

11.7 RESOURCING STRATEGY

File Number:	A3.4.4
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Attachments:	1. WORKFORCE MANAGEMENT PLAN 2022-2027 2. Long Term Financial Management Plan - Draft 2023 3. WSC Buildings AMP 2022 4. WSC Recreation AMP 2022 5. WSC Sewerage AMP 2021 6. WSC Transport AMP 2022
CSP Objective:	Shire assets and services delivered effectively and efficiently
Precis:	Statutory Reporting
Budget:	\$ to be sourced from

RECOMMENDATION

That the Asset Management Plan, Workforce Management Plan, and Long-Term Financial Plan be endorsed, approved for public exhibition, and resubmitted to the June 30 2022 Council meeting for formal adoption.

PURPOSE

To review Council's Resourcing Strategy Plans as per Local Government Act requirements.

BACKGROUND

The Resourcing Strategy consists of 3 components:

- Long-Term Financial Planning
- Workforce Management Planning
- Asset Management Planning.

The Resourcing Strategy is the point where the council explains to its community how it intends to perform all of its functions, including implementing the strategies set out in the Community Strategic Plan. Some strategies in the Community Strategic Plan will clearly be the responsibility of the council, some will be the responsibility of other levels of government and some will rely on input from business and industry groups, community groups or individuals. The Resourcing Strategy focuses in detail on matters that are the responsibility of the council and considers, in general terms, matters that are the responsibility of others. The Resourcing Strategy articulates how the council will allocate resources to deliver the objectives under its responsibility.

The council must review the Resourcing Strategy before 30 June in the year following an ordinary election of council. The council may endorse the existing plan, or develop and endorse a new Resourcing Strategy.

POLICY/LEGAL IMPLICATIONS

Section 403 Local Government Act 1993.

INTERNAL/EXTERNAL CONSULTATION

The attached document will be placed on public display for a period of at least 28 days.

CONCLUSION

The Asset Management Plans and Workforce Management Plans have been reviewed and updated in accordance with the Local Government Act 1993.

Council's previously Long-Term Financial Plan adopted Financial plan was from 2016 -2026. It was a year off on the requirements and the original failed to identify which of the three scenarios Council was adopting. Additionally, a cash flow budget was not included which is a requirement.

Internally it has been identified that Scenario 3 was adopted as it was the only option that included a Special Rate Variation for building the Grenfell Aquatic Centre.

Scenario 3 has been updated (highlighted in blue) and the key challenges from the original document are;

- Increased employee benefits & on-costs
- Significant decreased Investment and Interest Revenue (-84%)
- Significantly increased Depreciation expenses (28%)
- Significantly increased Other Expenses (88%).

The budget surpluses over the next five financial years will be minimal and without a rate rise or cutting of non-essential services Council will not be able to meet the desired levels in the Workforce Management plan (including some critical positions).

Additionally, the new sewer treatment plan has increased Council's costs for employees, electricity, and depreciation by approximately 30% per year. Due to the small number of connections the access would have had to increase by \$155 to have a positive operating ratio. Council does have a small reserve and has recommended smaller incremental increases and review that position in the next financial year.