

MINUTES OF THE ORDINARY MEETING OF THE HAY SHIRE COUNCIL HELD IN THE COUNCIL CHAMBERS LACHLAN STREET HAY AT 1.00PM ON 26th August 2025

PRESENT: Councillors: Cr G Chapman, Cr L Garner, Cr J Perry, Cr P Porter, Cr M Quinn (Chair), Cr D Tapper, General Manager David Webb, Deputy General Manager – Mark Dowling, Executive Manager People and Governance – Kirstyn Thronder and Executive Assistant Kerry McRae

Request to attend by Audio Visual Link: Nil

Apology: Cr W Miller, Mayor Cr Oataway

Leave of Absence

25-101 Resolved that Council grants leave of absence to:

- a. Cr Will Miller for the period 7 August till Thursday 28 August 2025; and
- b. Cr Carol Oataway for 26th August 2025.

(Perry/Tapper)

This meeting was live streamed, and audio recorded.

Address to Council: Nil

Confirmation of Minutes

25-102 Resolved that the minutes of the Ordinary Meeting of Council held 22nd July 2025 be confirmed.

(Porter/Tapper)

25-103 Resolved that the minutes of the Extraordinary Meeting of Council held 31st July be confirmed.

(Chapman/Tapper)

Declaration of Interest

Nil

Mayoral Report

M1 Mayoral Report

That Council notes the information provided in the report.

M2 Mayoral Minute

25-104 Resolved that Council:

1. Submits the following motions to the upcoming LGNSW 2025 Annual Conference:

(a) Motion 1:

That Local Government NSW advocates as a matter of urgency to the Aged Care Quality and Safety Commission and the Federal Government to amend or introduce greater flexibility to the mandatory 24/7 Registered Nurse requirement for residential aged care facilities in rural and remote areas, acknowledging the need for a more flexible, risk-based or tiered approach that takes into account community size, workforce availability, and proximity to acute health services;

(b) Motion 2:

That Local Government NSW advocates as a matter of urgency to the Australian Government to address the critical nationwide shortage of Registered Nurses, exacerbated by the mandatory 24/7 on-site requirement in residential aged care facilities, by:

- 1. Expediting the recognition and registration of overseas-qualified nurses whose credentials meet Australian standards; and*
- 2. Prioritising and fast-tracking visa applications for internationally qualified nurses seeking to work in the aged care sector;*

(c) Motion 3:

That Local Government NSW advocates to the Australian and NSW Governments to implement fee-free education and training programs for individuals seeking to work in the aged care sector, including qualifications for Personal Care Workers, Enrolled Nurses, and Registered Nurses.

2. Advocates to the Federal Health Minister, the Hon. Mark Butler MP, regarding the concerns raised in Motions 1, 2 and 3 above.

(Perry/Chapman)

Delegate Report

Nil

General Manager's Reports

Action Plan Report

The report was received and noted.

C1 Development Applications for 11th July 2025 to 14th August 2025

That Council notes the list of Development Applications for 11th July to August 2025.

C2 Hay Shire Housing Facilitation Project - Planning Proposal PP2024-1037

25-105 Resolved that Council:

1. Receives the post exhibition report and endorses Planning Proposal PP- 2024-1037 to amend the Hay Local Environmental Plan 2011:

- a. Remove the current 550sqm minimum lot size applicable to land located within the RU5 Village Zone (both North and South Hay).

b. Rezone land identified as 229 Bourke Street (Lot 2, DP448476 and Lot 135, DP756755) and 41 Cemetery Road (Lot 168, DP756755) from RU1 Primary Production to R2 Low Density Residential Zone.

c. Reduce the minimum lot size of land identified as 229 Bourke Street (Lot 2, DP448476 and Lot 135, DP756755) and 41 Cemetery Road (Lot 168, DP756755) from 90ha to 1,500sqm.

d. Introduce a new land use zone within the Land Use Table of the LEP, being the R2 Low Density Residential zone.

2. Requests the NSW Department of Planning, Housing and Infrastructure to draft and finalise the amendment to the Hay Local Environmental Plan 2011.

(Perry/Tapper)

C3 General Planning Report

25-106 Resolved that Council:

- (a) Notes the information provided in the report;
- (b) Authorises the General Manager to apply for funding as the opportunity arises for the:
 - i. Aerodrome Precinct – For specialist studies and a Planning Proposal
 - ii. Waste Precinct – For specialist studies and a Planning Proposal
 - iii. Health Precinct – For specialist studies and design plans.

(Perry/Chapman)

C4 Developer Contributions Plan

25-107 Resolved that Council adopts the Hay Shire Council Local Infrastructure Contributions Plan 2025, dated August 2025.

(Porter/Perry)

C5 Planning Agreements Policy

25-108 Resolved that Council:

- (a) Places the draft Planning Agreements Policy, V1.2 dated August 2025 on public exhibition for a minimum of 28 days; and
- (b) A further report be brought to Council in due course.

(Tapper/Perry)

C6 Showground Masterplan

25-109 Resolved that Council adopts the Showgrounds Master Plan V3, dated July 2025, as presented.

(Perry/Tapper)

C7 Maude Cemetery

25-110 Resolved that Council

- (a) Notes the information provided in the report;

- (b) Calls for Expressions of Interest (EOI) for land management of Lot 7018 DP 1019632 and Lot 7003 DP 1019633 at the Maude Cemetery.
- (c) A further report is brought back to Council in due course.

(Chapman/Perry)

C8 Customer Service Charter

- 25-111 Resolved** that Council adopts the Hay Shire Council Customer Service Charter, V1 dated August 2025.

(Perry/Porter)

C9 Transport's Authorisation and Delegation to Councils

- 25-112 Resolved** that Council:

- (a) Notes the information provided in the report;
- (b) Dissolves the Hay Local Traffic Committee;
- (c) Nominates Crs Garner & Quinn as the delegates on the Hay Local Traffic Forum in addition to the General Manager or his delegate; and
- (d) Delegates to the General Manager functions under the Transport Administration Act 1988, Roads Act 1993, Roads Transport Act 2013 and Road Transport (General) Regulation 2021 as outlined in the report and Transport for NSW Authorisation and Delegation dated 21st July 2025.

(Porter/Garner)

C10 Swimming Pool Management

- 25-113 Resolved** that Council:

- (a) Notes the information provided in the report and actions being undertaken;
- (b) Readvertises the Expression of Interest (EOI) to lease the pool canteen for the 2025/2026 season.

(Garner/Tapper)

C11 Request to Lease Office Space

- 25-114 Resolved** that Council:

- (a) Accepts the Expressions of Interest (EOI) offer from the Hay Children Services to lease office space in the Hay Goal Museum Governors Cottage building; and
- (b) Authorises the General Manager to enter into the lease with the Hay Children Services for 12 months, with options to extend 2 x 12 months, commencing 15th September 2025, in the amount of \$2,600 per annum (excluding GST).

(Perry/Chapman)

C12 John Houston Memorial Swimming Pool Replacement Project

- 25-115 Resolved** that Council:

- (a) Notes the information provided and the actions being undertaken; and

(b) Authorises the purchase of a diesel generator up to 275 KVA 415V (3-Phase) in size, to be funded at the next quarterly budget review.

(Perry/Tapper)

C13 Monthly Financial Report – June 2025

That Council receives and notes the report provided.

C14 Circulars and other Government Correspondence

That Council notes the information provided in the report.

C15 Tourism & Economic Development July/August 2025

25-116 Resolved that Council:

- (a) Notes the information in the report and the actions being undertaken;
- (b) Acknowledges the Hay Region Economic Transition Roadmap – Early Insights dated July 2025; and
- (c) Authorises the engagement of a solicitor to provide legal services to undertake preparation and negotiations of Planning Agreements associated with the SW REZ, funded from EnergyCo’s Council Commissioning Agreement and/or developers.

(Perry/Chapman)

C16 Library Report July 2025

25-117 Resolved that Council:

1. Ceases new enrolments in the Imagination Library from 31 August 2025, while ensuring currently enrolled children continue to receive books until June 2026 as currently funded.
2. Reviews its library programs and develops new, innovative programs in collaboration with HCS that align with best practice in early literacy and maximise family participation in library services.
3. At the next Quarterly Budget Review considers the Library Budget allocation following the review in (2) above; including 1000 Books Before School, Storytime, Baby Rhyme Time, and family literacy workshops, with improved incentives and enrolment strategies.
4. Updates and diversifies the children’s book collection to support social, emotional, and educational development, ensuring resources remain relevant to the needs of regional families.
5. Promotes equity of access by encouraging extended loans and outreach support for families who are geographically isolated or unable to attend library programs regularly.

(Perry/Porter)

C17 Major Projects Update

That Council notes the information provided in the report and the actions being undertaken.

C18 Operations Monthly Update Report

That Council notes the information provided in the report.

Reports of Council Committees

- Hay Showground Management Committee 18.06.2025
- Hay Showground Management Committee 21.07.2025

25-118 Resolved that Council notes the Committees meeting minutes, and any recommendations contained within be adopted.

(Chapman/Perry)

Closed Session

At this stage of the meeting the Deputy Mayor advised that it is proposed to move into Closed Session for consideration of the following items:

IC.1 General Manager Annual Performance Review for period ending 30 June 2025

Reason for Confidentiality:

- (a) personnel matters concerning particular individuals (other than councillors);

Further that in accordance with Section 10D it is considered that if the matter were discussed in an open Council meeting, it would on balance, be contrary to the public interest as its information that would if disclosed, confer a commercial advantage on person with whom the Council is conducting (or proposes to conduct) business. As such, the matter is appropriately considered in closed session under Section 10A(2)(a) of the Local Government Act 1993.

The Deputy Mayor invited representations or submissions from the public as to the reasons why the matters identified are moving into closed session.

Nil representations or submissions were received.

The Deputy Mayor advised that in accordance with Section 11(2)(a)(b) of the Local Government Act 1993, access to the correspondence and reports relating to the items considered during the course of the Closed Session will be withheld.

25-119 Resolved that the meeting be closed during the discussion of these matters.

(Porter/Perry)

Accordingly, members of the press and public were excluded from the closed session.

IC1 - General Manager Annual Performance Review for period ending 30 June 2025

25-120 Resolved that Council endorse the Panel's determined position on the Annual Review as follows:

1. That the record of performance assessment as recorded in the General Manager's Performance Agreement Annual Review be submitted to Council for information.
2. The Panel's Rating for the General Manager was **8.65** and the Panel considered this to be an '**Excellent**' level of performance.

3. Endorse the 2025/2026 General Manager Performance Agreement.
4. The General Manager's Total Remuneration Package be permanently increased by 7% (inclusive of the SOORT increase) recognising the high level of performance of the General Manager, Award increases for other staff, community expectations and market forces.
5. The General Manager, David Webb be offered a new Five-Year Contract of Employment with a commencement date of 16 September 2025.

(Perry/Porter)

25-121 Resolved that the meeting move out of closed session, and the resolutions closed session be made public.

(Tapper/Porter)

Open Meeting

The Deputy Mayor verbally advised the meeting of resolutions from the closed session and these resolutions are recorded without any alteration and amendment thereto.

There being no further business the meeting was terminated at 2:55 pm.

Confirmed _____
Cr Martyn Quinn
Deputy Mayor