

**CLAUSE 3C – COBAR SHIRE COUNCIL PLANT AND EQUIPMENT UTILISATION IMPROVEMENT REPORT**

**FILE: T3-10-2, P3-23**

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**18COW.6.2011 RESOLVED:**

1. *That Council decline to invite tenders from any Firm that has provided an Expression of Interest for the Cobar Shire Council Plant and Equipment Review.*
2. *That Council adopt the practice of undertaking heavy maintenance grading where practical of the unsealed road network in accordance with the grading cycle regime of the Road Hierarchy System contained within Council's Transport Asset Management Plan.*
3. *That the Gravel Resheeting Programs contained within the 2011/2012 – 2014/2015 Management Plan be adopted, and that a further report be provided on budget allocation (Works Program).*
4. *That an investigation be undertaken on the determination of existing and extra water pumping sites that includes consultation with the rural landholders and that an appropriate report be provided to Council on the necessary improvements and costs.*
5. *That Council note that scrapers will be used subject to available funds on works as required.*
6. *That the 2011/2012 Budget be monitored and that a further report be provided after the December 2011 Quarterly Review following determination if the projected surplus of the budget is still available and if an Immediate Response Crew can be set up in 2011/2012 at the estimated annual cost of \$250,000 to undertaken emergency type repairs such as pothole, gravel patching, signs maintenance, floodway/causeway repairs, etc.*
7. *That Management/Supervisors instigate processes to positively change the culture to be a 'can do' culture at Cobar Shire Council where everyone is responsible for improving works and services on behalf of the community of Cobar Shire.*

8. *That a trial of a larger tractor and Delta Wing Very Heavy Duty Slasher be undertaken on different Cobar Shire Council roads to ascertain the equipment's effectiveness and suitability, and that Council be provided a further report that details this issue and whether the funds are available for the equipment's purchase.*
9. *That further investigations be undertaken in regard to the practicalities of having maintenance grader crews responsible where practical for a 'maintenance grading area' and an appropriate report be provided to Council.*
10. *That where possible private work be obtained particularly in the road maintenance and construction area to increase the utilisation of Council's major plant and equipment items.*
11. *That Councillors and Senior Staff participate in a Community Education Campaign in regard to the use of Council's unsealed road network in wet weather with the idea of protecting the road surface and the consequences of damaged roads.*
12. *That Council note the processes that have been put in place for relevant contracts for works and services.*
13. *That Store Management Arrangements Improvements be instigated to ensure that stores are available for 'rural' crews to allow the earliest possible departure from the Depots on the commencement of the working week.*
14. *That the General Manager instigate the Award Use Improvement Plan as detailed within the report.*
15. *That the General Manager through the Cobar Shire Council Award Consultative Committee develop an 'Employee Expectations Statement' that would be communicated to all employees for their adherence.*
16. *That the General Manager continue to instigate the Improved Leadership, Supervision, Management and Consistency Plan as outlined in this report.*
17. *That the information on Extended Flexible Working Hours Council Agreements and Enterprise Agreements be noted.*
18. *That the emphasis of the draft Recruitment Policy of 'Recruit for attitude, train for skills' be noted and continued by Council Management.*
19. *That the issue of wet weather gear for outdoor staff and the consequences and information be noted by Council.*

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THIS IS PAGE 16 OF THE MINUTES OF THE ORDINARY MEETING OF THE  
COUNCIL OF THE SHIRE OF COBAR HELD ON THURSDAY 23 JUNE 2011

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GENERAL MANAGER

MAYOR

20. That Council note that an appropriate analysis will be undertaken to determine the appropriate distance from Depots that camping is more economic for 'rural' crews than travelling and the payment of overtime.
21. That the General Manager continues to instigate the Performance Management Training of Supervisors, Managers, Directors Plan as outlined in the report.
22. That the General Manager continue to instigate the Recommendations Action Plan emanating from the recommendations contained within the Staff Attitude Survey July 2009.
23. That the positive restructure of the Corporate and Community Services Department to improve supervision and customer service be noted.
24. That the positive restructure of the Town Crew to increase responsibility and ownership of work by the employees be noted.
25. That a further report be provided to Council in 2011/2012 on the justification on the employment of further resources for the instigation of what is required for occupational health and safety and risk management at Cobar Shire Council.
26. That investigations be undertaken on how to improve communication with 'rural' crews, works supervisors and remote workers including satellite mobile telephones, wireless GPS tracking and fleet management systems, PMR systems, GRN systems, etc and that a further report be provided to Council.
27. That Council note the actions being taken for improved works programming, strategic planning, project management and financial information.
28. That a further report be provided on an improved road closure system and procedures that further protects the unsealed road network particularly during wet weather.
29. That Council note that supervisor signage will be instigated to have signs available for use of Works Supervisors and Surveillance Officers for emergency signage requirements.
30. That Council approve the allocation of \$40,000 from the 2010/2011 Budget for the provision of an emergency trailer as per the report.

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THIS IS PAGE 17 OF THE MINUTES OF THE ORDINARY MEETING OF THE  
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GENERAL MANAGER

MAYOR

31. *That Council approve the allocation of \$170,000 from the 2010/2011 Budget for the purchase of a rubber tyred roller, the first of three (3) rubber tyred rollers to be Council owned, as per the report.*
  32. *That Council note the information concerning the financial details concerning the communication equipment, Tractor 120 HP PTO and Delta Wing Very Heavy Duty Slasher.*
  33. *That the information on the new road train dolly, side tipping semi trailer and rubber tyred roller that are contained within the 2011/2012 Budget be noted.*
  34. *That a Communication Strategy be developed to communicate the envisaged changes emanating from this report to Council's Staff and the Community.*
  35. *That the Report and discussion on the issue remains in the Committee of the Whole.*
- Clr Sinclair/Clr Isbester* **CARRIED**