feedback to gather insights for improving economic and community development capacity initiatives.

RAI develops policy and advocates for change to build a stronger regional economy and better quality of life in regional Australia.

RAI has contracted an independent research company, Instinct and Reason, to gain insights on what it can do to support ongoing efforts on the ground and secure a deeper understanding of what practitioners think on this topic.

Council feedback will provide an important contribution.

The research company's work is conducted under the Market and Social Research Privacy Principles which ensure the confidentiality of all information. The results will be aggregated and individual information will not be identified.

Interested councils can follow the survey link in the fact box to register their interest and receive a link to the short online survey.

Dates

Survey closes Friday 4 December

Online information

Survey:

<https://survey.instinctandreason.com/index.php?r=survey/index&sid=766784&lang=en>

RAI:

<http://www.regionalaustralia.org.au/>

Contact

Instinct and Reason:

Rob Mercer, 0410 866 642

rmerc@instinctandreason.com

RAI:

David Spear, 02 6260 3733

david.spear@regionalaustralia.org.au

Ref: R90/0071-03 LG

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Community

Item 3: New Research into Arts and Culture in Local Government

LGNSW is beginning new research to determine the state of arts and culture in local government, and councils are encouraged to take part.

The goal of the research is to provide a strong evidence base about councils' work in arts and culture at a time of significant change in the local government and arts sectors. The forthcoming local government reforms and the Create in NSW Arts and Culture Framework 2015 are two of the major upheavals affecting this area.

The new research will provide an overview of the breadth and vigour of arts and culture in local government today.

While local government arts and culture infrastructure is well documented, the focus will be on less formal inputs as these areas are little understood and often operate across a wide range of council delivery areas and budgets which are not necessarily designated as arts and culture.

To make the research possible, all councils are encouraged to nominate a suitable arts and culture staff contact to participate in a 5-10 minute phone survey.

Sally Watterson, LGNSW Arts and Culture Project Manager, will make direct phone contact with council management in the coming months. The research will initially survey small councils that have no designated arts and culture positions and move through to those with larger population bases.

See the fact box for contact details.

Dates

November 2015 – March 2016

Contact

Sally Watterson
LGNSW Arts and Culture
Project Manager
sally.watterson@lgnsw.org.au
02 9242 4047

Ref: R13/0028 SW

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Community

Item 4: Social Housing Community Improvement Fund

Councils are eligible to apply for grants of up to \$50,000 to improve local amenities under the Social Housing Community Improvement Fund.

The Social Housing Community Improvement Fund (SHCIF) is designed to fulfill the NSW Government's election commitment to create better and stronger social housing communities by improving local amenities.

The Government has committed \$20 million over three years (approximately \$6 million per year) to the fund to provide one-off grants up to \$50,000 to physically improve areas adjacent to social housing

This includes:

- Improving community facilities
- Enhancing open space
- Increasing accessibility to improve resident safety
- Improvements to enable better integration between social housing and the surrounding community.

Applications can be made to improve any social housing community and will be assessed on merit against the program criteria.

For program purposes, 'social housing' means public or community housing. A 'social housing community' means:

- A multi dwelling site made up wholly of, or with a large proportion of, social housing dwellings
- An estate where there is a significant presence of social housing dwellings
- A location where there is a pocket of concentrated social housing.

The main assessment criteria include whether the project:

- Physically improves the liveability and amenity adjacent to, or on, social housing communities or sites
- Provides benefit to social housing tenants
- Collaborates with, and involves, social housing tenants and the local community
- Partners with other community stakeholders, and, where possible, leverages additional resources
- Can be maintained without SHCIF funding
- Can be delivered within proposed budget
- Can be completed before 31 March 2017.

See the fact box for details of how to apply.

Dates

Applications close
Friday 18 December 2015

Online information

http://community.grantready.com.au/Find_Grants/Search/index.aspx?itemDetails=13099

Contact

1800 379 184
SHCIF@facns.nsw.gov.au

Ref: R96/0115 MK

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Community

Item 5: Councils Invited to Host NSW Open Golf Qualifiers

Golf NSW is inviting expressions of interest from Councils to host regional qualifying events for the NSW Open Golf Championship.

Golf NSW is the governing body for amateur golf in NSW and provides the central forum for matters including golf rules, course rating, handicapping and competition conditions.

The organisation is seeking applications from NSW councils who are interested in hosting one or more of the six annual regional qualifying events for the NSW Open Golf Championship over 2016, 2017 and 2018.

Each qualifying event has the potential to generate a significant level of interest from golfers across NSW which in turn will deliver an increase in visitation, accommodation bookings, retail spending, and tourism dollars into the successful Council region.

Expressions of interest are now being accepted from councils wishing to host a regional qualifying event in their region.

Golf NSW has 384 affiliated member clubs across NSW, and oversees over 200 amateur golf tournaments and open championships annually. Many are state titles which provide a significant economic benefit to their host region.

See the fact box for more information.

Contact

Bernard Bratusa
Government Relations and
Communications Manager Golf
NSW

P: 02 9505 9105

M: 0420 581 225

Bernard.bratusa@golfnsw.org

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Finance

Item 6: ALGA Report Shows Poor State of Roads

The Australian Local Government Association (ALGA) has released its 2015 National State of the Assets: Roads and Community Infrastructure Report.

Launched at the recent National Local Roads and Transport Congress in Ballarat, Victoria, the report, summarises the condition of local roads, bridges and, for first time this year, community infrastructure.

It shows that an estimated \$47 billion of road and community infrastructure managed by local government nationally is in a poor state and is in need of significant renewal. It also found that 11 per cent of sealed roads, per cent of unsealed roads and 22 per cent of timber bridges are either physically unsound or in need of significant rehabilitation.

The report summarises the outcomes of the data provided by 396 councils across Australia on roads and bridges, with 230 councils also providing data on all infrastructure, including buildings, drainage, parks, airports, water and wastewater infrastructure. NSW councils were well represented in the survey, more than 60 per cent participating.

The report recommends targeted intergovernmental strategies addressing the state of council-managed roads and community infrastructure through renewal, upgrade and disposal to enable a competitive and fair Australia into the future.

Linked to the release of the report, ALGA has proposed a local government community infrastructure program of \$300 million per annum for five years to fund the renewal and maintenance of existing community infrastructure and promote economic development opportunities where they are needed most, particularly in rural and regional communities, as a key component of their 2016 federal election advocacy framework.

The National Local Roads and Transport Congress also emphasised the importance of making local roads part of the national narrative. This was reflected in presentations made to the Congress by Deputy Prime Minister, the Hon Warren Truss MP, the Minister for Territories, Local Government and Major Projects, the Hon Paul Fletcher MP, and the Shadow Minister for Transport and Infrastructure, the Hon Anthony Albanese MP. A common theme in all of their addresses was the importance of local roads in connecting Australia and their importance in helping to lift economic productivity.

See the fact box to access a copy of the report.

Online information

ALGA 2015 National State of the Assets: Roads and Community Infrastructure Report

http://alga.asn.au/site/misc/alga/downloads/publications/ALGA_State_Of_The_Assets_Report_2015.pdf

Contact

Richard Connors
LGNSW Senior Policy Officer
richard.connors@lgnsw.org.au
02 9242 4000

Ref: R90/0724 RC

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Industrial Relations

Item 7: Consolidation of NSW Charitable Sector Industrial Awards

Councils are advised that five NSW charitable sector industrial awards have been rescinded and replaced by a new consolidated state award, the Local Government Aged, Disability and Home Care (State) Award.

Every three years, the NSW Industrial Relations Commission is required to review each award with a view to modernising and consolidating awards, and rescinding those that are obsolete.

This process is carried out under section 19 of the *Industrial Relations Act 1996* (NSW). The following awards have been rescinded:

- Charitable Institutions (Professional Paramedic Staff) (State) Award 2006
- Private Hospital, Aged Care and Disability Services (Training) (State) Award
- Charitable Aged and Disability Care Services (State) Award
- Private Health and Charitable Sector Superannuation Employees Superannuation (State) Award
- Charitable Sector Aged and Disability Care Services (State) Award 2003

These awards are replaced by the new award.

The new award consolidates conditions and classifications included in the five rescinded awards and allows for a streamlined application of the new award in local government's aged, disability and home care sector.

It takes effect from the first full pay period to commence on or after Wednesday 25 November 2015 and has a nominal term of three years.

The new award will be published on the NSW Industrial Relations website shortly. In the meantime, if you have any further questions regarding the new Award please contact LGNSW's Member Services Division (see fact box).

The following questions and answers address the key changes:

- *Where do I find the information previously within the Private Health and Charitable Sector Superannuation Employees Superannuation (State) Award?*

Clause 50 ('superannuation') of the new award contains the consolidated provisions dealing with superannuation legislation, employer contributions, voluntary employee contributions and superannuation funds.

- *Where do I find the information previously within the Private Hospital, Aged Care and Disability Services (Training) (State) Award?*

Schedule A ('Training Wages') and Schedule B ('Allocation of Traineeships to Wage Levels') of the new award contain provisions dealing with traineeships, including definitions, coverage, types of traineeships, and wages.

- *Does council need to amend employees' contracts of employment or make any other changes?*

No. Clause 51 of the new award states that 'this award rescinds and replaces the following awards'. Therefore contracts of employment should not require amendment to make reference to the new award. However councils may wish to notify employees of this change and provide a link to the new award once published.

Contact

Industrial Officer
LGNSW
Member Services Division
02 9242 4142
wps@lgnsw.org.au

Ref: I15/0012 VS

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Legal

Item 8: Changes to Roles Requiring Working with Children Checks

More categories of people now need a Working with Children Check after recent changes as part of the *Child Protection Legislation Amendment Act 2015*.

The legislative amendments came into effect on Monday and strengthen the protection of children in situations where they are not being cared for by their families. They affect all employers and organisations, including councils, that provide child-related services with roles that require a Working With Children Check clearance.

The key changes include:

- Employers must verify the clearance status of all existing child-related workers online within three months of the law taking effect on Monday 2 November, 2015. Verification must be done through the [Working With Children Check Employer Register](#).
- People who reside for longer than three weeks on a property (not just in the home) of an authorised carer (including family day care and home based education services) will need clearance.
- People who hold key positions, for example a chief executive officer or principal officer, in an agency that provides out-of-home care and adoption services will also need to obtain clearances. The governing bodies of these agencies must verify these clearances.

A summary of all the changes is available online (see fact box).

Online information

The changes are outlined on the Office of the Children's Guardian website. See [here](#).

Contact

Office of the Children's Guardian
02 9286 7219
check@kidsguardian.nsw.gov.au

Ref: R96/0080 ER

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Learning

Item 9: LGNSW Learning and Development Network Meeting

The LGNSW Learning and Development Network promotes the learning and development of training professionals in our industry and is meeting this week.

The meeting will feature the following topics:

- Leadership Development – Marrickville and Fairfield
Anna Seed, Fairfield City Council
Trudi Anderson, Marrickville Council
- Shaping the NSW Workforce Development Strategy Sarah
Artist, LGNSW
Gabe Hart, NSW Office of Local Government
- Organisation Improvement - An Overview of Methodologies
Ravi Fernando, Managing Director Thrive Plus
- Council round-up:
Your current priorities and challenges in learning and
development.

The network meeting is conducted in a workshop format, and participants will be encouraged to share information or seek advice from colleagues. Ideas for future network meetings are also invited.

Date and location

Thursday 3 December 2015
York Conference and Function
Centre, Sydney
9.30pm – 3.30pm

Information

<http://www.lgnsw.org.au/news/network/learning-and-development-network>

Cost

Free

Contact

LGNSW Learning Solutions
02 9242 4181
learning@lgnsw.org.au

Ref: I98/0012 SA

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Learning

Item 10: Aboriginal Cultural Awareness in Waste Services

A new course designed to give council waste staff the knowledge, skills and experience to work with local Aboriginal communities is being offered by LGNSW, in partnership with the NSW Environment Protection Authority and the NSW Aboriginal Land Council.

This two-day course will enable council waste staff and managers to work confidently and sensitively with their local Aboriginal communities.

The focus is on developing cultural awareness specifically in the context of delivering waste projects and services and the course is aimed at:

- Council waste staff and managers responsible for delivering waste services, projects and education
- Waste contractors or others working with council to deliver waste services for Aboriginal communities.

Dates and location

Tuesday 1 December and
Wednesday 2 December 2015
Coffs Harbour

Information and registration

<http://www.lgnsw.org.au/events-training/aboriginal-cultural-awareness-training>

Cost

Free - The course, catering and accommodation is fully subsidised by the NSW Environment Protection Authority.

Contact

LGNSW Learning Solutions
02 9242 4081
learning@lgnsw.org.au

Ref: I98/0012 SA

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Learning

Item 11: Managing People – Personality and Performance

This LGNSW workshop is beneficial for team leaders or people who supervise and give feedback to others, or are dealing with performance issues or diverse personality types.

The dynamic one-day event will cover:

- Personality differences and how these impact on how you manage
- The Enneagram personality profiling system so you can start managing people with greater success
- Setting the right frameworks for behavior and performance
- Learning how to adapt and explain information for different people and different situations
- Learning the essential elements of how to influence behaviour
- Speaking with confidence and clarity about performance goals.

Contact LGNSW Learning Solutions (see fact box) for a quote to have this workshop delivered locally or in-house at your council.

Date and location

Thursday 10 December 2015
Sydney

Cost

\$660 incl. GST

Information and registration

<http://lgnsw.org.au/events-training/managing-people-personality-and-performance>

Contact

LGNSW Learning Solutions
02 9242 4181
learning@lgnsw.org.au

Ref: I98/0012 SA

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Learning

Item 12: Innovations in Service Delivery

LGNSW is offering a workshop to help council staff tailor services to local needs as well as contain costs and provide the achieve the best possible results.

Councils increasingly need to explore new ways of delivering services and the two-day workshop will explore how this can be achieved.

Some of the ways of containing costs and improving results that will be explored include more rigorous service reviews, joint ventures and community partnerships.

This workshop will look at recent innovations and successful models in NSW, around Australia and internationally.

It will focus on ways that participants can achieve success for their councils including:

- Conducting service reviews which identify significant savings or new opportunities
- Working with the community to set service levels and improve service quality
- Delivering services in partnership with other non-traditional stakeholders
- Utilising new modes of service delivery
- Generating significant own-source revenue through service provision
- Offering non-traditional services in response to the particular needs of the community.

The workshop will be of value to senior managers and professional staff who are seeking to improve service delivery in their council. This might include directors, managers and professionals in corporate services, integrated planning and reporting, business improvement or operations.

Contact LGNSW Learning Solutions for a quote to have this workshop delivered locally at your council or in partnership with other councils in your region.

Dates and location

Wednesday 9 December –
Thursday 10 December 2015
Sydney

Online information and registration

<http://www.lgnsw.org.au/event-s-training/innovations-service-delivery>

Cost

\$990.00 (incl. GST)

Contact

LGNSW Learning Solutions
02 9242 4181
learning@lgnsw.org.au

Ref: I98/0012 SA

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In the News

Item 13: ALGA Newsletter

View the latest newsletter distributed by the Australia Local Government Association.

<http://alga.asn.au/news.aspx?Type=Summary&Year=current&Menu=35,402>

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