



Ordinary Meeting

Thursday, 19 June 2025

ATTACHMENTS UNDER SEPARATE COVER

CL03 Adoption of Disability Inclusion Action Plan

CL04 Endorsement of Council's Governance Framework, Legislative Compliance Policy and Register



ATTACHMENTS UNDER SEPARATE COVER

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DISABILITY INCLUSION ACTION PLAN

2025–2026 Review



Image: Clients and staff from Kurrajong proudly show off their artworks.

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The colour choices in this document have been made as accessible as possible using the Vision Australia Colour contrast checker.

Acknowledgement

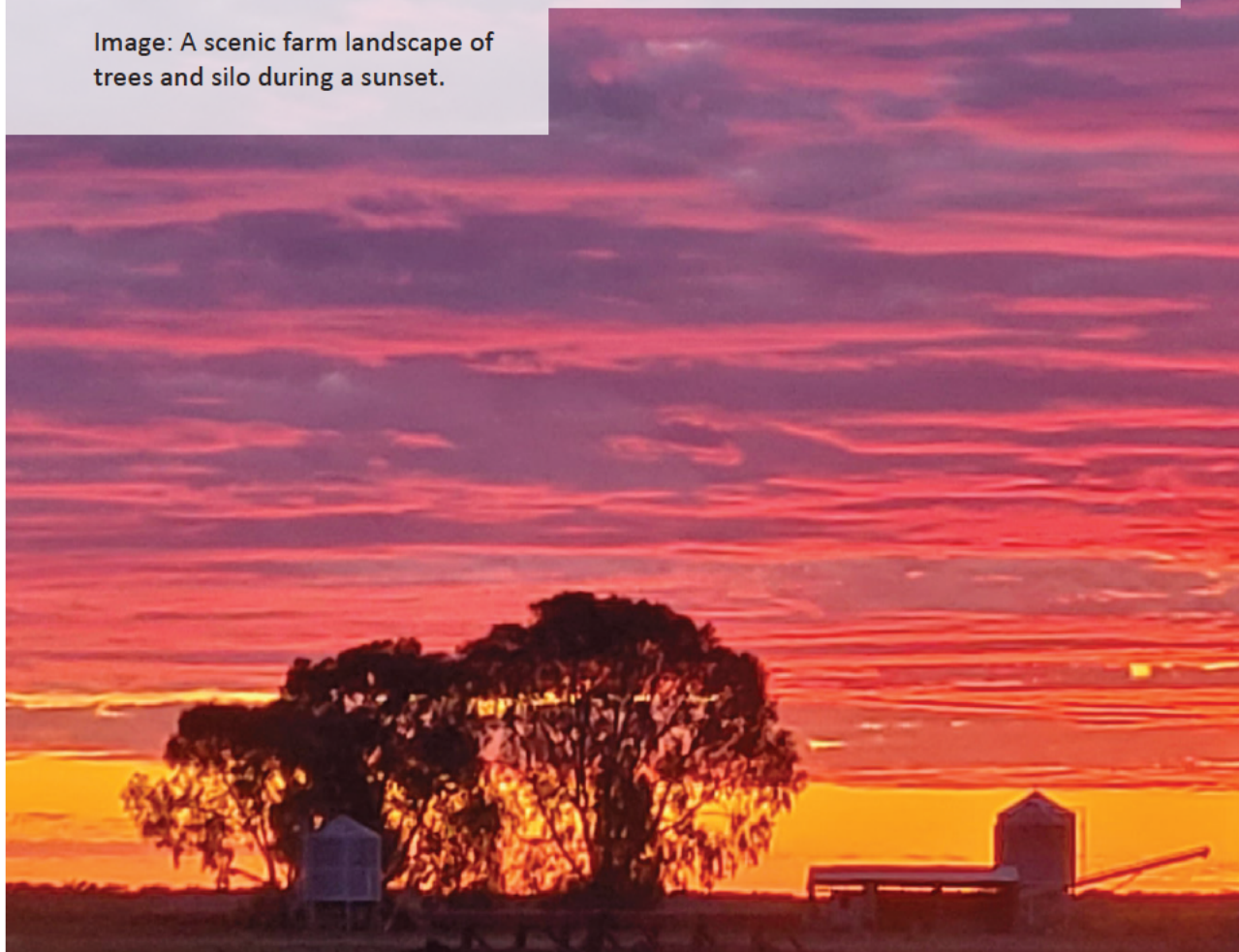
Griffith is located in the heart of the Wiradjuri Nation – the largest nation of Aboriginal and Torres Strait Islander people in Australia.

Griffith City Council recognises Aboriginal people in the history and growth of Griffith and its surrounding villages. As such, Council acknowledges the Wiradjuri people as the traditional owners of the land and pays respect to Wiradjuri Elders past, present and future.

We recognise and respect the Wiradjuri cultural heritage, beliefs and their ongoing relationship with the land for people living today.

Council also acknowledges the contribution made to this community by the many and diverse cultural groups that have greatly contributed to the social and economic wealth of this region.

Image: A scenic farm landscape of trees and silo during a sunset.



Message from the Mayor



At Griffith City Council, we are committed to building an inclusive and accessible community.

Our Disability Inclusion Action Plan (DIAP) reflects this commitment, outlining practical steps to remove barriers and create a more inclusive future for people with disability.

This Plan has been developed in consultation with community members, advocates and service providers to ensure that the voices of people with disability are heard and valued. It aligns with our community vision of “a progressive and inclusive community where our vibrant culture is celebrated and every individual feels valued, safe and inspired to grow”

By focusing on improving accessibility, promoting inclusive attitudes, increasing employment opportunities and enhancing community participation, we are working to create a city where every person, regardless of ability, feels welcome and supported.

I encourage everyone to engage with this Plan and play a role in fostering a more inclusive community. Together, we can make Griffith a place where all people have the opportunity to live, work and participate with dignity and independence.

Doug Curran
Mayor

DISABILITY



is a long-term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder the full and effective participation in society on an equal basis with others.

ACCESS



refers to any outcome that is achieved by the removal of 'barriers' or obstacles that may impede an individual's rights to engage in a chosen activity in a manner that is equitable and dignified. 'Barriers' can include obstacles in the built environment as well as communication or attitudinal obstacles in the social environment.

INCLUSION



is the process whereby every person (irrespective of age, disability, gender, religion, sexual preference or nationality) who wishes to, can access and participate fully in all aspects of an activity or service in the same way as any other member of the community.

Introduction

Griffith City Council is committed to fostering an inclusive, respectful and diverse community where all residents and visitors can enjoy a safe, welcoming and accessible environment. The **2025-2029 DIAP** reaffirms this commitment by providing a framework for improving accessibility, enhancing community participation and creating equal opportunities for people with disability.

Council's **DIAP** is designed to improve access, inclusion and participation for people with disabilities.

The **key objectives** of a **DIAP** include:

1. **Developing positive community attitudes and behaviours.** This includes promoting awareness and understanding to reduce stigma and encourage inclusivity.
2. **Creating liveable communities** by improving access to public spaces, facilities, and transport to enhance participation.
3. **Supporting access to meaningful employment.** Removing barriers to employment and promoting inclusive workplace practices.
4. **Improving access to services and systems.** Ensuring that information, customer service and programs are accessible to all.

The **2025-2029 DIAP** builds upon the experiences, challenges and successes of the previous four years, outlining a roadmap for further improvements. Developed in consultation with the local community, with input from the **Griffith Disability Inclusion and Access Committee** and local service providers, this Plan reflects valuable insights and contributions from community members.

Implementation of the **DIAP** is a **whole-of-Council responsibility**, requiring collaboration across all departments. The **Disability Inclusion & Access Committee** will continue to provide support and guidance to ensure alignment with community needs and legislative requirements.

Other Council plans that work towards accessibility and inclusion are:

- Reconciliation Action Plan
- Pedestrian and Bicycle Strategy
- Playground Strategy
- CBD Strategy

Relevance to other Council strategies and plans

The Griffith City Council Disability Inclusion Action Plan is a strategic document that guides Council with a framework of priorities and actions for a four-year period. It is written in line with the guiding principles of Council's Community Strategic Plan (CSP) 2025-2029. Council's CSP objectives that are relevant to the DIAP include:

1. An engaged and informed community

1.1 Provide clear, accessible, relevant information

1.2 Actively engage with and seek direction from our community and stakeholders

2. Work together to achieve our goals

2.1 Develop and maintain partnerships with community, government and non-government agencies to benefit our community

3. Plan and lead with good governance

3.1 Undertake Council activities within a clear framework of risk management, strategic planning, policies, procedures and service standards to enhance accountability, resilience and informed decision making

4. Griffith is a great place to live

4.1 Make our community healthy and safe

4.2 Encourage an inclusive community that celebrates social and cultural diversity

4.3 Provide and promote accessibility to services

4.4 Provide a range of cultural facilities, programs and events

4.5 Improve access to local health and support services

4.6 Promote reconciliation and embrace our Wiradjuri heritage and culture

4.7 Provide a range of sporting and recreational facilities and events

4.8 Improve the aesthetic of the City and villages, by developing quality places and improved public realm that supports active, healthy and inclusive communities

5. Grow our economy

5.2 Be a location of choice for business investment, employment and learning

5.7 Support transport connectivity

6. Provide and manage assets and services

6.1 Provide, renew and maintain a range of quality infrastructure, assets, services and facilities

6.2 Maintain and develop an effective transport network (airport, public roads, pathways, pedestrian access and transport corridors) for Griffith and villages

Key policies and legislation

In 2014, the NSW Government passed the Disability Inclusion Act which said that all local councils must have a Disability Inclusion Action Plan. Councils are required to review their Disability Inclusion Action Plans every four years.

Other key policies and legislation include:

United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

- Australia's Disability Strategy 2021-2031
- Disability Discrimination Act 1992
- Fair Work Act 2009
- National Disability Insurance Scheme (NDIS)
- National Standards for Disability Services
- NSW Disability Inclusion Plan
- NSW Anti-Discrimination Act 1977 (ADA)
- NSW Disability Inclusion Act 2014



Image: A woman prepares beans for cooking.



Image: Two women paint a picture of a boomerang.

Our community profile



27,340
Population
ERP 2024

31,421
Population
2046
(forecast.id)



4,441 or 16.7% of
Griffith residents are
living with a disability



22%
Born overseas



23%
Speak a language other than
English at home



10%
of residents identify as carers

Snapshot of disability in Griffith

5.4%

of people need help in their day to day lives due to disability



2,498

provide unpaid assistance to a person with a disability



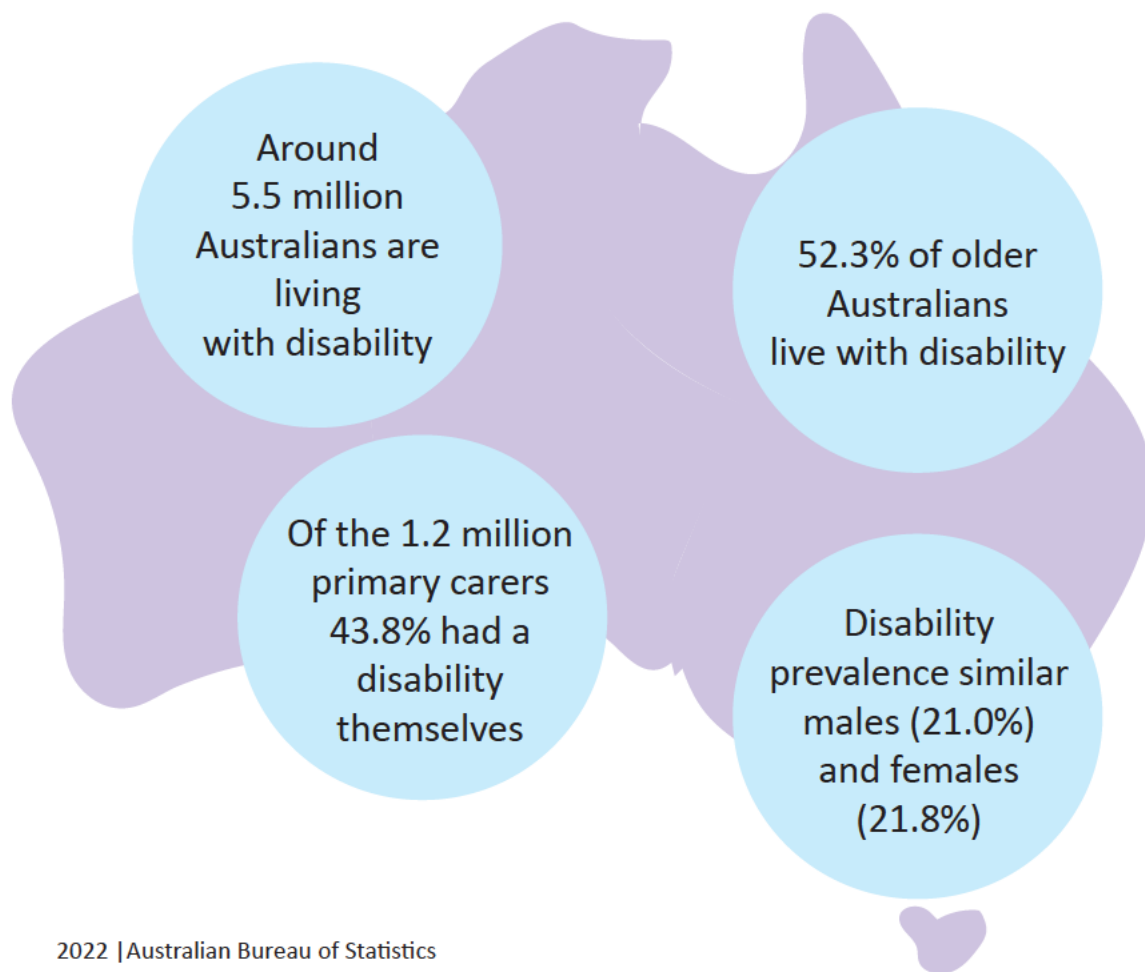
46.2%

aged 85 and over require assistance



Image: A man uses a treadmill while another looks on.

Disability Australia wide



2022 | Australian Bureau of Statistics

What we've achieved

Location	Action
Bicycle Pump Track Olympic Street	<ul style="list-style-type: none"> • Accessible seating, shelter, BBQ, bubbler, bike repair station
Borland Leckie Park	<ul style="list-style-type: none"> • Installed accessible and inclusive play equipment, seating and footpath • Communication board erected for inclusive communication
Burley Griffin Community Gardens	<ul style="list-style-type: none"> • City Park toilet amenities with disabled toilet
Bus Shelters – new / upgraded	<ul style="list-style-type: none"> • Hanwood School bus shelter • Banna Ave (Outside the courthouse) bus shelter • Yambil St bus shelter • Koorngal Ave Bus Shelter • Clifton Boulevard bus shelter • Middleton Ave bus shelter • Kookora St bus shelter • Griffith Hometown complex (New McDonalds)
Campbell Wetlands Boardwalk	<ul style="list-style-type: none"> • Accessible walkway • New shelter with ramp and accessible seating
Child Safe Framework	<ul style="list-style-type: none"> • Child Safe Policy, guidelines for staff and Code of Conduct implemented
Council events	<ul style="list-style-type: none"> • ConnectYOUTH roller skating disco - Sensory session held • Colour Fun Run - Inclusive and sensory area • Olympic Street and Memorial Park Activation - Inclusive events • Wheelchair Basketball Trials
Enticknap Park	<ul style="list-style-type: none"> • In addition to providing accessible playground equipment, Council has installed a new toilet block with Disabled toilets and parking allotment with disabled parking places on Murphy Crescent

What we've achieved

Location	Action
Footpath Installations	<ul style="list-style-type: none"> • Hanwood to Murphy Road • Griffith to Yoogali pathway • Sidlow Road including Willandra Avenue roundabout to Griffith Retirement Estate • Spiers Street • Goodooloo Street to Noorla Street • Pedestrian Bridge over canal – Merrigal to Noorla Street • Shared path around Griffith Regional Sports Centre • Canal to Coolah Street footpath and new bridges as part of the HerWay project including Dave Taylor Park and Community gardens • Footpaths in Pioneer Park
Griffith City Library	<ul style="list-style-type: none"> • Ramp access and automatic doors • Monthly sensory movies • Home delivery service available to anyone with a disability - permanent or short-term. Reading aids/listening devices for vision impaired people provided. • Corridor widened for greater access into parents' room. • New shelving installed to improve accessibility • Tech Savy Seniors program • Drop in Marian Catholic College Tech Help
Griffith Pioneer Park Museum	<ul style="list-style-type: none"> • Improved access around the Museum with new paths installed, in particular the accessible pathways at the entrance of the Museum. • Digital QR Codes throughout Pioneer Park for videos with captions
Griffith Art Gallery	<ul style="list-style-type: none"> • Ramp installed at the front entrance • Sensory tours for some exhibitions

Location	Action
Griffith Regional Sports Centre	<ul style="list-style-type: none"> • Disabled parking and toilets • Footpaths linking both entrances of the new facility • Hosts and facilitates a variety of programs and activations designed to engage community members living with a disability. Some of these include: Come and Try Athletics, Indoor Multi-Sport Day (Primary Schools), Schools Boccia Tournament and Powerchair Soccer
Griffith Regional Theatre	<ul style="list-style-type: none"> • Accessible toilets, backstage dressing room, new parents' room • Noise cancelling earplugs available • Access for wheelchairs • Investigate wheelchair accessible specific tickets and accessibility on to the stage
Hanwood Sports Amenities	<ul style="list-style-type: none"> • Adult Change table • Accessible toilet and change area • 2 designated allotments for disabled parking
Her Way 2680 project	<ul style="list-style-type: none"> • Installation of 2 x Shared bridges with ramped landings • 2 new bus shelters with wheelchair accessibility • Footpaths and access to all Murals as a part of this project • Upgrade of Don Best Park including Wheelchair access all around and • Accessible community garden and bubblers
Kooyoo Mall	<ul style="list-style-type: none"> • Fully paved flattened surface for all users • Accessible seating
Memorial Park Griffith	<ul style="list-style-type: none"> • Additional paved and larger access entries
Mountain Bike Track	<ul style="list-style-type: none"> • Accessible footpaths and ramp to shelter • Disabled toilet • Padlocked gate with MLAK lock • Accessible bubbler

Location	Action
Other	<ul style="list-style-type: none"> • Pedestrian Bridge over canal – Merrigal Street between Noorla Street and Kywong Street • Additional parking and a shared pathway around Westend Oval as part of the Sports Precinct development • The no parking zone in front of Griffith Central • allows for people with mobility parking permits to drop-off and pick-up, as well as taxis • There are also disabled parking spaces in the underground car park out of the elements
Parking	<ul style="list-style-type: none"> • Railway Street carpark • New accessible parking spaces near CBD
Public Toilets	<ul style="list-style-type: none"> • Re-introduction of MLAK disabled key system
Public Transport Information	<ul style="list-style-type: none"> • Griffith Buslines operates wheelchair accessible route services in Griffith and surrounds www.griffithbuslines.com.au • Griffith Taxis has five (5) wheelchair accessible vehicles and at least one (1) wheelchair accessible vehicle available 24/7. There are government subsidies available for eligible passengers
Skate Park Upgrade	<ul style="list-style-type: none"> • Disabled friendly ramps and access
Women's Land Army Park Upgrade	<ul style="list-style-type: none"> • Accessible footpath and exercise equipment
Wood Park	<ul style="list-style-type: none"> • Installed accessible and inclusive play equipment, seating, shelter, BBQ and exercise machines
Airport	<ul style="list-style-type: none"> • Implemented policies and procedures at the Airport to support the needs of the people with disabilities in the community
Planning	<ul style="list-style-type: none"> • Incorporated the accessibility conditions to DAs for non-residential developments

Location	Action
Workforce Planning	<ul style="list-style-type: none">Modified recruitment practices, updated Equal Employment Opportunity statement on advertising, increased employment of people living with disability, provided reasonable adjustment and support for interviews, rolling out training to staff on recruitment panels - Human Rights (Building a culture of accessibility and inclusion). This training to also be rolled out to Disability Inclusion & Access Committee members
Parks and Gardens	<ul style="list-style-type: none">Installed accessible play equipment, upgrade to Hanwood Oval and Jubilee Oval amenities change rooms/toiletsLake Wyangan Picnic area accessible play area and new toilets
Infrastructure and Operations	<ul style="list-style-type: none">Continue to work through the priorities listed in the Pedestrian and Bicycle Strategy adopted by Council in 2021Apply for funding



Image: A woman working from her wheelchair.



Image: Girl smiling while exercising in a group.

How we developed this plan

Developing our DIAP

Council completed an extensive community consultation for the plan which was adopted in November 2021.

Consultation for this DIAP check in commenced in April 2025, with the following engagement undertaken.

Community and Staff engagement

To inform the content of this Plan, Council undertook community engagement with people with disabilities and carers as well as service providers.

Face-to-face, an online survey and social media were all utilised in this process where we received 55 direct responses from our community.

A link to the survey was also emailed to more than 1,000 contacts, asking for feedback to help review the DIAP. These included all services listed in Council's Community Services Directory. The survey ran throughout April and May 2025.

Email, face-to-face discussions with a number of service providers including Griffith Post School Options, Griffith Aged Support Service, Griffith Interagency Network, Kurrajong and Kalinda School. Hard copies of the survey were also available

at the monthly Council Café information booth, Griffith City Library and Council's administration building.

Council also received a petition requesting a charging point for electric mobility scooters.

Griffith City Council Disability Inclusion & Access Committee

This Committee brings together individuals with a broad range of lived experiences and disabilities. Its primary purpose is to:

- Provide advice and insights to Council on areas of need, including the development of the Disability Inclusion Action Plan (DIAP).
- Share information about potential community partnerships and successful initiatives from other regions.

Members contributed valuable feedback and helped raise awareness across the community.

Consultation with Council departments

Each department of Council was involved in the check-in to ensure all actions were considered.

All staff were also invited to provide input via the survey.

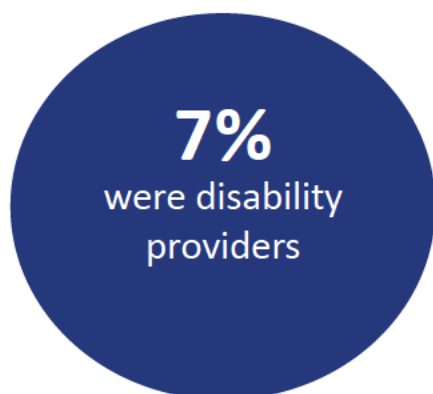
What we heard: Insights from our Check-In



63%
agreed Griffith is
welcoming and
inclusive



70%
feel included
when out in the
community



Focus areas

The 2025-2026 DIAP outlines actions to ensure people with disability feel valued, included, and able to access the same services, facilities, activities and opportunities as everyone else.

The four main focus areas are:



Through the following targeted strategies and partnerships, Council aims to create a more inclusive and supportive community.

Liveable communities

Griffith City Council acknowledges the importance of creating a liveable community for all residents to live, learn, work and play as they wish.

Action	Measure	Responsibility	Timeframe
Improve access into Council facilities where possible e.g. appropriate entrance to Council services	<ul style="list-style-type: none"> Increase positive feedback (Individual Facility Survey) on access in Council facilities and services 	Facility managers	Ongoing
Upgrade and maintain Council facilities e.g. public toilets	<ul style="list-style-type: none"> Number of upgrades Decrease in complaints 	Infrastructure & Operations Sustainable Development	Ongoing
Hard-copies of maps that identify Council's toilet facilities User-friendly/interactive friendly online link on Council's website	<ul style="list-style-type: none"> Copies of toilet maps in Council's facilities. E.g. Griffith Information Centre. Map link on Council's website Toilet app available 	Community Development	Updated annually
Review and maintain Priority Actions in Council's Pedestrian and Bicycle Strategy	<ul style="list-style-type: none"> Number of accessible pathways or footpaths to Council facilities Number of priority actions completed 	Infrastructure & Operations	Annually
Review placement and construction of communal resources in all public areas	<ul style="list-style-type: none"> Increase in access satisfaction rate in facility satisfaction surveys Decrease in resident complaints 	Sustainable Development	Annually
Ensure Development Applications or significant development proposals in the public domain are reviewed by Disability Inclusion & Access Committee	<ul style="list-style-type: none"> Number of DAs reviewed 	Council's Disability Inclusion & Access Committee	Ongoing
Council will comply with the National Construction Code (NCC) with new DAs	<ul style="list-style-type: none"> DAs comply with the NCC 	Sustainable Development	At time of DA
Implement adopted recommendations of the Disability Inclusion Access Committee	<ul style="list-style-type: none"> Regular meetings held Actions implemented 	All Staff	Ongoing
Make all Council events as inclusive as possible	<ul style="list-style-type: none"> Ensure people living with disability are considered 	All event coordinators	Ongoing



Image: A woman using a walker with young children beside her.

Improving systems & processes

Council acknowledges how important it is for people to access the services and support they need. Council is committed to improving ways to deliver and promote information, events, and services and interact with residents and stakeholders.

Action	Measure	Responsibility	Timeframe
Review key Council documents to develop "easy English version"	<ul style="list-style-type: none"> Revised and easy-readable documents 	All Staff	Ongoing
Review Council Website to ensure its compliant	<ul style="list-style-type: none"> Website is user friendly 	Communications	Ongoing
Produce significant Council documents in a range of formats for the public	<ul style="list-style-type: none"> Number of available & accessible Council documents in different format e.g. audio and video 	All Staff	Ongoing
Promote and advertise key events, consultation and information in a number of formats	<ul style="list-style-type: none"> Number of promoted events Consultation as per Council's Community Engagement Strategy 	Communications Marketing & Promotions at Council facilities	Ongoing
Develop a database of local qualified interpreters	<ul style="list-style-type: none"> Number of key contacts and Auslan/ Signed English Interpreters at formal events 	Customer Service	Annually
Investigate ways to make Council meetings more accessible	<ul style="list-style-type: none"> Streaming of Council Meetings Audio available on Council's website Access to Council Chambers 	Governance	Ongoing
Community Service Directory updated on a regular basis (as needed)	<ul style="list-style-type: none"> Increase in the number of registered organisations and community groups 	Community Development Communications	Ongoing
Promote and advertise accommodation which provides disability access	<ul style="list-style-type: none"> Number of accommodation venues stating accessibility 	Marketing & Promotions	Ongoing



Employment

Council understands the important role employment plays, providing people with a sense of independence and security.

Council is an Equal Opportunity Employer and welcomes diversity in the workplace. Council encourages all people regardless of their individual differences to apply for any advertised positions. Council commits to providing its staff with the appropriate support and resources required to assist their individual needs.

Action	Measure	Responsibility	Timeframe
Promote inclusive workplace practices	<ul style="list-style-type: none"> Number of people employed who choose to disclose they live with a disability 	Human Resources	Ongoing
Review Council's Workforce Management Plan	<ul style="list-style-type: none"> Gaps identified and addressed 	Workforce Planning	Ongoing
Review employment and recruitment processes and procedures for accessibility	<ul style="list-style-type: none"> Number of new processes added 	Workforce Planning	Annually
Actively continue to conduct and respond to disability inclusion survey including staff	<ul style="list-style-type: none"> Survey conducted Update DIAP with results 	Human Resources, Workforce Planning, Community Development	Ongoing
Deliver training to all Council staff and committee members around inclusive practices for working with people with disability such as Human Rights Commission Disability Awareness Training	<ul style="list-style-type: none"> Training sessions delivered by Council 	Human Resources, Workforce Planning	Ongoing
Review Council Policies such as Anti-Discrimination & Equal Employment Opportunity, Sick Leave and Carers Leave	<ul style="list-style-type: none"> Number of policies endorsed 	Human Resources, Workforce Planning	Every 4 years (last reviewed 2023)

Attitudes & behaviours

Council recognises the importance of promoting positive attitudes and behaviour towards people with a disability. Council demonstrates their commitment through the development and implementation of this Plan and by working closely with members of the Disability Inclusion Access Committee to continue to improve.

Action	Measure	Responsibility	Timeframe
Develop or introduce more detailed training for front-line/customer service staff on access	<ul style="list-style-type: none"> Percentage of staff completed accredited service provision 	Workforce Planning	Ongoing
Investigate or introduce new methods or mediums for communication, distribution and provision of Council information and resources	<ul style="list-style-type: none"> Implement National Relay Service, Telephone Interpreter Service (TIS) and other Review of Community Engagement Strategy 	Communications Customer Service	Ongoing
Celebrate and participate in key events or special days that promote and celebrate people with disability	<ul style="list-style-type: none"> Celebrating International disability Day e.g. Carers Day etc. Positive media event coverage 	Community Development, Council facilities Communications	Ongoing
Promote inclusive community based groups to help educate residents	<ul style="list-style-type: none"> Promoted by Community Development Officer at Interagency level 	Community Development	Ongoing
Support and promote community events that assist in raising awareness and celebration of people with disability and diverse needs	<ul style="list-style-type: none"> Number of shared campaigns highlighting and celebrating disability inclusion 	Community Development, Communications	Ongoing
Ensure visual communications include pictures of people with disability	<ul style="list-style-type: none"> Visual communications and public documents contain disability representation 	All Staff	Ongoing

Monitoring, review and reporting

Councils are required to review their DIAPs regularly to ensure they remain effective and responsive to the needs of people with disabilities.

The review process must involve consultation with people with disabilities and other relevant stakeholders to gather feedback and insights that inform necessary updates to the plan.

Review of Council's DIAP is due 1 July 2025, with a new plan due by 1 July 2026.

Following adoption by Council, the Disability Inclusion Action Plan will be forwarded to the Disability Council NSW for endorsement.

Council will report on the DIAP action items as part of its Annual Report. The report will be publicly available on Council's website www.griffith.nsw.gov.au

Resources

Australian Human Rights Commission

Website: [Willing to Work: Good Practice Examples for Employers \(2016\) | Australian Human Rights Commission](#)

National Disability Service (NDIS)

The NDIS is a valued resource providing up to date information on policy, resources and providing events and training. To contact the NSW National Disability Service office:

T: (02) 9256 3111

E: ndsnsw@nds.org.au

Webpage: [National Disability Services](#)

Disability Council NSW

The Disability Council NSW is the official advisory body to the NSW Government on matters relating to people with disability and disability inclusion.

Webpage: [Disability Council NSW | Communities and Justice](#)

Australian Disability Network

Website: [Homepage - Australian Disability Network](#)

Griffith City Council

Phone: 1300 176 077

Connect Griffith: connect.griffith.nsw.gov.au

Community Directory: griffith.nsw.gov.au/Residents/Community/Community-Directory



Image: A group of people from Post School Options.

Disability Inclusion Action Plan - Check-in - Suzanne Biondo

Strengthening Equitable Employment Actions in the Disability Inclusion Action Plan

Context:

The current Disability Inclusion Action Plan (DIAP) includes actions such as reviewing recruitment processes and simplifying language in job advertisements. These are positive first steps, but on their own, they are not enough to ensure meaningful access to employment for people with disability — especially for those who may face challenges with standard recruitment methods.

Concern:

Right now, the plan does not address how job applicants will be assessed in an inclusive and equitable way. Traditional interviews are often not the best way to assess someone's ability to do a job, particularly for candidates with cognitive, neurological, or learning-related disabilities. When no alternatives are offered, capable applicants can be unfairly excluded — not because they can't do the job, but because the process wasn't suited to how they communicate or demonstrate their skills.

Recommendation:

To make the DIAP more meaningful and impactful, we recommend including the following actions:

- Offer practical assessments or work trials as an alternative to interviews, particularly for roles where skills can be demonstrated on the job.
- Provide reasonable adjustments during the application and selection process based on individual needs.
- Train recruitment staff in inclusive hiring practices, focusing on how to assess candidates equitably and avoid assumptions about disability.
- Track meaningful outcomes — not just applications received, but also how many people with disabilities are interviewed, hired, and retained.

Why this matters:

These steps align with obligations under the Anti-Discrimination Act 1977 (NSW) and the Disability Discrimination Act 1992 (Cth). Most importantly, they demonstrate a genuine commitment to inclusion by removing structural barriers and creating fairer pathways into employment.

Without practical actions like these, the plan risks sounding good on paper but doing little to change the real barriers faced by people with disability seeking work.

Regards,

Suzanne Biondo

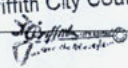

Mobile:

Petition:

Request to Council to provide: A Charging point for mobility scooters in the main street that is easy to access by those with limited mobility who use mobility scooters.

29 APR 2025

RECEIVED BY
INFORMATION MANAGEMENT

Name/ signature	Town	
Wayne Dean	GRIFFITH	1
STEVEN MILLS	GRIFFITH	2
Juan Williams	GRIFFITH	3
Boyd Compton	GRIFFITH	4
Ross Stephens Rother	GRIFFITH	5
B Buckley BB	GRIFFITH	6
Anna Tolu	GRIFFITH	7
DOMINIC VIOLI	GRIFFITH	8
ROBERT MCINTOSH	GRIFFITH	9
Judge Webb	GRIFFITH	10
Rhonda Cullen	Marborgan	11
Ann Gatty	GRIFFITH	12
Wendy Clark	GRIFFITH	13
Suzanne Cwik	Wenda	14
WILLIAM KING	GRIFFITH	15
John V. Turner	GRIFFITH	16
Kinda Cook	L L E	17
DAVID MCCARTHY	GRIFFITH	18
<div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 5px; text-align: center;"> Griffith City Council  29 APR 2025 REGISTERED </div> <div style="border: 1px solid black; padding: 5px; text-align: center;"> Griffith City Council  29 APR 2025 RECEIVED BY CUSTOMER SERVICE </div> </div>		

4 1008

Disability Inclusion Action Plan - Staff check in

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, April 24, 2025 7:20:27 AM
Last Modified: Thursday, April 24, 2025 7:29:56 AM
Time Spent: 00:09:28
IP Address: 203.49.153.35

Page 1

Q1

What department of Council do you work in?

Sustainable Development

Q2

Since November 2021, what have you done to make Griffith a more inclusive and accessible city for all residents, particularly those living with a disability? Examples: Footpaths, ramps, inclusive events, policies and procedures, recruitment etc (Download Griffith City Council Disability Inclusion Action Plan (DIAP) 2021-2025.pdf)

Implemented GCC policies and procedures in at the airport to support the needs of the people with disabilities in the community

Q3

What future initiatives do you have planned?

Future initiatives will be a topic that will be discussed at our toolbox and safety meeting during 2025.

Disability Inclusion Action Plan - Staff check in

#2

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, April 24, 2025 8:46:32 AM
Last Modified: Thursday, April 24, 2025 8:52:24 AM
Time Spent: 00:05:52
IP Address: 203.49.153.35

Page 1

Q1

What department of Council do you work in?

Sustainable Development

Q2

Since November 2021, what have you done to make Griffith a more inclusive and accessible city for all residents, particularly those living with a disability? Examples: Footpaths, ramps, inclusive events, policies and procedures, recruitment etc (Download Griffith City Council Disability Inclusion Action Plan (DIAP) 2021-2025.pdf)

incorporated the accessibility conditions to DAs for non-residential developments.

Q3

What future initiatives do you have planned?

It is a compulsory requirement that need to continue with all the non-residential developments.

Disability Inclusion Action Plan - Staff check in

#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, April 24, 2025 9:37:38 AM
Last Modified: Thursday, April 24, 2025 9:38:49 AM
Time Spent: 00:01:11
IP Address: 203.49.153.35

Page 1

Q1

What department of Council do you work in?

Administration

Q2

Since November 2021, what have you done to make Griffith a more inclusive and accessible city for all residents, particularly those living with a disability? Examples: Footpaths, ramps, inclusive events, policies and procedures, recruitment etc (Download Griffith City Council Disability Inclusion Action Plan (DIAP) 2021-2025.pdf)

Accessible and fully compliant website

Q3

Respondent skipped this question

What future initiatives do you have planned?

Disability Inclusion Action Plan - Staff check in

#4

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, April 24, 2025 1:29:30 PM
Last Modified: Thursday, April 24, 2025 1:34:10 PM
Time Spent: 00:04:40
IP Address: 203.49.153.35

Page 1

Q1

What department of Council do you work in?

Workforce Planning

Q2

Since November 2021, what have you done to make Griffith a more inclusive and accessible city for all residents, particularly those living with a disability? Examples: Footpaths, ramps, inclusive events, policies and procedures, recruitment etc (Download Griffith City Council Disability Inclusion Action Plan (DIAP) 2021-2025.pdf)

Modified recruitment practices
Updated EEO statement on advertising
Increased employment of people living with disability
Provided reasonable adjustment and support for interviews
Rolling out training to staff on recruitment panels - Human Rights (Building a culture of accessibility and inclusion)

Q3

What future initiatives do you have planned?

Human Rights Commission delivering face to face training on Accessibility and inclusion in Oct 2025

Disability Inclusion Action Plan - Staff check in

#5

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, April 28, 2025 7:48:13 AM
Last Modified: Monday, April 28, 2025 7:53:13 AM
Time Spent: 00:04:59
IP Address: 203.49.153.35

Page 1

Q1

What department of Council do you work in?

P&G

Q2

Since November 2021, what have you done to make Griffith a more inclusive and accessible city for all residents, particularly those living with a disability? Examples: Footpaths, ramps, inclusive events, policies and procedures, recruitment etc (Download Griffith City Council Disability Inclusion Action Plan (DIAP) 2021-2025.pdf)

Installed accessible play equipment, involved in upgrade to Hanwood oval and Jubilee oval amenities change rooms toilets.

Q3

What future initiatives do you have planned?

involved in the upgrade of Lake Wyangan Picnic area, accessible play area, new toilets

Disability Inclusion Action Plan - Staff check in

#6

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, April 28, 2025 8:54:20 AM
Last Modified: Monday, April 28, 2025 8:59:38 AM
Time Spent: 00:05:17
IP Address: 203.49.153.35

Page 1

Q1

What department of Council do you work in?

Governance

Q2

Since November 2021, what have you done to make Griffith a more inclusive and accessible city for all residents, particularly those living with a disability? Examples: Footpaths, ramps, inclusive events, policies and procedures, recruitment etc (Download Griffith City Council Disability Inclusion Action Plan (DIAP) 2021-2025.pdf)

Livestream Council Meetings, access to information on Council website, new website launched, provision of administration support for Disability Access Inclusion Committee, facilitate Council Cafes and Community Opinion Group meetings, community engagement, preparation of Community Strategic Plan and associated documents.

Q3

What future initiatives do you have planned?

Livestream Council Meetings, access to information on Council website, provision of administration support for Disability Access Inclusion Committee, facilitate Council Cafes and Community Opinion Group meetings, community engagement.

Disability Inclusion Action Plan - Staff check in

#7

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, April 30, 2025 8:05:52 AM
Last Modified: Wednesday, April 30, 2025 8:07:52 AM
Time Spent: 00:02:00
IP Address: 203.49.153.35

Page 1

Q1

What department of Council do you work in?

Infrastructure & Operations

Q2

Since November 2021, what have you done to make Griffith a more inclusive and accessible city for all residents, particularly those living with a disability? Examples: Footpaths, ramps, inclusive events, policies and procedures, recruitment etc (Download Griffith City Council Disability Inclusion Action Plan (DIAP) 2021-2025.pdf)

Apply for funding when able, manage project finances if funding approved, review current projects

Q3

What future initiatives do you have planned?

If funding becomes available, continue to work through the priorities listed in the Pedestrian and Bicycle strategy adopted by Council in July 2021

Disability Inclusion Action Plan - Staff check in

#8

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, May 12, 2025 2:10:03 PM
Last Modified: Monday, May 12, 2025 2:15:07 PM
Time Spent: 00:05:04
IP Address: 203.49.153.35

Page 1

Q1

What department of Council do you work in?

Library

Q2

Since November 2021, what have you done to make Griffith a more inclusive and accessible city for all residents, particularly those living with a disability? Examples: Footpaths, ramps, inclusive events, policies and procedures, recruitment etc (Download Griffith City Council Disability Inclusion Action Plan (DIAP) 2021-2025.pdf)

continue to provide a home delivery service available to anyone with a disability - permanent or short term.
Continue to provide reading aids/listening devices for vision impaired people

Q3

Respondent skipped this question

What future initiatives do you have planned?

Disability Inclusion Action Plan - Staff check in

#9

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, May 26, 2025 12:51:27 PM
Last Modified: Monday, May 26, 2025 12:54:58 PM
Time Spent: 00:03:30
IP Address: 203.49.153.35

Page 1

Q1

What department of Council do you work in?

Theatre, Gallery

Q2

Since November 2021, what have you done to make Griffith a more inclusive and accessible city for all residents, particularly those living with a disability? Examples: Footpaths, ramps, inclusive events, policies and procedures, recruitment etc (Download Griffith City Council Disability Inclusion Action Plan (DIAP) 2021-2025.pdf)

Gallery has introduced sensory tours for some exhibitions

Q3

What future initiatives do you have planned?

Nothing in particular (sorry)

Disability Inclusion Action Plan - Staff check in

#10

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, May 27, 2025 5:34:10 PM
Last Modified: Wednesday, May 28, 2025 7:44:39 AM
Time Spent: 14:10:29
IP Address: 203.49.153.35

Page 1

Q1

What department of Council do you work in?

Sustainable Development

Q2

Since November 2021, what have you done to make Griffith a more inclusive and accessible city for all residents, particularly those living with a disability? Examples: Footpaths, ramps, inclusive events, policies and procedures, recruitment etc (Download Griffith City Council Disability Inclusion Action Plan (DIAP) 2021-2025.pdf)

Ensuring that accessibility and parking to the Airport facilities are maintained to appropriate standards and improvement initiatives are continually assessed.

Q3

What future initiatives do you have planned?

Potential security screening upgrades to the Council facility will necessitate a reassessment of disability accesses and general requirements.

Disability Inclusion Action Plan - Staff check in

#11

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, May 30, 2025 10:46:55 AM
Last Modified: Friday, May 30, 2025 10:53:50 AM
Time Spent: 00:06:55
IP Address: 203.49.153.35

Page 1

Q1

What department of Council do you work in?

Business, Cultural & Financial Services - Griffith Regional Sports Centre

Q2

Since November 2021, what have you done to make Griffith a more inclusive and accessible city for all residents, particularly those living with a disability? Examples: Footpaths, ramps, inclusive events, policies and procedures, recruitment etc (Download Griffith City Council Disability Inclusion Action Plan (DIAP) 2021-2025.pdf)

Our facility proudly hosts and facilitates a variety of programs and activations designed to engage community members living with a disability. Some of these include:

- Come & Try Athletics
- Indoor Multi-Sport Day (Primary Schools)
- Schools Boccia Tournament
- Powerchair Soccer

These initiatives aim to promote inclusion, physical activity, and social connection within our community.

Q3

What future initiatives do you have planned?

We hope to expand adaptive sports programs, introduce new come-and-try sessions, and partner with local schools and community organisations to increase inclusive multi-sport events. Upgrading facilities and providing additional equipment is also an area we aim to enhance to ensure accessibility for all.

Disability Inclusion Action Plan Check in

SURVEY RESPONSE REPORT

02 December 2024 - 01 June 2025

PROJECT NAME:

Disability Inclusion Action Plan - Check-in



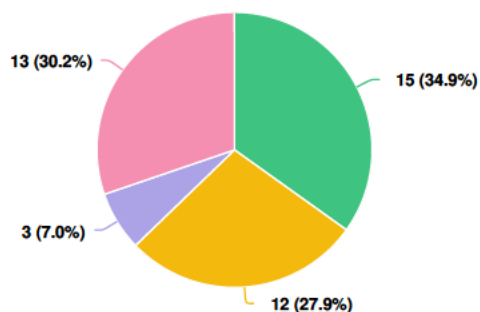
Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025



SURVEY QUESTIONS

Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025

Q1 | Tell us about yourself



Question options

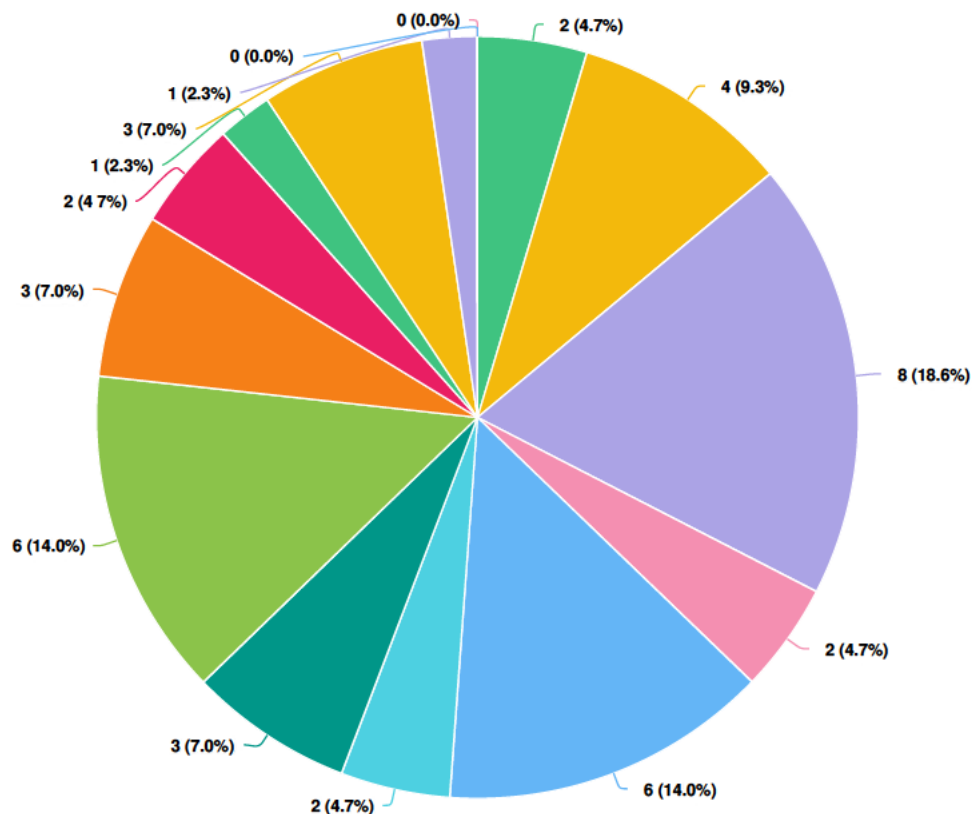
- I am living with a disability
- I am the carer of a person living with a disability (answer about the person living with a disability)
- I am a disability service provider
- I am a community member

Mandatory Question (43 response(s))

Question type: Radio Button Question

Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025

Q2 | Age Group



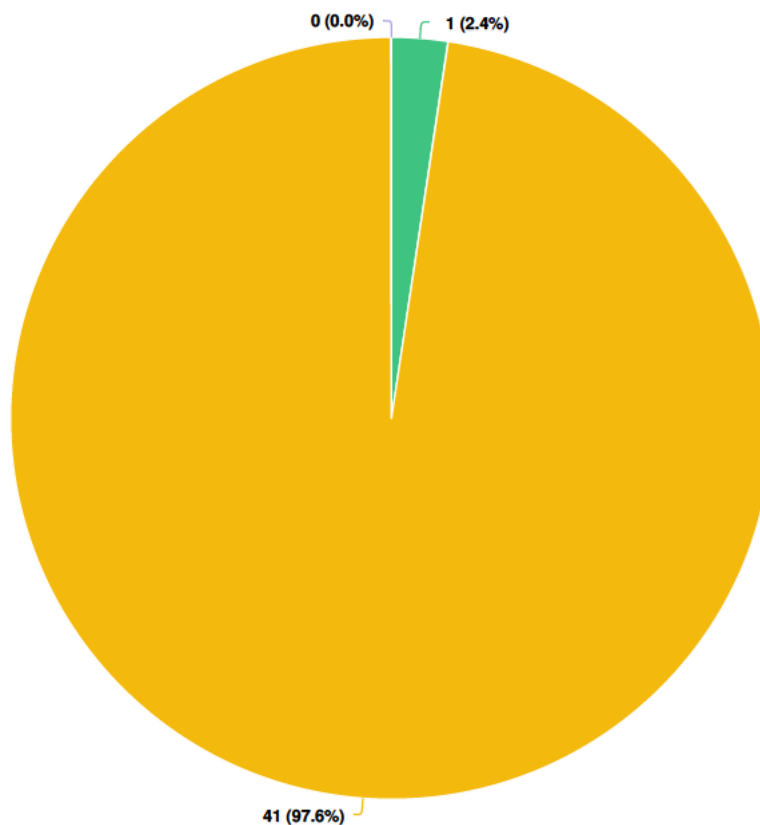
Question options

● Under 9
 ● 15-19
 ● 20-29
 ● 30-35
 ● 35-39
 ● 40-44
 ● 45-49
 ● 60-64
 ● 70-74
 ● 75-79
● 80-84
● 85-89
● Span over multiple age groups
● 9-14
● 65-69

Mandatory Question (43 response(s))
 Question type: Dropdown Question

Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025

Q3 | Do you identify as Aboriginal or Torres Strait Islander?



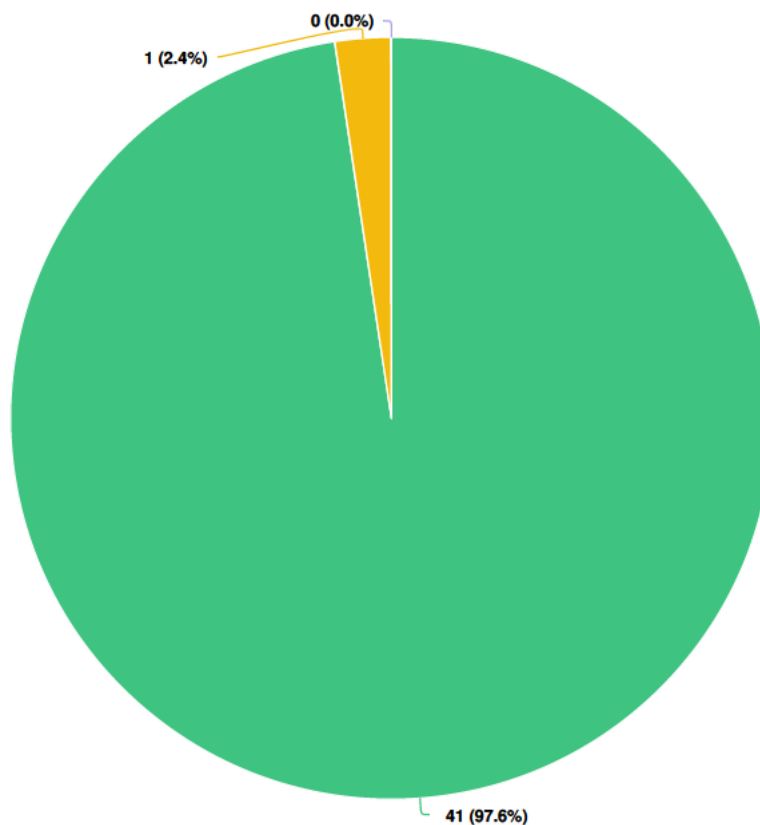
Question options

☒ Yes ☒ No ☐ Prefer not to say

*Optional question (42 response(s), 1 skipped)
Question type: Radio Button Question*

Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025

Q4 Were you born in Australia?



Question options

Yes No Other (please specify country of origin)

Optional question (42 response(s), 1 skipped)
Question type: Radio Button Question

Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025

Q5 | Please rate your experience living in Griffith

Mandatory Question (43 response(s))

Question type: Likert Question

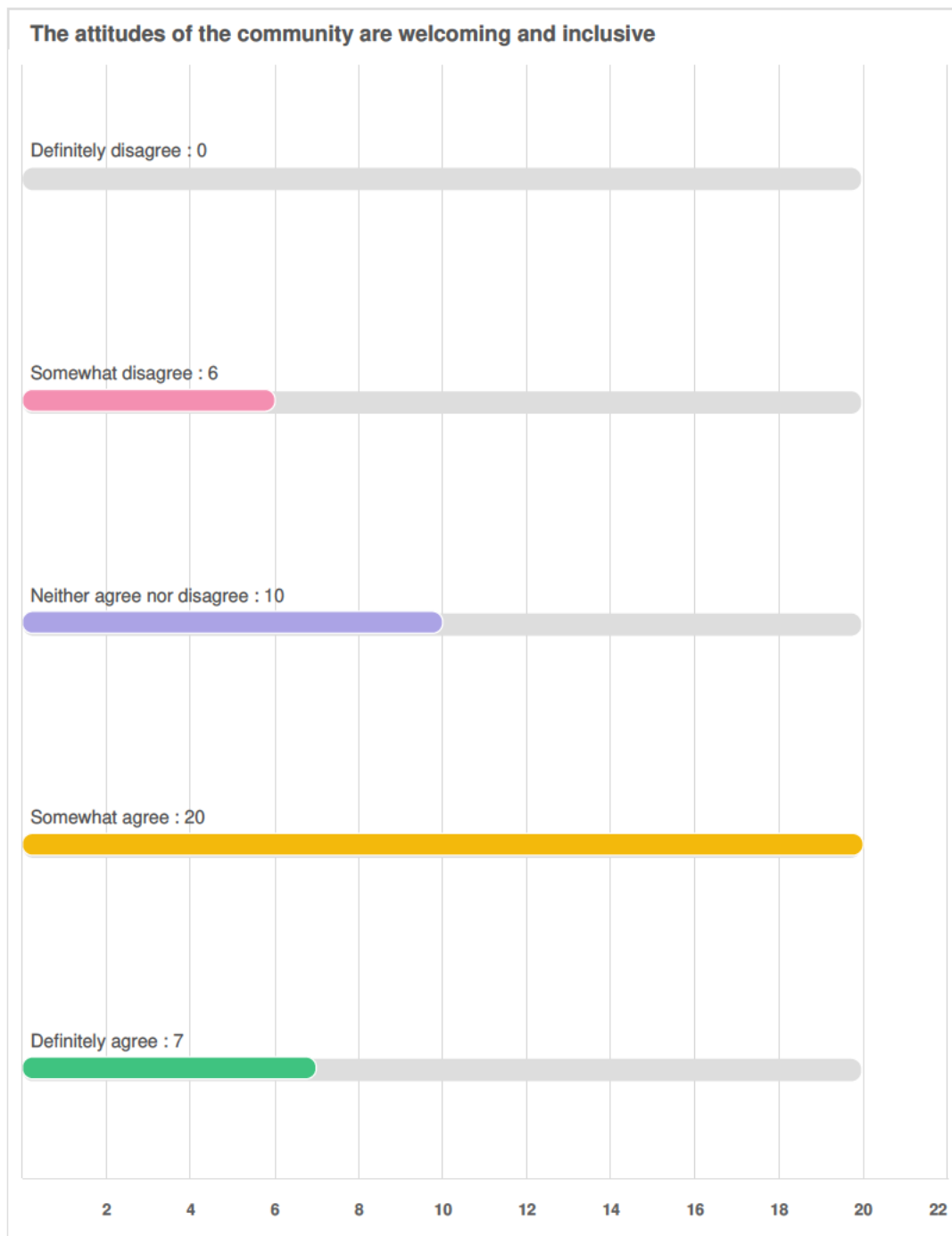
Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025

Q5 | Please rate your experience living in Griffith

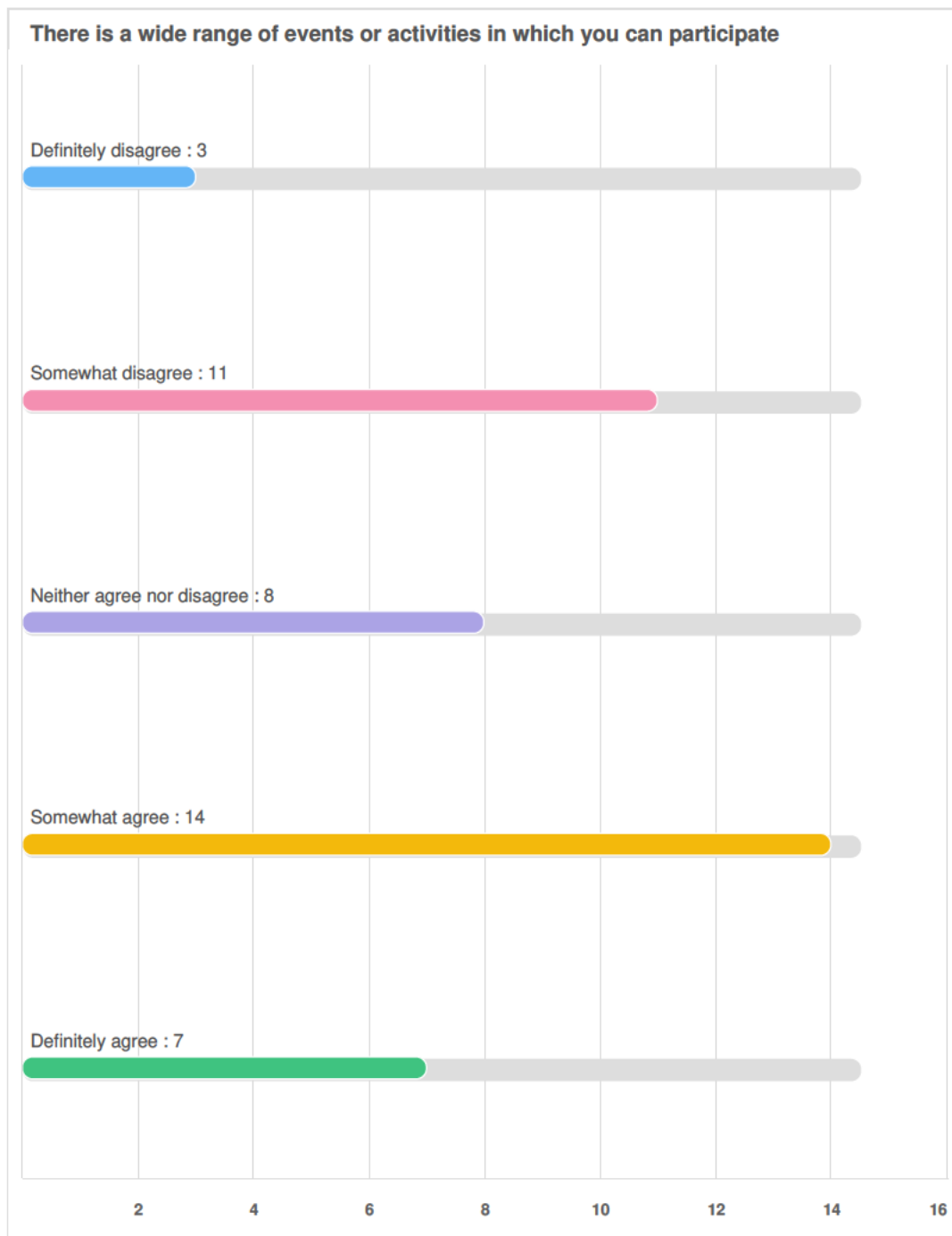
You feel included when out and about in the community or shopping



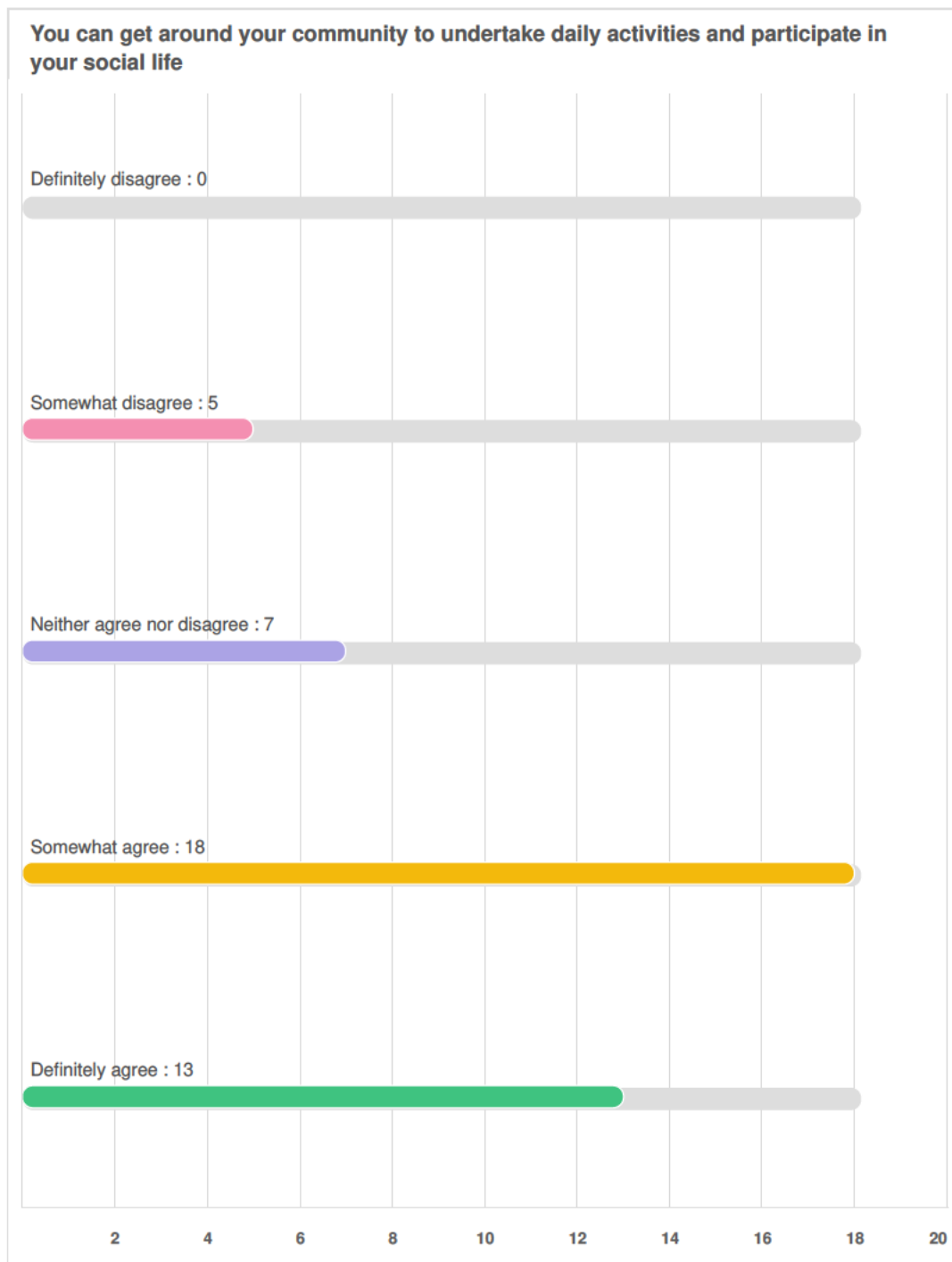
Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025



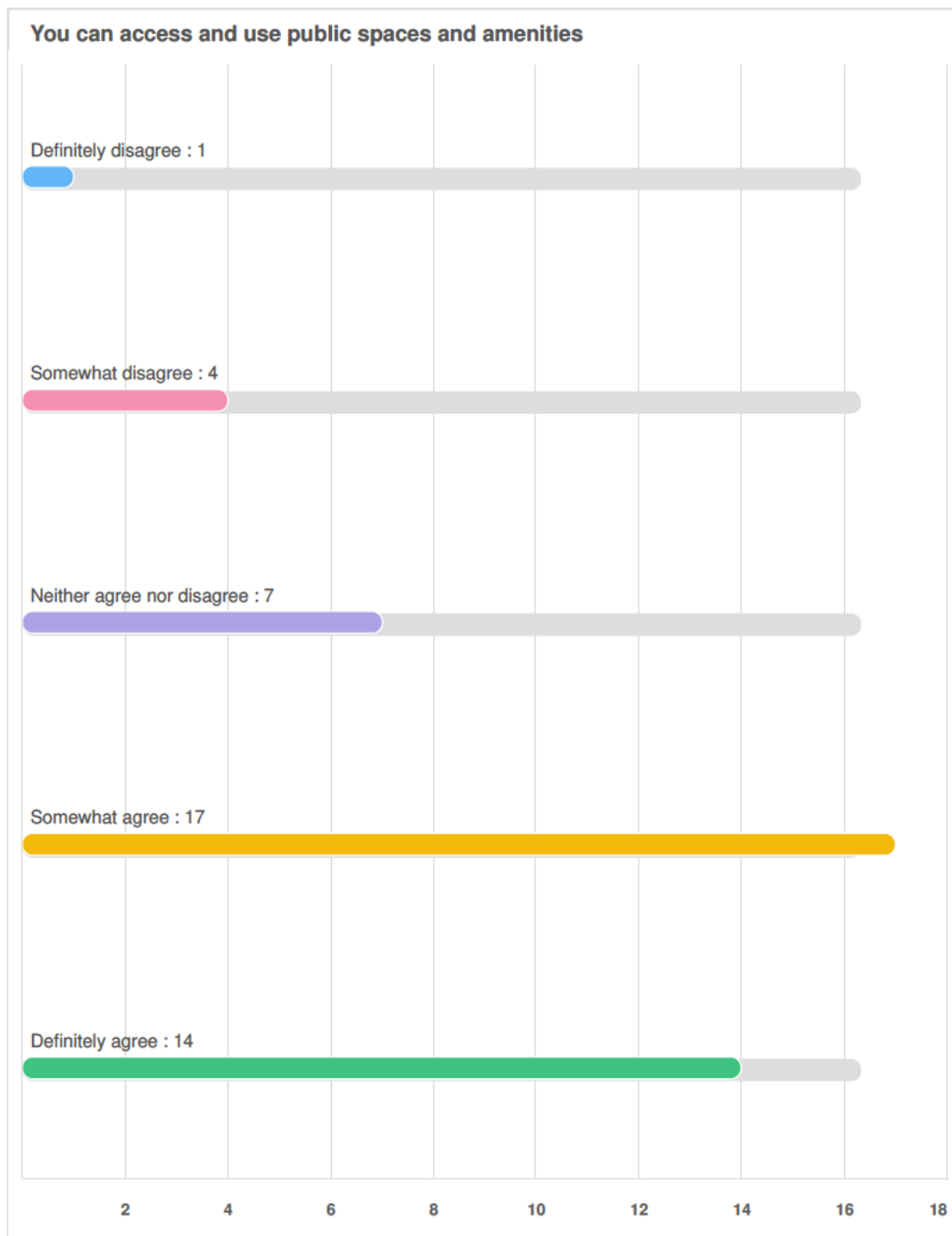
Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025



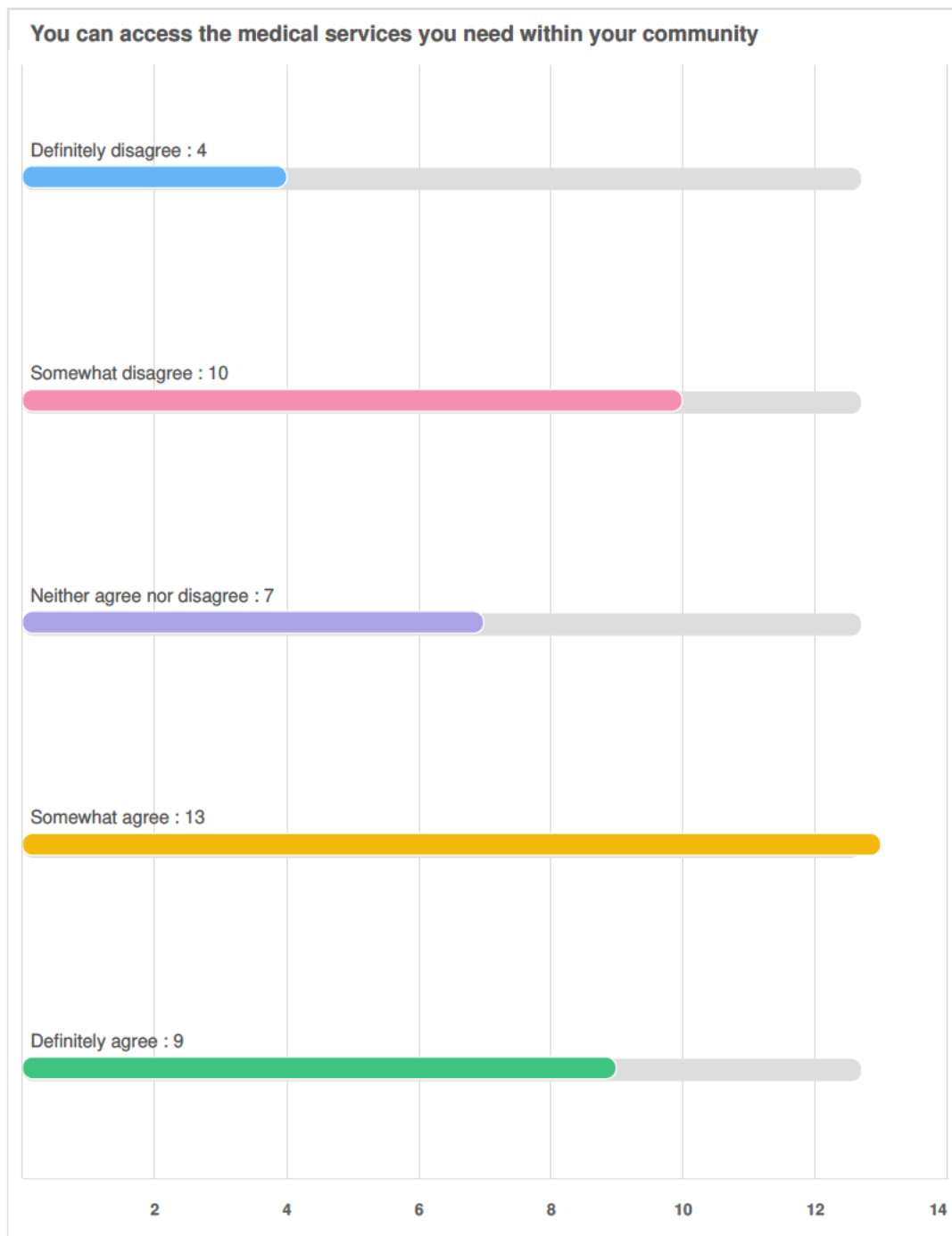
Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025



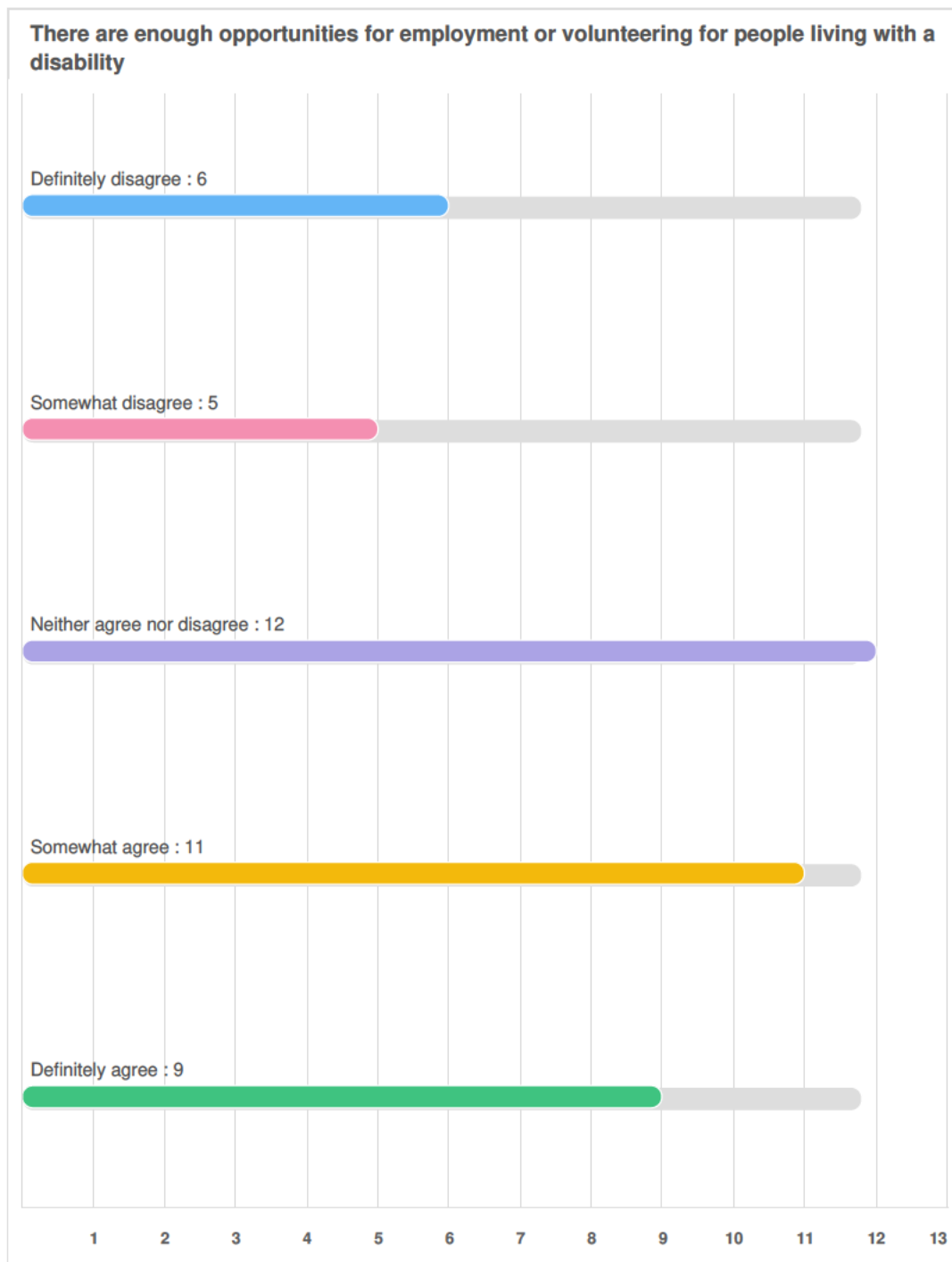
Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025



Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025

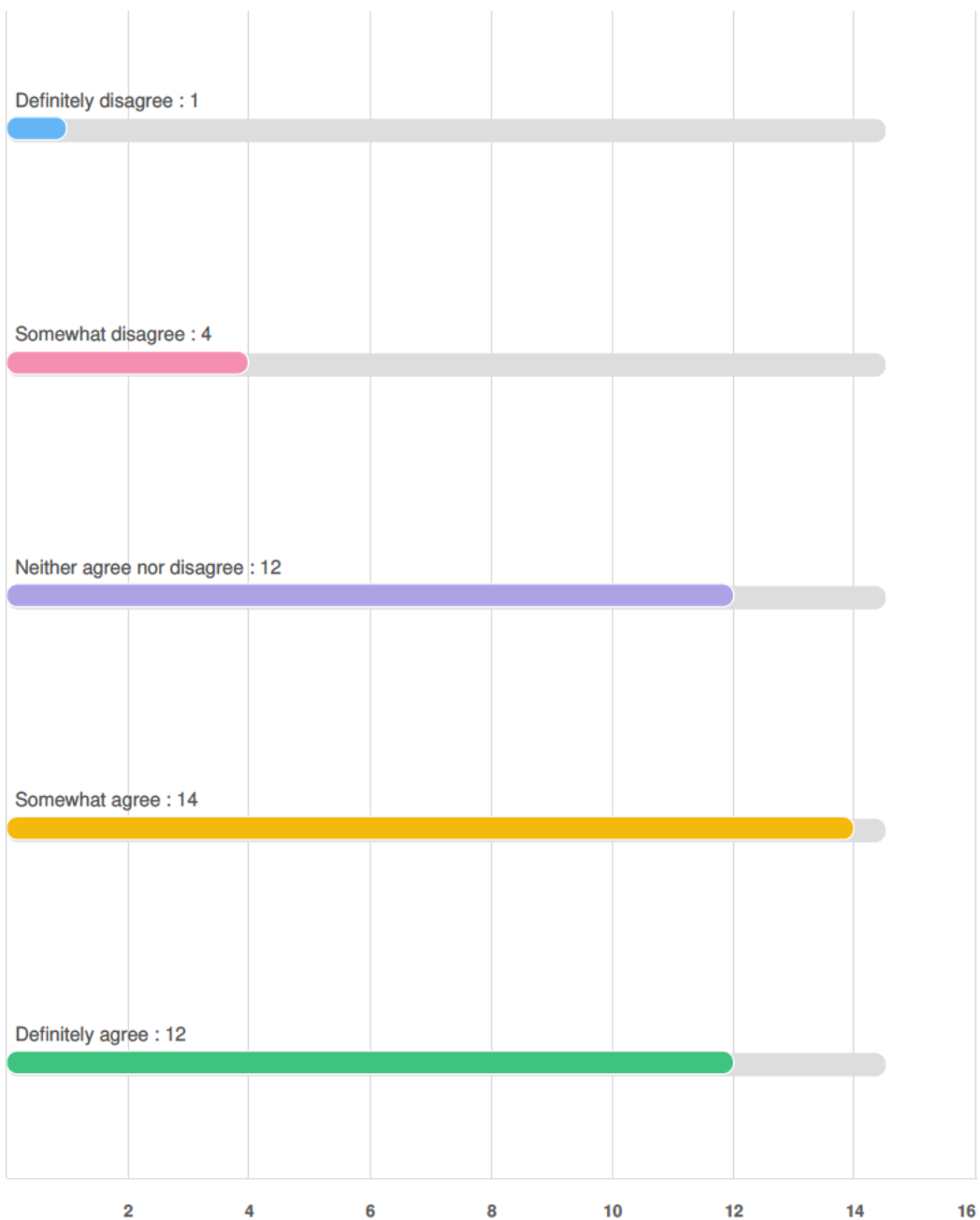


Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025



Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025

Griffith City Council information is provided in an accessible format.



Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025

Q6 | If you find information hard to access, how can we make it better?

Anonymous

4/23/2025 06:07 PM

Make it better known, especially for those who don't have access to things like social media

Anonymous

4/24/2025 07:35 AM

Open the GCC up to all social media platforms to allow a wider coverage of events and news so the people with disabilities have a voice.

Anonymous

4/24/2025 02:28 PM

The Aquatic centre whilst the outdoor pool is inclusive the indoor heated pool where most therapy takes place is not. It should have a platform lift so people can be put in a pool wheelchair in the change room and then wheeled out as opposed to taken out in a hoist that is degrading and not dignified for people with a disability especially if they are mentally fully functioning. It should be of top priority to install a fully functioning indoor change room. I believe the ramp at the end of heated therapy pool that leads to the lower level should be converted to a full inclusive bathroom with a lift beside it for accessing the pool deck below. Also the disability parking at East Griffith is not suitable for side entrance accessible cars, the garden beside it should be removed so additional space can be found. There should also be a cut in the curb in front of viccaris at the very edge of the car park for wheelchairs and prams to access the footpath. Also the disabled parking behind the court house in the new car park should be covered. Finally the Aquatic centre needs to have more special needs swimming lessons especially for children who need hydrotherapy time as much as possible, this compliments their physiotherapy hydrotherapy lessons and gives children some swim safe life skills that physio hydrotherapy doesn't teach. I believe there are teachers willing to take these lessons but are not able to due to management conflicts. Otherwise private people should be allowed to operate these special needs swimming lessons independently from the pool so our special little people get the best opportunity they can. I'm happy to speak more on these issues direct. Jo

Anonymous

5/23/2025 12:02 PM

Always have hard copies accessible from Council, Library etc. Other Comments: - Disability Parking - Parking spots for people with disabilities need to have access to safe pathways + pedestrian crossing - this makes a difference EVERY DAY!

Anonymous

5/23/2025 12:07 PM

Better access to any information that is easy to find and access.

Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025

Anonymous

5/23/2025 12:10 PM

People who don't articulate do not get through to a dementia patient who also has a hearing problem. Other Comments: - As his carer, I often walk out with only half the information that I require

Anonymous

5/23/2025 12:11 PM

Other Comments: - Not enough footpaths around town

Anonymous

5/23/2025 12:29 PM

Griffith Resident - Feedback received at Council Cafe' on Thursday 15th May - Disability toilets are locked - Need a recharging station like where they charge cars - Footpaths are rough and uneven - Restaurant's and cafes outside seating blocking way of passage - More light on Memorial Park side - Accessibility ramps should be closer to zebra crossing and wider - Charging station outside or inside Library - More disabled toilets - More ramps on the curbs Mobility Charging Stations - Steven Mills -

Anonymous

5/23/2025 12:31 PM

Other Comments: - more things for younger people, not with a large crowd

Anonymous

5/23/2025 12:32 PM

Make a flyer/ Facebook page showing opportunities

Anonymous

5/23/2025 12:38 PM

Helping each other

Anonymous

5/23/2025 12:42 PM

Translator

Anonymous

5/28/2025 09:17 PM

While the Access to Meaningful Employment section of the Disability Inclusion Action Plan outlines some actions, many are too general and unlikely to lead to real change for people with disabilities seeking employment. Changing the wording on application forms or collecting data is a good start, but it doesn't go far enough. The plan does not address how job applicants with disabilities will be assessed fairly — especially when traditional job interviews are not always suitable. It also fails to include alternative ways to assess a person's ability to do a job. To make the plan more meaningful and inclusive, it should include: Offering work trials or practical assessments as alternatives to standard interviews. These allow candidates to show their skills in real tasks rather than just talking about them. Making reasonable adjustments in the recruitment process based on individual needs. Training hiring staff to understand inclusive assessment practices and

Disability Inclusion Action Plan Check in : Survey Report for 02 December 2024 to 01 June 2025

avoid assumptions about disability. Tracking outcomes, not just applications — such as how many people with disabilities are interviewed, offered roles, and supported in their jobs. Without these steps, the plan risks sounding good on paper but failing to remove the barriers that still prevent people with disabilities from getting fair access to employment.

Optional question (13 response(s), 30 skipped)

Question type: Essay Question



GOVERNANCE FRAMEWORK

2025



Griffith City Council

Draft Governance Framework

2025

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The Governance Framework

Purpose

This Governance Framework has been developed to ensure Griffith City Council complies with all relevant legislation, including the *Local Government Act 1993* (the Act), and demonstrates best practice in local government governance.

What is Governance?

Governance is the act of governing. It encompasses the legislation, regulations, policies, procedures, guidance, systems, rules and processes that guide and support decision-making. Governance defines expectations, delegates authority, establishes accountability and outlines performance standards.

For Griffith City Council, governance is how we ensure that decisions are made and implemented in a manner that upholds the principles of good governance, preserving the trust and confidence of our community.

What is good Governance?

Good governance refers to the processes and behaviours that enable Council to fulfil its purpose ethically, legally and effectively. It ensures that Council:

- Complies with applicable laws, codes and directives
- Meets community expectations for integrity, accountability, and transparency
- Makes well-informed and consultative decisions in the best interests of all stakeholders
- Delivers services that are transparent, accountable, and responsive
- Continuously improves the quality and delivery of services to the community.

Principles of Good Governance

Good governance at Griffith City Council is underpinned by the following principles:

- **Accountability**
Council is accountable to the community. We are obligated to report, explain, and take responsibility for the decisions we make and the outcomes they produce.
- **Transparency**
Our decision-making processes must be open and understandable. The community and stakeholders should be able to clearly see how and why decisions are made, including the evidence, advice, consultation and legal requirements considered.
- **Legislative Compliance**
All decisions must align with relevant legislation, regulations and common law, and must be within Council's legal powers.

- **Responsiveness**
Council must serve the needs of the entire community, balancing competing interests fairly and responding in a timely and appropriate manner.
- **Equity and Inclusiveness**
Community wellbeing is enhanced when people feel their interests have been genuinely considered. All members of the community, especially the most vulnerable, should have opportunities to participate in decision-making processes.
- **Effectiveness, Efficiency and Sustainability**
Council must use resources wisely to deliver high-quality outcomes. Decisions and processes should aim for long-term sustainability and optimal use of staff, time, and resources.
- **Participation**
Those affected by or interested in Council decisions should be given meaningful opportunities to participate—whether through access to information, consultation, or providing feedback and recommendations.

Why Governance Matters

Good governance is essential to Griffith City Council because:

- It underpins community trust and confidence in Council and its services
- It influences the quality, effectiveness and efficiency of our programs, goods, and services
- It ensures that Council meets its legislative responsibilities
- It strengthens Council's accountability to the community
- It promotes a culture of ethical decision-making and continuous improvement.

A robust governance culture, reflected in the attitudes, values and behaviours of Council leaders, is fundamental to the success of this framework. When governance principles are embedded across all levels, from the elected Council to the General Manager, Senior Management Team and staff, the organisation operates with integrity, effectiveness and in alignment with the strategic goals and expectations of the community we serve.

Corporate Values

Our corporate values guide our attitudes and behaviours. All staff are encouraged to keep these values “front of mind” in all dealings with our customers, stakeholders and their fellow workers.



We are respectful, honest, considerate, ethical, inclusive. We support a safe and healthy work environment and treat everyone with fairness and equity.

We are proactive in our roles, look for new ways to improve and add value, adapt to change, take initiative in projects and customer service, support continuous improvement, show initiative for innovation and future growth.

We are sustainable, we make decisions today that will ensure future sustainability. We are resourceful and demonstrate conscientious leadership and governance. We share knowledge, support future growth and environmental protection.

We are communicators, we communicate thoughtfully and effectively by being transparent, open honest. We welcome new ideas, actively listen and value the contribution of others.

We are a team, we work as a team across all departments and support one another to achieve organisational outcomes and goals. We are accountable for our actions, promote positivity and celebrate accomplishments together.

Governance in action

Griffith City Council is a dynamic organisation that delivers a wide range of services to the community across the Griffith Local Government Area (LGA). It is essential that Council's day-to-day operations are guided by the principles of good governance. This means recognising that our activities, policies, procedures and frameworks are all opportunities to demonstrate strong governance, effective leadership and sound decision-making.

Governance is embedded in the processes and procedures that promote transparency, accountability and integrity. It is further reinforced by a culture of good governance, where the attitudes, values and behaviours of leaders set the tone and are consistently reflected in their roles and responsibilities.

Benefits of a Robust Governance Framework

A well-structured Governance Framework offers significant benefits to the organisation, including:

- **Defining roles and responsibilities**
Clearly outlines the functions of the Council, Councillors and the General Manager to ensure responsibilities are appropriately allocated and performance expectations are understood.
- **Supporting effective leadership and decision-making**
Assists Council and the General Manager in applying good governance principles in their leadership and operations.
- **Ensuring legislative compliance**
Provides the foundation for meeting all statutory and regulatory obligations.
- **Establishing clear delegations**
Defines decision-making authority throughout the organisation, supporting effective management and accountability.
- **Strengthening planning and performance**
Influences planning processes at all levels, enabling a structured and consistent approach to organisational objectives.
- **Guiding dispute resolution**
Acts as a reference point to help resolve conflicts or uncertainties about roles, responsibilities, and processes.
- **Supporting induction and onboarding**
Provides a consistent framework for inducting newly elected members and employees into their governance responsibilities.

Ultimately, a robust governance framework empowers Council to lead effectively, act with integrity and deliver on its obligations to the community.

The Governance Lighthouse Framework

Griffith City Council's Governance Framework serves as an overarching policy and strategic vision for how governance is approached within the organisation. It has been informed by the Governance Lighthouse Framework developed by the Audit Office of New South Wales and is structured around eight key principles and seventeen core components that promote strong governance and foster public confidence in local government.



Principle 1: Management and Oversight

Leadership

Griffith City Council is governed by nine Councillors, including the Mayor. The Mayor is popularly elected for a four-year term and performs functions as outlined in Section 226 of the *NSW Local Government Act 1993* (the Act).

The role of Councillors is defined in Section 232 of the Act. Councillors are elected for a four-year term and are responsible for setting the strategic direction of Council, representing the interests of the community and ensuring accountability.

The General Manager's responsibilities are established under Section 335 of the Act. The General Manager oversees the operational implementation of Council's decisions and leads the organisation. Supporting the General Manager is the Senior Management Team, comprising five Directors who are responsible for key functional areas across Council.

Guiding Principles for Councils

Council's operations are guided by Section 8 of the Act, which sets out the principles for councils to promote strong, healthy, and prosperous local communities as follows:

S 8A (1) Exercise of General Functions

- (a) Councils should provide strong and effective representation, leadership, planning and decision-making.
- (b) Councils should carry out functions in a way that provides the best possible value for residents and ratepayers.
- (c) Councils should plan strategically, using the integrated planning and reporting framework, for the provision of effective and efficient services and regulation to meet the diverse needs of the local community.
- (d) Councils should apply the integrated planning and reporting framework in carrying out their functions so as to achieve desired outcomes and continuous improvements.
- (e) Councils should work co-operatively with other councils and the State government to achieve desired outcomes for the local community.
- (f) Councils should manage lands and other assets so that current and future local community needs can be met in an affordable way.
- (g) Councils should work with others to secure appropriate services for local community needs.
- (h) Councils should act fairly, ethically and without bias in the interests of the local community.
- (i) Councils should be responsible employers and provide a consultative and supportive working environment for staff.

S 8A (2) Decision – making

- (a) Councils should recognise diverse local community needs and interests.
- (b) Councils should consider social justice principles.
- (c) Councils should consider the long term and cumulative effects of actions on future generations.
- (d) Councils should consider the principles of ecologically sustainable development.
- (e) Council decision-making should be transparent and decision-makers are to be accountable for decisions and omissions.

S 8A (3) Community participation

Councils should actively engage with their local communities, through the use of the integrated planning and reporting framework and other measures.

226 Role of mayor

- (a) to be the leader of the council and a leader in the local community,
- (b) to advance community cohesion and promote civic awareness,
- (c) to be the principal member and spokesperson of the governing body, including representing the views of the council as to its local priorities,
- (d) to exercise, in cases of necessity, the policy-making functions of the governing body of the council between meetings of the council,
- (e) to preside at meetings of the council,
- (f) to ensure that meetings of the council are conducted efficiently, effectively and in accordance with this Act,
- (g) to ensure the timely development and adoption of the strategic plans, programs and policies of the council,
- (h) to promote the effective and consistent implementation of the strategic plans, programs and policies of the council,
- (i) to promote partnerships between the council and key stakeholders,
- (j) to advise, consult with and provide strategic direction to the general manager in relation to the implementation of the strategic plans and policies of the council,
- (k) in conjunction with the general manager, to ensure adequate opportunities and mechanisms for engagement between the council and the local community,
- (l) to carry out the civic and ceremonial functions of the mayoral office,
- (m) to represent the council on regional organisations and at inter-governmental forums at regional, State and Commonwealth level,

- (n) in consultation with the councillors, to lead performance appraisals of the general manager,
- (o) to exercise any other functions of the council that the council determines.

232 The role of a councillor

- (a) to be an active and contributing member of the governing body,
- (b) to make considered and well informed decisions as a member of the governing body,
- (c) to participate in the development of the integrated planning and reporting framework,
- (d) to represent the collective interests of residents, ratepayers and the local community,
- (e) to facilitate communication between the local community and the governing body,
- (f) to uphold and represent accurately the policies and decisions of the governing body,
- (g) to make all reasonable efforts to acquire and maintain the skills necessary to perform the role of a councillor.

A councillor is accountable to the local community for the performance of the council.

335 Functions of general manager

- (a) to conduct the day-to-day management of the council in accordance with the strategic plans, programs, strategies and policies of the council,
- (b) to implement, without undue delay, lawful decisions of the council,
- (c) to advise the mayor and the governing body on the development and implementation of the strategic plans, programs, strategies and policies of the council,
- (d) to advise the mayor and the governing body on the appropriate form of community consultation on the strategic plans, programs, strategies and policies of the council and other matters related to the council,
- (e) to prepare, in consultation with the mayor and the governing body, the council's community strategic plan, community engagement strategy, resourcing strategy, delivery program, operational plan and annual report,
- (f) to ensure that the mayor and other councillors are given timely information and advice and the administrative and professional support necessary to effectively discharge their functions,
- (g) to exercise any of the functions of the council that are delegated by the council to the general manager,
- (h) to appoint staff in accordance with the organisation structure determined under this Chapter and the resources approved by the council,
- (i) to direct and dismiss staff,
- (j) to implement the council's workforce management strategy,

- (k) any other functions that are conferred or imposed on the general manager by or under this or any other Act.

343 Functions of the public officer

- may deal with requests from the public concerning the council's affairs
- has the responsibility of assisting people to gain access to public documents of the council
- may receive submissions made to the council
- may accept service of documents on behalf of the council
- may represent the council in any legal or other proceedings
- has such other functions as may be conferred or imposed on the public officer by the general manager or by or under this Act.

The public officer is subject to the direction of the General Manager.

Strategic and business plans

Council's strategic and business plans provide the foundation for delivering services and achieving long-term goals for the Griffith community. These plans include the Community Strategic Plan, Delivery Program and Operational Plan (Budget) and Resourcing Strategy, which together form the Integrated Planning and Reporting (IP&R) Framework. They establish Council's priorities, guide decision-making and ensure that resources are allocated effectively and sustainably. The IP&R Framework also integrates long-term financial, asset and workforce planning to align operations with strategic objectives.

Community engagement plays a vital role in informing the development of these plans, ensuring they reflect the community's needs, values and aspirations while maintaining a coordinated, transparent and accountable approach to service delivery.

Council's key strategic plans include:

- **Community Strategic Plan (CSP):** Council's highest-level plan, developed on behalf of the community
- **Delivery Program and Operational Plan:** Outlines Council's response to the CSP, detailing medium-term strategies and responsibilities, annual actions, budgets and performance measures
- **Resourcing Strategy:** Includes the Long-Term Financial Plan, Asset Management Strategy & Plans and Workforce Management Plan.

Council also develops and implements other supporting plans and strategies, such as:

- Disability Inclusion Action Plan
- Economic Development Strategy

- Reconciliation Action Plan
- Pedestrian and Bicycle Strategy
- Housing Strategy
- Heavy Vehicle Strategy
- Lake Wyangan and Catchment Management Strategy
- Floodplain Management Plans
- Plans of Management
- CBD Strategy
- Playground Strategy
- Planning instruments including Development Control Plans (DCP), Griffith Local Environment Plan 2014, Employment Lands Strategy 2024, Griffith Land Use Strategy as well as a number of Masterplans.

Delegations

Council operates within a complex legislative environment and is entrusted with a broad range of powers and responsibilities. To ensure these are exercised effectively, Council has established a clear framework of accountability through its Delegation policy and processes.

The Delegation policy outlines the principles and processes by which powers and functions are delegated by Council and the General Manager. These delegations are exercised within the context of relevant legislation, policies and procedures to ensure decisions are made lawfully, efficiently and transparently.

In accordance with Section 377 of the Local Government Act 1993, Council delegates certain functions to the Mayor and the General Manager. The General Manager, in turn, may sub-delegate appropriate responsibilities to designated staff positions to carry out operational duties and exercise powers under relevant laws.

The Delegation of Authority is a key governance mechanism that enables staff to act on behalf of Council, supporting timely decision-making and operational efficiency.

Council reviews all delegations within 12 months of each Local Government Election, in line with Section 380 of the Act, to ensure they remain appropriate, current and aligned with Council's strategic and legislative responsibilities.

Delegations are managed using the Pulse Delegations module.

Recruitment and Equal Opportunity

Griffith City Council is committed to a merit-based recruitment process that ensures the selection of candidates whose skills, experience, personal attributes, and knowledge best align with the requirements of the role. Each position description outlines both essential and desirable selection criteria, clearly defining the competencies and qualifications necessary for success in the position.

To uphold the principles of equal employment opportunity (EEO), Council integrates fairness, transparency and inclusivity into all stages of the recruitment process. An independent panel member is included in interview assessments to support objectivity and integrity.

Council fosters an inclusive, respectful, and equitable workplace culture. This is underpinned by the implementation of the Anti-Discrimination and Equal Employment Opportunity Policy, which ensures recruitment, selection, training and career development practices are free from discrimination and provide equal access to opportunities. Through this policy, Council promotes a diverse workforce that reflects the community it serves.

Council has developed a robust induction and onboarding framework designed to assist new employees in transitioning into the organisation. This framework includes comprehensive information on Council's policies, procedures, Code of Conduct and operational guidelines.

Performance Management

Performance management enables Griffith City Council to monitor organisational progress toward its strategic and operational objectives. At the executive level, the General Manager's performance is managed through a formal process in line with the Standard Contract of Employment issued by the Office of Local Government. This includes developing a Performance Agreement within three months of appointment, outlining key result areas and objectives aligned with Council's strategic goals. An annual review, conducted by a panel and informed by self-assessment and feedback, ensures accountability, supports professional development and informs decisions on contract renewal.

Across the organisation, Council is committed to fostering a high-performing, skilled workforce. A structured performance management process supports this by regularly reviewing performance and identifying training and development needs. This process is consistent with the Local Government (State) Award and guided by Council's Employee Skills Assessment Policy.

Ongoing education and professional development opportunities are provided to ensure staff are equipped with the skills and knowledge necessary to perform their roles effectively and deliver high-quality services to the community. Staff performance reviews are facilitated through Council's Pulse Performance Management module.

Principle 2: Structure and Key Governance Committees

Council upholds the principle of structured governance through a range of formal meetings and decision-making forums, including Council Meetings, Committee Meetings and Councillor Workshops.

Council Meetings

Griffith City Council conducts its Council and Committee meetings in accordance with its Code of Meeting Practice, which is based on the Model Code issued by the Office of Local Government (OLG). This Code establishes clear rules and procedures to ensure meetings are conducted in a transparent, orderly and effective manner.

Meetings are guided by a structured agenda, with business papers prepared and distributed in advance to support informed decision-making. The Code of Meeting Practice is reviewed within 12 months following each Council election, placed on public exhibition and formally adopted by Council. The Code applies to all meetings of the Council and to Committees consisting solely of Councillors.

The principles underpinning Council's Code of Meeting Practice are:

- Transparent – decision-making is open and accountable.
- Informed – decisions are based on accurate and relevant information.
- Inclusive – the diverse needs and interests of the community are considered.
- Principled – decisions reflect the principles outlined in Chapter 3 of the Local Government Act 1993.
- Trusted – Councillors and staff are expected to act ethically and in the community's best interests.
- Respectful – all participants treat one another with courtesy and professionalism.
- Effective – meetings are well-organised, efficient and competently chaired.
- Orderly – behaviour during meetings supports respectful discussion and proper conduct.

This structured approach to meetings helps foster public trust and ensures Council operates with integrity, consistency and efficiency in all of its decision-making processes. Council business papers and minutes are publicly available on Council's website and meetings are livestreamed.

Workshops

Between formal Council Meetings, Councillors participate in workshops focused on significant issues and emerging topics. These sessions are designed to enhance Councillors' understanding and support informed, strategic decision-making.

Committees of Council

Council has established a number of Committees, each with clearly defined Terms of Reference to guide their operations. These Committees facilitate focused discussion and informed decision-making on key areas of Council's responsibilities. Council's current Committees include:

- Community Opinion Group
- Audit, Risk and Improvement Committee (ARIC) - Statutory
- Scenic Hill Committee
- Pioneer Park Museum Committee
- Griffith Health Facilities Limited
- Disability Inclusion and Access Committee
- Traffic Committee - Statutory
- Roads, Parks and Pathways Enhancement Committee
- Saleyards Committee
- Airport Committee
- New Cemetery Masterplan Committee
- Lake Wyangan and Catchment Management Committee
- Landfill / FOGO Committee
- Floodplain Management Committee - Statutory
- Local Emergency Management Committee - Statutory

In addition, Councillors participate in a range of external committees, further contributing to community representation and regional collaboration.

Audit, Risk and Improvement Committee (ARIC)

The ARIC plays a critical role in strengthening corporate governance. It provides independent and objective assurance and advice to Council on key matters including compliance, risk management, financial oversight, internal controls, strategic plan implementation, service reviews and fraud prevention.

Established under the OLG's Risk Management and Internal Audit Guidelines, the ARIC is independently chaired and operates under a formal Charter and Terms of Reference. It endorses and monitors the internal audit program and maintains the authority to meet privately with the Internal Audit provider when necessary.

Council employs an Internal Audit Coordinator (Governance Manager) to support the internal audit function and liaise with the contracted Internal Auditor.

Council's external audits are conducted by the Audit Office of NSW.

The Committee has unrestricted access to information relevant to its oversight role.

Organisational Structure

In accordance with Section 333 of the *Local Government Act 1993*, Council reviews its organisational structure within the first 12 months of each new Council term. This structure is then formally adopted, providing a clear framework of roles, responsibilities, and reporting relationships across the organisation. Refer to Appendix 1.

Under the *Local Government Act 1993 (NSW)*, the General Manager serves as the most senior officer within the Council organisation, holding responsibility for its efficient and effective operation, and for implementing the decisions of the elected Council.

The General Manager is appointed by, and directly accountable to, the elected Council. The Senior Management Team (SMT), comprising of the General Manager and Directors, meets regularly to address operational matters, monitor performance against organisational objectives and provide strategic leadership.

Regular meetings between the SMT and Council Managers promote integrated planning and foster a collaborative, whole-of-organisation approach to service delivery.

Other Council (staff) Committees include the Consultative Committee, Job Evaluation Panel and Work Health and Safety Committee.

Principle 3: Ethics

Council is committed to upholding the highest ethical standards in all decision-making, operations and service delivery. These standards are embedded in a robust governance framework, underpinned by a suite of integrated policies and procedures. The cornerstone of this framework is the Code of Conduct.

Key Policies and Documents

All Council policies are endorsed by Council and placed on public exhibition prior to formal adoption, ensuring transparency, accountability and community input.

Council's policies and procedures aim to be:

- Developed in consultation with stakeholders
- Consistent in format and structure
- Effectively communicated
- Current and accessible at all times
- Reviewed regularly, the minimum being once a Council term
- Made available to the public through Councils website (public policies) or available to staff through the Intranet

Council's ethical framework includes the following core policies and documents:

- Code of Conduct Policy (including Conflicts of Interest)
- Procedures for the Administration of the Model Code of Conduct
- Code of Meeting Practice Policy
- Gifts and Benefits Register
- Fraud and Corruption Policy
- Complaints Management Policy
- Councillor and Staff Interaction Policy
- Public Interest Disclosures Policy
- Child Safe Policy
- Statement of Business Ethics Policy
- Media Policy
- Social Media Policy
- Access to Information Policy
- Privacy Management Policy and Plan
- Data Breach Policy

- Councillor Expenses and Facilities Policy
- Procurement Policy
- Legislative Compliance Policy
- Privacy Management Policy and Plan
- Anti-Discrimination and Equal Employment Opportunity policy
- Workplace Bullying policy
- Risk Management policy
- WHS Policies
- Records and Information Management Policy

Breaches of these policies are managed in accordance with the Code of Conduct, its associated procedures, and relevant awards or internal policy provisions.

Code of Conduct

The Code of Conduct sets the ethical and behavioural standards expected of all Council officials. Its effectiveness depends not only on its content but also on how it is communicated, modelled, and applied in day-to-day operations.

Council has adopted in full the Model Code of Conduct for Local Councils in NSW, as issued by the Office of Local Government (OLG), along with its associated procedures. The Code addresses:

- Ethical decision-making
- Standards of conduct
- Conflicts of interest
- Personal benefits
- Workplace relationships
- Access to information and Council resources
- Maintaining the integrity of the Code

The Code is embedded in core organisational functions such as recruitment, position descriptions, and performance expectations.

All Council officials are required to declare they have read and understood the Code upon commencement and each time the Code is substantively amended. New employees receive Code of Conduct training as part of their induction, with mandatory refresher training provided at least every two years.

The Code is reviewed within 12 months of the start of each new Council term.

Conflicts of Interest

Managing conflicts of interest is essential to preserving public trust and supporting ethical decision-making.

A conflict of interest arises when a Council official's private interests—financial, personal, or professional—could improperly influence, or appear to influence, the performance of their public duties.

Council's approach to managing conflicts includes:

- Mandatory disclosure of interests through Annual Disclosure Returns for Councillors and designated Council Officers which are publicly available on Council's website
- Conflict of Interests declarations process for Councillors, staff, delegates of Council, Committee members as relevant during Council/Committee deliberations
- Ongoing education to help Council officials identify, manage and avoid conflicts
- Transparent documentation in minutes, registers and reports.

Council fosters a culture where conflicts are openly declared and appropriately managed to safeguard the integrity of decisions and the people who make them.

Complaints Handling

Conduct complaints are managed under the Code of Conduct Procedures. The General Manager (or the Mayor, in cases involving the General Manager) is responsible for overseeing complaints, supported by:

- Complaints Coordinator – Director Economic and Organisational Development
- Alternate Complaints Coordinator – Governance Manager
- Staff Code of Conduct complaints - Human Resources

These officers ensure that complaints are properly documented, processes are followed, and complaint statistics are reported to Council annually in accordance with the procedures.

Council's Complaints Management policy covers complaints about Council's processes, procedures, policies or quality of services as distinct from matters such as reporting corruption or misconduct of elected officials.

Fraud and Corruption Control

Council has zero tolerance for fraud and corruption. Council's Fraud and Corruption Policy provides a structured approach to preventing, detecting and responding to misconduct.

Key components of the policy include:

- **Prevention** – internal controls, segregation of duties, staff training and fraud risk assessments
- **Detection** – audit, financial review and reporting channels for suspected wrongdoing
- **Response** – prompt, confidential and impartial investigations of all allegations.

Council encourages staff, Councillors and members of the public to report suspected wrongdoing through secure and confidential mechanisms.

Public Interest Disclosures

Council's Public Interest Disclosure Policy supports staff and Councillors in reporting serious wrongdoing. The policy covers disclosures related to:

- corrupt conduct
- serious maladministration
- government information contravention
- local government pecuniary interest contravention
- a privacy contravention
- a serious and substantial waste of public money.

The policy promotes a safe and supportive reporting culture, where individuals feel confident to raise concerns without fear of reprisal.

While these matters fall under the Public Interest Disclosures Act, other workplace concerns—such as bullying, harassment, unlawful discrimination, or unsafe practices—are addressed under separate internal policies. Regardless of the classification, Council is committed to investigating all concerns appropriately and protecting the staff member involved.

Statement of Business Ethics

Council's Statement of Business Ethics policy sets out the standards expected of external parties conducting business with Council, including contractors, consultants and suppliers.

Key expectations include:

- Acting with honesty and fairness in all dealings with Council
- Avoiding conflicts of interest and undue influence
- Refraining from offering gifts or benefits to Councillors or staff
- Complying with relevant laws and Council policies.

This statement ensures that Council maintains ethical and transparent business relationships and supports a procurement environment based on fairness and merit.

Records Management

Corporate records are to be managed in accordance with Council's Records and Information Management Policy to maintain transparency and accountability, which are elements of good governance. All Councillors, employees and contractors are responsible for maintaining complete, accurate and reliable evidence of all business transactions and ensuring all corporate documents are retained within the Council's official recordkeeping system at the point of creation, in accordance with the:

- State Records Act 1998
- Evidence Act 1995
- Government Information (Public Access) Act 2009
- Local Government Act 1993.

Embedding Ethical Conduct

Ethical standards are embedded throughout Council's operations by:

- Integrating expectations into recruitment, induction and position descriptions
- Requiring formal acknowledgment of the Code of Conduct by all officials
- Delivering regular Code of Conduct training, including biennial refreshers
- Reviewing the Code and related policies within 12 months of each Council term
- New or updated policies are communicated to Councillors and staff by email / staff newsletter
- Current information is available to Councillors on the Hub, Staff on the Intranet and members of the public on Council's website.

Principle 4: Corporate Reporting

Council is committed to transparent and accountable governance through regular performance reporting. These reports are publicly available on Council's website and provide the community with insight into Council's progress and achievements.

Integrated Planning and Reporting

Council's Integrated Planning and Reporting requirements include:

- **Quarterly Reports on the Budget and Operational Plan**, outlining financial performance and delivery of services and projects.
- **Six-Monthly Reports on the Delivery Program**, highlighting progress toward strategic objectives.
- **The Annual Report**, which provides a comprehensive summary of operational outcomes and statutory compliance for each financial year. The Annual Report is prepared in accordance with the requirements outlined in the Office of Local Government (OLG) Annual Report checklist.
- **The State of Our City Report**, presented at the second meeting of each newly elected Council, reviewing outcomes and progress of the Community Strategic Plan.

Annual Financial Statements

Council is required to prepare the Annual Financial Statements, in accordance with Australian Accounting Standards and endorsed by Council's external auditors, which provide a detailed account of Council's financial performance and position.

OLG Statutory Compliance Calendar

Council aligns its reporting obligations with the Office of Local Government's (OLG) Statutory Compliance Calendar, which outlines key reporting requirements and deadlines under the Local Government Act 1993 and related regulations. This calendar supports Council's planning and ensures timely submission of all statutory reports and returns, including financial statements, governance disclosures and integrated planning and reporting documents.

These reports and compliance practices reflect Council's ongoing commitment to accountability, transparency and continuous improvement in achieving the community's long-term goals.

Principle 5: Disclosure

Disclosure of Interests

In accordance with the Local Government Act 1993 and Council's Code of Conduct, all elected members and Council staff are required to comply with statutory obligations regarding the disclosure of interests. This includes:

- Submission of Annual Written Returns (Disclosures by Councillors and Designated Staff)
- Declarations of Gifts and Benefits
- Related Party Disclosures
- Notification of Secondary Employment
- Management and declaration of Conflicts of Interest.

Council Registers

To support transparency and accountability, Council maintains a number of registers including the:

- Contracts Register
- Data and Compliance Breach Register
- Legislative Compliance Register
- Planning Decisions Register
- Conflicts of Interests Register
- Delegations Register
- Council Policy Register
- Gifts and Benefits Register
- Legal documents Register
- Risk Register
- Investments Register
- Register of Current Declarations or Disclosures of Political Donations
- Disclosure Log
- Public Notification of Data Breach Register.

Legislative Compliance

Through its Legislative Compliance policy and procedure, Council aims to:

- Prevent, and where necessary, identify and respond to breaches of laws, regulations, codes or organisational standards occurring in the organisation.
- Promote a culture of compliance within the organisation; and
- Assist the Council in achieving the highest standards of governance.

All Council officials are responsible for ensuring their areas of responsibility comply with relevant statutory requirements, as well as Council's policies. Council updates its Legislative Compliance Register on a regular basis and subscribes to receive a bi-annual review of the legislation that governs Council's delegations. Staff are required to register all data and legislative breaches online for inclusion in Council's Data and Compliance Breach Register.

Principle 6: Remuneration

Council upholds the principle of fair and transparent remuneration for elected representatives, the General Manager and staff in accordance with relevant legislation, awards and policies.

Mayor and Councillors

Councillors, as elected representatives, are remunerated for carrying out their official duties. The remuneration for the Mayor and Councillors is prescribed by the Local Government Remuneration Tribunal, which sets minimum and maximum fee ranges. These are reviewed annually and formally adopted by Council in accordance with statutory requirements.

General Manager

Council implements the Remuneration principle for the General Manager through the General Manager's contract, which is a standard form contract governed by the Local Government Act 1993 and the Office of Local Government (OLG) guidelines. Performance and remuneration reviews are undertaken in accordance with these provisions.

Council Staff

Council staff are remunerated in line with the Local Government (State) Award, together with the Griffith City Council Salary Structure. This structure ensures fairness, equity, and clarity regarding terms and conditions of employment across all levels of the organisation.

Contractors and Consultants

Contractors and consultants are engaged in accordance with Council's Procurement Policy and Procedures, which ensure compliance, value for money and appropriate remuneration in line with contractual terms.

This structured approach to remuneration ensures that all individuals engaged by Council are compensated appropriately and fairly, reinforcing Council's commitment to good governance, equity, and accountability.

Principle 7: Risk Management

Risk Management

Council is committed to managing risk proactively and systematically, in line with the Office of Local Government's (OLG) Risk Management and Internal Audit Guidelines. Council has adopted a comprehensive Risk Management Framework that includes a Risk Management Policy, Risk Management Manual, Procedures, Forms, Risk Register and Risk Assessment. These tools support consistent identification, assessment, and mitigation of risks across all Council operations. Council's risk management approach is further supported by a range of Council policies and procedures.

Each year, Council participates in the Statewide Mutual Continuous Improvement Pathway Program, which benchmarks Council's risk management practices against those of other NSW councils. This program focuses on three selected elements annually, supporting informed improvements in risk processes.

Business Continuity Plan

Griffith City Council's Business Continuity Plan (BCP) supports organisational resilience and the sustainability of Council operations. The BCP ensures that critical business functions can continue or be restored within a two-week timeframe in the event of a significant disruption. It outlines the approach for identifying essential services, assigning roles and responsibilities, and establishing response and recovery processes. The policy empowers Council officers to act swiftly in response to incidents that exceed normal operational capacity. The BCP provides a structured and integrated approach to minimise disruption, safeguard community services, and ensure Council meets its strategic, operational and legal obligations.

Audit function

Under the Under the Risk Management and Internal Audit for Local Councils in NSW Guidelines, councils are required to establish and maintain an effective internal audit function to provide independent assurance on the effectiveness of governance, risk management and internal control processes.

The internal audit function must operate under a risk-based Internal Audit Plan approved by the Audit, Risk and Improvement Committee and be consistent with the council's strategic objectives and risk profile.

Internal audits must be conducted by appropriately qualified professionals and findings must be reported to the ARIC and used to inform continuous improvement across the council's operations.

This framework helps ensure transparency, accountability and sound decision-making in line with legislative and community expectations.

Council's Internal Audit and External Audit Programs also assess key risk areas to ensure compliance and continuous improvement. Significant risks are reported to the Audit, Risk and Improvement Committee, ensuring appropriate oversight and accountability.

The General Manager provides an annual Attestation Statement, included in Council's Annual Report, confirming whether Council has complied with the core requirements of the OLG's Risk Management and Internal Audit Guidelines.

This integrated and systematic approach ensures that Council identifies and mitigates risks effectively, supports informed decision-making, protects public resources, and maintains community confidence in Council's operations.

Principle 8: Key Stakeholder Rights

Council is committed to genuine and inclusive community engagement, recognising that meaningful participation is essential to informed decision-making and maintaining public trust.

Griffith City Council understands the importance of community engagement as a key driver in our decision-making process. Council fosters inclusive, transparent and participatory governance through a variety of engagement tools, policies and platforms designed to ensure that community members can contribute meaningfully to Council decision-making and access the information they need.

Council implements the Key Stakeholder Rights principle through:

- The Community Engagement Strategy
- The Community Participation Plan
- Public exhibition procedures
- A comprehensive Committee framework
- The Community Opinion Group (COG)
- Council Café drop-in sessions
- Connect Griffith online engagement platform
- Council's main and project-specific websites

Community Engagement Strategy

The Community Engagement Strategy plays a pivotal role in shaping the Integrated Planning and Reporting (IP&R) Framework. It outlines how Council will consult and collaborate with the community to understand their needs, aspirations and priorities.

Council's Community Engagement Strategy is underpinned by the social justice principles of equity, access, participation, and rights, supporting a more inclusive, democratic, and just society. The Strategy aims to:

- Enhance transparency
- Foster inclusivity
- Build trust and promote collaboration
- Empower residents
- Facilitate informed decision-making
- Improve accountability
- Support community development.

Council's engagement approach is structured around five core principles:

- Inform
- Consult
- Involve
- Collaborate
- Empower.

Community Participation plan

Griffith City Council's Community Participation Plan (CPP) outlines the framework for engaging the community in planning-related functions, ensuring transparency and inclusivity in decision-making processes. Mandated under the Environmental Planning and Assessment Act 1979, the CPP specifies when and how the community will be consulted on matters such as development applications, strategic land use plans and environmental planning instruments. The plan emphasises timely and accessible communication, aiming to involve residents meaningfully in shaping the future of the Griffith Local Government Area.

Public Participation and Access

Griffith City Council is committed to fostering active community participation to support informed, transparent and inclusive decision-making. Community members are encouraged to engage with Council through multiple channels, including:

- Contacting elected representatives,
- Attending or viewing livestreamed Ordinary Council Meetings
- Addressing Council on agenda items.

Public input is also sought through the exhibition of draft policies, strategies and plans available on the Connect Griffith webpage, Griffith City Library and Council Administration Building.

Feedback can be provided online through Connect Griffith, via surveys, by visiting or telephoning Customer Service, or in person at monthly Council Cafés. Residents can further contribute by joining Council Committees or attending the Community Opinion Group (COG), which meets regularly across Griffith and surrounding villages.

These initiatives ensure that a wide range of community voices inform Council's decisions, helping shape a sustainable and inclusive future for the region.

Customer Engagement

Council maintains a suite of policies to guide interactions with the community and ensure customer service excellence, including:

- Customer Service Policy and Customer Service Charter
- Complaints Management Policy

The Customer Service Policy commits staff and Councillors to:

- Treat all customers with respect and courtesy
- Listen to what customers have to say
- Respond to enquiries promptly and efficiently
- Act with integrity and honesty
- Consult customers about service needs
- Ensure customer enquiries and requests are clearly understood.

The Complaints Management policy outlines Council's approach to managing complaints specifically related to its processes, procedures, policies and quality of services. Complaints are viewed as valuable opportunities to enhance accountability, gather performance insights, demonstrate a commitment to customer service, identify service delivery gaps and drive continuous improvement across Council operations.

Information Access and Transparency

Access to Information

Members of the public can access government information from Council in a number of ways. Council's Agency Information Guide assists members of the public in understanding and accessing the information held by Council, as required under the *Government Information (Public Access) Act 2009* (GIPA Act).

Key purposes of the Agency Information Guide:

- Promote transparency and open government
- Facilitate public access to information
- Support public participation
- Meet statutory obligations
- Describe Council functions and decision-making
- Detail information held and available for release.

Council discloses information classified as open access information under the *Government Information (Public Access) Act 2009* (GIPA Act). This information is made available to the

public through Council's website and further detailed in Council's Agency Information Guide, ensuring that the community can easily access a wide range of Council-held information.

1. Mandatory Release (Open Access Information)

This refers to information that must be made publicly available, free of charge (or at the lowest reasonable cost). Councils are legally required to publish and make this information easily accessible, typically on their website.

2. Proactive Release

Councils are encouraged to proactively publish additional information that may be of interest to the public, even if not required by law. This supports good governance and helps reduce the need for formal applications.

3. Informal Release

Informal release allows individuals to request information without needing a formal application. Councils may provide access to information informally unless there is a specific reason not to (e.g., privacy or legal concerns). Informal access is flexible and quicker, but it is not legally enforceable, and councils can impose conditions or refuse the request.

4. Formal Application (Access Application)

A formal access application is used as a last resort when the information:

- Is not available via open access, proactive release, or informal release
- Involves complex public interest considerations
- Contains personal or confidential information
- May require third-party consultation

Formal applications must be in writing and include a \$30 application fee. Applications are processed within a statutory timeframe (usually 20 working days). Applicants have legal rights of review if access is refused or restricted.

Privacy

Griffith City Council's Privacy Management Policy and Plan outline how the Council manages personal and health information in accordance with the Privacy and Personal Information Protection Act 1998 (PPIPA) and the Health Records and Information Privacy Act 2002 (HRIPA).

The policy and plan ensure that Council collects, stores, uses and discloses personal information responsibly and transparently. It sets out Council's commitment to protecting individual privacy, details the rights of individuals to access and amend their information,

and provides procedures for handling privacy breaches or complaints. Overall, the policy and plan guide staff in ensuring that privacy is upheld in all Council operations and interactions with the community.

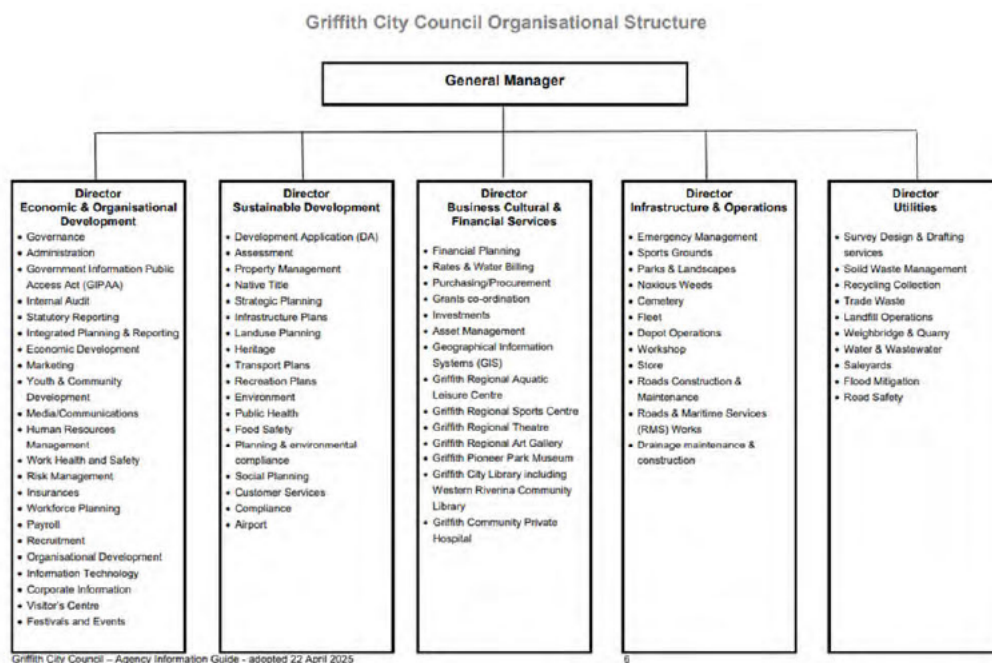
Review

The Governance Framework policy document will be reviewed every four years, or earlier if deemed necessary, to ensure that it meets the requirements of legislation and the needs of Council.

The term of the Policy does not expire on the review date, but will continue in force until superseded, rescinded or varied either by legislation or a new resolution of Council.

Appendix I

Organisational Chart



Appendix II

Griffith City Council Statutory Reporting Framework

Task	Reference	Functional Area	Date due	Compliance Y/N
Prepare a monthly report for Council on money invested under LGA s 625 (Investments Report)	LG Act	Finance	Monthly	
Quarterly review of Operational Plan / Budget and report to Council	LG Act	Finance / Governance	September, February, May, August	
Arrange half yearly inspection of accounting records by Auditor for audit of financial reports and submission to OLG and ABS	LG Act	Finance		
Maintain a record of rates and charges of all land	LG Act	Finance		
Maintain a register of related entities (not a public register)	LG Act	Finance		
Maintain public register of Investments	LG Act	Finance		
Notify OLG of new, and further advances on existing, loan contract borrowings	LG Reg	Finance		
Notify OLG throughout the year when loans are drawn down (LG Reg cl 230)	LG Reg	Finance		
Submit GST Certificates to OLG and ATO	LG Act and GST Act	Finance		
Financial statements to be audited within four months from 30 June	LG Act	Finance	July	
Grants - Local Government Recovery Grants – AGRN 1012, 1025,1030/34 & \$2M, HIC Companion Animals Grants (\$375K) – YTD reporting due		Finance	July 2023	
Grants - Low-cost loan initiative reimbursement claim period opens		Finance	July	

Task	Reference	Functional Area	Date due	Compliance Y/N
– initial report or progress report due				
Proposed borrowing return to be submitted to TCorp		Finance	July 7	
Report to Council to Make and Issue Rates	LG Act	Finance	July 31	
Last day for Rates to be levied by service of rates notice	LG Act	Finance	August 1	
First Quarter Rates or single instalment due	LG Act	Finance	August 31	
Grants - Grants Commission roads, bridges & general return due		Finance	August 31	
Application for Payment of Pensioner subsidy due		Finance	Oct 6	
Request for extension to lodge financial statements due in writing to OLG	LG Act	Finance	Oct 17	
Grants - Local Government Recovery Grants – AGRN 1012, 1025,1030/34 – YTD reporting due		Finance	Oct 2023	
Financial Statements to be audited and lodged to OLG with Financial Data Return (FDR)	LG Act	Finance	October 31	
Second quarter rates instalment notices to be sent	LG Act	Finance	October 31	
Grants - Low-cost loan initiative interim progress report due		Finance	November 1	
Grants - Local Infrastructure Renewal Scheme (LIRS) portal opens for claims for the month		Finance	November 4	
Grants - Submit Local Road Data Return to Grants Commission	Grants Commission	Finance	November 30	

Task	Reference	Functional Area	Date due	Compliance Y/N
Last day for RAO to submit quarterly budget review statement to council. Councils to send a copy of the QBRS to finance@olg.nsw.gov.au	LG Act	Finance	November 30	
Second quarter rates instalment due	LG Act	Finance	November 30	
Issue forms and maintain a register of related party transactions (not a public register)	LG Act s413	Finance / Governance	November 30	
Grants - LIRS progress/final report due		Finance	November	
Last day for financial statements to be presented to the public	LG Act	Finance	December 5	
Third quarter rates instalment notices to be sent	LG Act	Finance	January 30	
Last day for council's ledgers to be balanced and a list of balances to be prepared for six-monthly inspections by council's auditor	LG Reg	Finance	January 31	
Grants - Local Government Recovery Grants – AGRN 1012, 1025, 1030/34 and HIC \$2M, HIC Companion Animals Grants (\$375K) - YTD Reporting due		Finance	January 2024	
First day for requests to Valuer General for estimates of changes in the value of land for which supplementary valuations are required to be furnished	LG Act	Finance	February 1	
Last day for RAO to submit quarterly budget review statement to council. Councils to send a copy of the QBRS to finance@olg.nsw.gov.au	LG Reg	Finance	February 28	
Third quarter rates instalment due	LG Act	Finance	February 28	

Task	Reference	Functional Area	Date due	Compliance Y/N
Grants - Low-cost loan initiative reimbursement claim period opens (Initial report or Progress report due)		Finance	February	
Valuer General to provide estimates of changes in the value of land for which supplementary valuations are required within one month of date of request	LG Act	Finance	March 1	
Grants - Local Government Recovery Grants – AGRN 1012, 1025, 1030/34 - YTD Reporting due		Finance	April	
Fourth quarter rates instalment notices to be sent	LG Act	Finance	April 30	
Income Adjustments for Newly Rateable Crown Land due		Finance	April 30	
Public bodies to provide Council with a list of parcels of land to which rate rebate applies	LG Act	Finance	April 30	
Grants - LIRS Progress/Final Report Due		Finance	May	
Grants - Low-cost Loan Initiative Interim Progress Report due		Finance	May 1	
Grants - Local Infrastructure Renewals Scheme (LIRS) portal opens for claims for the month		Finance	May 4	
Fourth quarterly rates instalment due	LG Act	Finance	May 31	
Last day for RAO to submit quarterly budget review statement to council. Councils to send a copy of the QBRs to finance@olg.nsw.gov.au	LG Reg	Finance	May 31	
Last day for requests to Valuer General for estimates of changes in	LG Act	Finance	May 31	

Task	Reference	Functional Area	Date due	Compliance Y/N
the value of land for which supplementary valuations are required to be furnished				
Objections to the inclusion of land to be vested in public bodies must be served within two months after the list is furnished	LG Act	Finance	June 1	
Valuer General to provide estimates of changes in the value of land for which supplementary valuations are required within one month of date of request	LG Act	Finance	June 30	
Issue forms and maintain a register of related party transactions (not a public register)	LG Act s413	Finance	June 30	
Adopt Delivery Program, Operational Plan (Budget) and Long Term Financial Plan	LG Act	Finance	June 30	
Investigate reported breaches of the Code of Conduct, implement investigation action and actions arising from completed investigations	LG Act & Code of Conduct	General Manager		
Advise Council of details of fines, penalties and costs orders made against Council by any Court or Tribunal	LG Reg	General Manager		
Appoint staff in accordance with organisation structure	LG Act	General Manager		
Assist and comply with directions of the Planning Assessment Commission, Joint Regional Planning Panel and Independent Hearing and Assessment Panels	EP&A Act	General Manager		

Task	Reference	Functional Area	Date due	Compliance Y/N
Ensure Council's commercial operations comply with consumer protection law	Trade Practices Act & Fair Trading Act	General Manager		
Ensure Council's financial obligations, operations and keeping of accounts are lawful, effectively controlled, accurate and properly authorised and that lines of authority are clearly defined	LG Reg	General Manager		
Ensure Council's procurement procedures comply with the Local Government Act 1993 and associated Regulations, including Tendering Guidelines and Modern Slavery requirements.	LG Act	General Manager		
Ensure review of General Manager's performance by Council	LG Act	General Manager		
Ensure services are provided without discrimination	DDA (Cth) ADA (NSW)	General Manager		
Ensure the implementation, without undue delay, of decisions of the Council	LG Act Model Code of Meeting Practice	General Manager		
Implement EEO Management Plan	LG Act	General Manager		
Notify the Environment Protection Authority of any pollution incident, causing or threatening material harm, occurring in the course of Council's activities.	POEO Act	General Manager		
Provide a safe and harassment-free workplace	WH&S Act	General Manager		
Review of General Manager's and other Senior Staff performance; undertake contract renewal process subject to the terms of the relevant contract/s		General Manager		

Task	Reference	Functional Area	Date due	Compliance Y/N
Take all reasonable steps, and put systems and processes in place to review areas of non- compliance, to prevent environmental harm occurring in the course of Council's activities	POEO Act	General Manager		
Report suspected indictable criminal offences to NSW Police	Crimes Act	General Manager		
Provide a Child Safe Organisation by implementing the Child Safe Standards	Children's Guardian Act	General Manager		
Report suspected corrupt conduct to ICAC	ICAC Act	General Manager		
Report suspected maladministration to NSW Ombudsman	Ombudsman Act	General Manager		
Report suspected serious and substantial waste of public money to OLG	OLG & Code of Conduct	General Manager		
Adopt Councillors' Expenses and Facilities policy within first 12 months of each term of Council	LG Act s252	Governance	First 12 months election year	
Compliance with the Integrated Planning and Reporting requirements	LG Act OLG Guidelines	Governance		
Ensure compliance with the GIPA Act	GIPA Act	Governance		
Ensure compliance with the PIPP and HRIP Acts including requirements of the Mandatory Notification of Data Breach Scheme and Privacy Management Plan	PIPP Act HRIP Act	Governance		
Investigate Public Interest Disclosures, ensure confidentiality of persons who have made a public interest disclosure, protect such	Public Interest Disclosures Act &	Governance		

Task	Reference	Functional Area	Date due	Compliance Y/N
persons from reprisal action in the workplace and implement actions arising from completed investigations	Internal Reporting Policy			
Maintain a link on Council's website to the website of the Election Funding Authority in relation to political donation declarations.	LG Act	Governance		
Maintain public register of Council Policies	LG Act	Governance		
Maintain public register of Council's Disclosure Log (GIPA Applications)	GIPA Act	Governance		
Maintain public register of Graffiti Removal Work	Graffiti Control Act	Governance		
Maintain public register of Primary and Annual Pecuniary Interest Returns	LG Act	Governance		
Maintain public register of Sub-Delegations to Staff Positions	LG Act	Governance		
Maintain public register of Voting at Council Meetings	LG Act	Governance		
Maintain register of Declarations of Conflict of Interests (not a public register)	Code of Conduct	Governance		
Maintain register of Public Interest Disclosures (not a public register)	PID Act	Governance		
Provide Councillor Induction and Professional Development in accordance with OLG Guidelines	OLG Guidelines	Governance		
Review Agency Information (Publication) Guide in relation to the Government Information (Public Access) Act 2009	GIPA Act	Governance	Annually	

Task	Reference	Functional Area	Date due	Compliance Y/N
Public Interest Disclosure Annual Report sent to NSW Ombudsman	PID Act (s.6CA)	Governance	Annually	
Delivery Program Progress reports provided to council at least every six (6) months		Governance	Aug	
Written returns of interest due for councillors and designated persons who held office at 30 June to be lodged. GM to table returns at next Council meeting	Code of Conduct	Governance	Due 30 Sep Reported to Council October	
GIPA Annual Report to Minister (via OLG) and Information Commissioner	GIPA Act (s.125)	Governance	October 30	
State of our City Report	LG Act OLG Guidelines	Governance	2 nd Council Meeting of New Council	
Annual report is to be placed on Council's website and notify the Minister (electronically to OLG with web link) [LGA s428]	LG Act OLG Guidelines	Governance	November 30	
Code of Conduct Complaints Statistics Report reported to Council and OLG	OLG Model Code Procedures	Governance	December 30	
Community Strategic Plan Report draft Strategic Plan to Council for endorsement of public exhibition Report public comments on draft Strategic Plan to Council for adoption of Plan	LG Act OLG Guidelines	Governance	December - Year of election	
Delivery Program Progress reports provided to council at least every six (6) months		Governance	February, August	
Adopt Delivery Program, Operational Plan and Long Term Financial Plan	LG Act	Governance	June 30	

Task	Reference	Functional Area	Date due	Compliance Y/N
Issue Annual Written Returns of Interest	Code of Conduct	Governance	June 30	
Community Engagement Plan	LG Act OLG Guidelines	Governance	Within 3 months of Council election	
Ensure Council complies with the Risk Management and Internal Audit Guidelines issued by the OLG	OLG Guidelines	Governance / Human Resources		
Ensure Council has a Business Continuity Plan in place		Human Resources		
Notify reportable child-related allegations or convictions against employees to NSW Ombudsman	Ombudsman Act	Human Resources		
Report notifiable workplace injuries and incidents to WorkCover	WH&S Act	Human Resources		
Maintain public register of Government Contracts (\$150,000 or more)	GIPA Act	Information Management		
Maintain register of Gifts and Benefits (not a public register)		Information Management		
Maintain public register of Public roads for which Council is the roads authority	Roads Act	Infrastructure & Operations		
Maintain the register of library borrowers	Library Regulation	Library Services		
Maintain public register of Building Certificates	EP&A Act	Sustainable Development		
Maintain public register of Development Applications and associated documents	EP&A Act	Sustainable Development		
Maintain public register of Development contributions (s 94) plans and statements	EP&A Reg	Sustainable Development		

Task	Reference	Functional Area	Date due	Compliance Y/N
Maintain public register of Disclosure of Political Donations & Gifts – DA's	EP&A Act	Sustainable Development		
Maintain public register of Land Register (land owned by Council)	LG Act	Sustainable Development		
Maintain public register of Planning Agreements	EP&A Reg	Sustainable Development		
Maintain public register of POEO Act – various matters under Section 308	POEO Act	Sustainable Development		
Rehoming Organisations Annual reports due		Sustainable Development	July 31	
Compulsorily Land Acquisition return due		Sustainable Development	Aug 11	
Survey of seizures of cats and dogs 2022-23 due		Sustainable Development	August 31	
Ensure employment screening for appointments to child-related employment positions	Child Protection Act	Workforce Planning		
Training plan required under Local Government (State) Award following consultation with the Consultative Committee		Workforce Planning		
Workforce Management Plan	LG Act	Workforce Planning	June 30 year after election	
Asset Management Plan	LG Act	Assets	June 30 year after election	

Appendix III

- OLG Compliance and Reporting Calendar

Calendar of Compliance & Reporting Requirements 2024-25

	July 2024	Aug 2024
Finance	Financial statements to be audited within four months [LGA s416(1)] 5 Proposed borrowing return to be submitted to TCorp. Return available here 31 Last day for making rates [LGA s533] 31 GST Certificate to be submitted to OLG	1 Last day for rates to be levied by service of rates notice [LGA s562(4)] 31 First quarter rates or single instalment due [LGA s562]
Governance	1 Councils are required to have a risk management framework and an internal audit function 30 Public Interest Disclosures Report due to NSW Ombudsman (PIDA 178) Reminder: written returns of interest due 30 Sept for councillors and designated persons who held office at 30 June [MCC cl 4.21(b)]	16 Carriker period commences (LG Reg clause 393b(3))
Grants	Low-cost loan initiative reimbursement claim period opens – initial report or progress report due Local Government Recovery Grants – AGRN 1012, 1025, 1030/34 & 32M, HIC Companion Animals Grants (S375c) – YTD reporting due	New Council Implementation Fund (NCF) progress report due Stronger Communities Fund (SCF) progress report due
Companion Animals	31 Rehoming Organisations Annual reports due	31 Animal seizures – Pound data report due
Other		Compulsorily Land Acquisition return due Expected first instalment of 2024-25 Financial Assistance Grants 30 Grants Commission roads, bridges & general return due. Return available here
Education		

Calendar of Compliance & Reporting Requirements 2024-25

	Sept 2024	Oct 2024
Finance		6 Application for Payment of Pensioner subsidy due 17 Request for extension to lodge financial statements due in writing to OLG [LGA s416(1), Code] 31 Financial Statements to be audited [LGA s416(1), Code] and lodged to OLG [LGA s417(5)] with Financial Data Return (FDR) available at here 31 Council's annual Permissible Income worksheets to be submitted to rog@olg.nsw.gov.au . SoC available here 31 Second quarter rates instalment notices to be sent [LGA s562(5)]
Governance	30 Written returns of interest due for councillors and designated persons who held office at 30 June [MCC cl 4.21(b)] to be lodged. GM to table returns at next Council meeting [MCC cl 4.25] First Council meeting after election, councils to decide if any casual vacancies occurring in the first 18 months of the term are to be filled by a countback of the votes cast at the ordinary election [LGA s281A] 30 A/C to have met this quarter [LG Reg s236f]	From the 31st Last day for councillors to elect Mayor following ordinary is three weeks after declaration of the election of councillors [LGA s290(3)(a)] 18 Candidate and Councillor Election Results return to be submitted to OLG [Return to be sent early September] 30 Annual Report of obligations under GIPA due to the Minister and the Information Commissioner [GIPA s125]
Grants		Local Government Recovery Grants – AGRN 1012, 1025, 1030/34 – YTD reporting due
Companion Animals		
Other	14 Local Government Elections REMINDER: A councillor must take an oath of office or make an affirmation of office at or before the first meeting of the council after the councillor is elected [LGA s233A (1)].	
Education	19 Cyber Security Councils Forum. Registration via community@cyber.nsw.gov.au LG Professionals – Integrated Planners Conference	OLG Councillor Information sessions – further information to be provided

Calendar of Compliance & Reporting Requirements 2024-25		
	Nov 2024	Dec 2024
Finance	<p>30 Second quarter rates instalment due [LGA s62(3)(b)]</p> <p>30 Last day for RAO to submit quarterly budget review statement to council [LG Reg d 203(1)]. Councils are requested to send a copy of the QBRs to finance@olg.nsw.gov.au</p>	<p>5 Last day for financial statements to be presented to the public [LGA s18(2)]</p>
Governance	<p>30 Annual report is to be placed on council's website and notify the Minister (electronically to OLG with web link) [LGA s428]. Annual Report Checklist is available here</p> <p>30 State of the City Report must be presented to and endorsed at second meeting of a newly elected council and appended to the Annual Report. (P&R G/L Essential Element 1.11)</p>	<p>14 Councilor's written returns of interest to be lodged within three months of being declared elected [MCC d 4.21(a)]. General Manager to table returns at next council meeting [MCC d 4.25]</p> <p>30 Model Code of Conduct Complaints Statistics to be reported to Council [Procedures 11.1]. Collection form due to OLG and available here</p> <p>31 Delivery Program progress report to be presented to council [P&R G/L Essential Element 4.5]</p> <p>31 ARC to have met this quarter [LG Reg s218]</p>
Grants	Local Infrastructure Renewal Scheme (LIRS) claim period opens	
Companion Animals		
Other	<p>16 Expected second instalment of 2023-24 Financial Assistance Grants</p> <p>30 ALGA Return of National Local Road Data return due - Return available here</p>	
Education	<p>OLG Councilor Information sessions – further information to be provided</p> <p>LG NSW Annual Conference</p> <p>4 Cyber Security Councils Forum. Registration via community@cyber.nsw.gov.au</p> <p>LG Professionals – Finance Professionals Conference</p>	

Calendar of Compliance & Reporting Requirements 2024-25		
	Jan 2025	Feb 2025
Finance	<p>31 Last day for council's ledgers to be balanced and a list of balances to be prepared for six-monthly inspections by council's auditor [LG Reg c1 228]</p> <p>30 Third quarter rates instalment notices to be sent [LGA s62(5)]</p>	<p>1 First day for requests to Valuer General for estimates of changes in the value of land for which supplementary valuations are required to be furnished [LGA s531]</p> <p>28 Last day for RAO to submit quarterly budget review statement to council [LG Reg d 203(1)]. Councils are requested to send a copy of the QBRs to finance@olg.nsw.gov.au</p> <p>28 Third quarter rates instalment due [LGA s62(3)(b)]</p>
Governance		
Grants	Local Government Recovery Grants – AGRN 1012, 1025, 1030/34 and HIC \$2M, HIC Companion Animals Grants (\$375K) - YTD Reporting due	<p>1 Low-cost loan initiative reimbursement claim period opens (Initial report or Progress report due)</p> <p>New Council Implementation Fund (NCIF) progress report due</p> <p>Stronger Communities Fund (SCF) progress report due</p>
Companion Animals		
Other	<p>Expected third instalment of 2024-25 Financial Assistance Grants</p> <p>Council must establish a new delivery program after the ordinary election to cover principal activities of the council for the 4-year period commencing on 1 July [LGA s404(3)]</p> <p>Elections: Councils administering their own elections – General Manager is to provide written report setting out the details of the election to the Minister for Local Government within 6 months [O 393A LGGR]</p>	
Education		

Calendar of Compliance & Reporting Requirements 2024-25	
	Mar 2025
Finance	<p>1. Valuer General to provide estimates of changes in the value of land for which supplementary valuations are required within one (1) month of date of request (LGA s 513(2))</p> <p>Councils are reminded of the need to engage infrastructure asset valuers in a timely manner to ensure compliance with the financial reporting legislation</p>
Governance	<p>Induction and/or refresher training for the Mayor and all newly elected and returning councillors is to be completed (LG Reg d 183(1), 183(3) and 184(1)).</p> <p>1. Council must establish a new Delivery Program after the ordinary election to cover principal activities of the council for the 4 year period commencing on 1 July (LGA s64(3))</p> <p>34. Councils who administered their own elections – the General Manager must provide the Minister with a report setting out details of the election and displayed on council's website (SS3A LG Reg)</p> <p>31. ARIC to have met this quarter (LG Reg s216)</p>
Grants	Local Government Recovery Grants – AGRN 1012, 1025, 1030/34 - YTD Reporting due
Companion Animals	
Other	
Education	<p>Revenue Professionals Conference</p> <p>LG Professionals – Governance Conference</p>

Calendar of Compliance & Reporting Requirements 2024-25	
	May 2025
Finance	<p>31. Last day for RAO to submit quarterly budget review statement to council (LG Reg d 203(1)). Councils are requested to send a copy of the Q395 to finance@o.lg.nsw.gov.au</p> <p>31. Last day for requests to Valuer General for estimates of changes in the value of land for which supplementary valuations are required to be furnished (LGA s513)</p> <p>31. Fourth quarterly rates instalment due (LGA s64(3)(b))</p>
Governance	<p>30. Last day for endorsing Community Strategic Plan and Workforce Management Plan following ordinary election (P&R G/L EE 1.10, s402 LGA)</p> <p>30. Last day for county councils to review the Business Activity Strategic Plan following elections (LG Reg s 219(2))</p> <p>30. Last day for adopting Delivery Program 2024-28 and Operational Plan 2023-24, Long Term Financial Plan and Asset Management Plan following the ordinary election (P&R G/L EE 4.1 & s405 LGA)</p> <p>30. Delivery Program Progress reports provided to council at least every six (6) months (P&R G/L)</p> <p>30. ARIC to have met this quarter (LG Reg s216)</p>
Grants	<p>3. Low-cost Loan Initiative Interim Progress Report due</p> <p>4. Local Infrastructure Renewals Scheme (LIRS) portal opens for claims for the month</p> <p>LIRS Progress/Final Report Due</p>
Companion Animals	
Other	Expected third instalment of 2024-25 Financial Assistance Grants
Education	

Calendar of Compliance & Reporting Requirements 2024-25	
Finance	<p>The Responsible Accounting Officer (RAO) must report any material variances from its estimated income or expenditure, to the next meeting of council (LG Reg d 202(b)).</p> <p>The Responsible Accounting Officer (RAO) must prepare a monthly report for Council on money invested under LGA s 625.</p> <p>Councils to notify OLG throughout the year when loans are drawn down (LG Reg d 230).</p> <p>For non-date specific compliance, information is available: - Boundary Alterations here, Capital expenditure here, Financial Reporting here.</p>
Governance	<p>Councils can apply to the Minister to dispense the need for a by-election for any casual vacancies that occur in the last 18 months of the term (LGA s 254).</p> <p>Review of General Manager's and other Senior Staff performance; undertake contract renewal process subject to the terms of the relevant contract/s to be undertaken annually.</p> <p>Training plan required under Local Government (State) Award following consultation with the Consultative Committee. Actions arising from it should be included in Workforce Management Strategy and Delivery Program/Operational Plan, as appropriate.</p>
Companion Animals	<p>Councils are required to report any dog attacks they are made aware of within 72 hours of being notified via the Companion Animal Register.</p> <p>Regular reconciliation of the Companion Animal Register payments is to be completed.</p> <p>All registration fees receipted during the month must be entered onto the Companion Animals Register within 7 days of receipt. Registration fees must be remitted as detailed on monthly invoices issued by OLG.</p> <p>Councils are encouraged to enter Pound/finder information on the online reporting tool on a monthly basis.</p>
Education	<p>Council Portal provides additional information and webinars. Access to the portal available here.</p> <p>LG Reg s185 – Ongoing professional development is to be delivered to the Mayor and councillors during the term of office.</p> <p>LG Professionals education/training available here.</p> <p>LG NSW education/training available here.</p>
Elections	<p>Within 12 months after the election councils must:</p> <p>Amend and re-enact local policy (s 365 LG Act);</p> <p>Re-determine organisational structure (s 333 LG Act);</p> <p>Adopt a code of meeting practice that incorporates the mandatory provisions of the model code prescribed by the regulations (s 360 LG Act);</p> <p>Adopt a policy concerning the payment of expenses incurred or to be incurred by, and the provision of facilities to the mayor the deputy mayor (if there is one) and the other councillors in relation to discharging the functions of civic office (s 252 LG Act);</p> <p>Review Council's adopted Code of Conduct (s 440(7) LG Act);</p> <p>Review delegations (s 380 LG Act);</p>
Other	<p>Councils should notify OLG (olg@olg.nsw.gov.au) of any senior staff or address changes via email to enable updating of the directory.</p> <p>Council must, at intervals of not more than 12 months, review its program for the release of government information under this section to identify the kinds of government information held by the agency that should in the public interest be made publicly available, and that can be made publicly available without imposing unreasonable additional costs on the agency (GIPA 7(3)). More information on what the Guide should include can be found here.</p> <p>Council Circulars are emailed to council. Please advise OLG (olg@olg.nsw.gov.au) of any change of council email address. Council Circulars can be downloaded from OLG website at www.olg.nsw.gov.au.</p> <p>OLG = Office of Local Government</p> <p>LGA = Local Government Act 1993</p> <p>LG Reg = Local Government (General) Regulation 2021</p> <p>PIDA = Public Interests Disclosures Act 2022</p> <p>GIPA = Government Information (Public Access) Act 2009</p> <p>IP&RGL = Integrated Planning and Reporting Guidelines Sept 2021</p> <p>MCC = Model Code of Conduct for Local Councils in NSW, 2022</p> <p>MCCP = Procedures for the Administration of The Model Code of Conduct for Local Councils in NSW, 2022</p> <p>Code = Local Government Code of Accounting Practice and Financial Reporting</p>





Legislative Compliance Policy and Procedure GOV-CP-314 (PUBLIC POLICY)

1 Policy History

Revision No.	Council Meeting Date	Minute No.	Adoption Date
1	25/09/2018	18/302	26/10/2018
2	23/05/2023	23/130	23/06/2023

2 Policy Objective

The breadth of Griffith City Council's operations results in a large volume of legislation that impacts on and imposes various compliance obligations. The consequences of breaching legislation can vary greatly between minimal impact on Council to severe consequences of both a civil and criminal nature.

The primary objective of this Policy is to ensure that Griffith City Council complies with its legislative and ~~regulatory~~ **statutory** requirements. A fundamental principle of good public administration is that public officials comply with both the letter and the spirit of the law.

Council, in its role as a Local Government Authority, has an obligation to ensure that its legislative requirements are complied with. The community and those working at Council have a high expectation that Council will comply with applicable legislation and Council should take all appropriate measures to ensure that that expectation is met.

If breaches of the law are committed by Council, or its staff; Council and/or its individual staff members and Councillors could be prosecuted or fined, there could also be a significant loss of Council's reputation.

Council will maintain the highest standards of diligence in all areas of public accountability, through its policies and processes, to meet its legal obligations. Council will maintain a Legislative Compliance Management System to ensure these standards of diligence are met.

3 Policy Aims

This Policy, and the principles set out in this Policy, aim to:

- (a) Prevent, and where necessary, identify and respond to breaches of laws, regulations, codes or organisational standards occurring in the organisation.
- (b) Promote a culture of compliance within the organisation; and
- (c) Assist the Council in achieving the highest standards of governance.



4 Policy Statement

Council shall have appropriate processes and structures to ensure that legislative requirements are achievable and are integrated into the everyday running of the Council.

These processes and structures will aim to:

- (a) Develop and maintain a system for identifying the legislation that applies to Council's activities.
- (b) Assign responsibilities for ensuring that legislation and regulatory obligations are fully implemented in Council.
- (c) Provide training for relevant staff, Councillors, volunteers and other relevant people in the legislative requirements that affect them.
- (d) Provide people with the resources to identify and remain up-to-date with new legislation.
- (e) Conduct of audits to ensure there is compliance.
- (f) Establish a mechanism for reporting non-compliance.
- (g) Review accidents, incidents and other situations where there may have been non-compliance.
- (h) Review audit reports, incident reports, complaints and other information to assess how the systems of compliance can be improved.

Roles and Responsibilities

(a) Councillors and Committee Members

Councillors and Committee members have a responsibility to be aware of and abide by legislation applicable to their role.

(b) Senior Management Team (General Manager and Directors)

The Senior Management Team (General Manager and Directors) is responsible for leading and supporting an effective compliance management system. Their role includes:

- Demonstrating leadership and commitment by integrating compliance into Council's business processes and culture.
- Ensuring compliance by supporting compliance functions, monitoring staff adherence to obligations and promoting awareness and training.
- Promoting continual improvement and actively participating in managing compliance risks and incidents.



- Developing and implementing policies and procedures to achieve compliance objectives.
- Maintaining oversight of compliance matters, including timely action on non-compliance issues.
- Embedding compliance responsibilities into roles and ensuring clear communication of compliance requirements.
- Providing accessible systems for raising and addressing concerns.
- Ensuring staff are informed and trained on relevant legal obligations within available resources.
- Allocating appropriate resources to establish, implement, and improve the compliance system.
- Ensuring effective reporting systems are in place for monitoring compliance performance.
- ~~Senior Management should Ensure that directions relating to compliance are clear and unambiguous and that legal requirements which apply to each activity for which they are responsible are identified.~~
- ~~Senior Management should Have systems in place to ensure that all staff are given the opportunity to be kept fully informed, briefed and/or trained about key legal requirements relative to their work within the financial capacity to do so.~~

(c) Employees

All employees have a responsibility to:

- Understand and comply with legislative requirements relevant to their roles.
- Adhere to Council's compliance obligations, including policies, procedures and processes.
- Report any non-compliance or concerns through their supervisors to Senior Management.
- Participate in compliance training and development activities as required.
- Employees have a duty to seek information on legislative requirements applicable to their area of work ~~and to comply with the legislation.~~

~~Employees shall report through their supervisors to Senior Management any areas of non-compliance that they become aware of.~~

5 General Principles

Council has adopted the following principles based on the Australian Standards AS ISO 49600:2015 ~~37301:2023~~ *Compliance Management Systems – Guidelines* **Requirements with guidance for use.**

- (a) Council is committed to achieving compliance in all areas of its operations.



- (b) Council will maintain a Legislative Compliance Policy that sets out its commitment to compliance with applicable laws and regulations.
- (c) Council will provide sufficient resources to ensure that this legislative compliance program can be implemented, maintained and improved.
- (d) Council will ensure that all managers, supervisors and staff generally understand, promote and be responsible for compliance with relevant laws, regulations, codes and standards that apply to activities within their day-to-day responsibilities.
- (e) Council will use its established risk management practices to accurately identify, rate and treat compliance risks.
- (f) Council will ensure that compliance requirements are integrated into day-to-day operating procedures as appropriate.
- (g) Council will maintain an effective complaints management system, including the coverage of compliance failures.
- (h) Council will maintain a ~~Statute and Regulation~~ **Legislative Compliance Register** (19/60542) and all identified legislation imposing compliance and impacting on Council will included on the Register.
- (i) Council will maintain a **Data and Compliance Breach Register Database** (19/35743) ~~(as part of the Legislative Register)~~ and all legislative breaches, including reporting and rectification processes (Management response) will be stated within the Register.
- (j) Council will investigate, rectify and report all compliance failures.
- (k) Council will allocate appropriate responsibility for managing compliance at various levels.
- (l) Council will provide appropriate practical education and training of staff in order for them to meet their compliance obligations.
- (m) Council will actively promote the importance of compliance to staff, contractors and other relevant third parties.
- (n) Council will monitor its Legislative Compliance Management System via the Internal Audit Program.
- (o) Council will formally review its Legislative Compliance Management System every two years to ensure its effectiveness.

6 Procedure

As part of its Legislative Compliance Management System, Council will have in place a Legislative Compliance Procedure to ensure that staff utilise the latest version of legislation and when legislation changes, steps are taken to ensure that staff are aware of amendments to legislation. The Legislative Compliance Procedure is an attachment to this policy.



7 Review

A review of Council's Legislative Compliance System, Policy and Procedure will be undertaken every two years.

8 Definitions

Nil

9 Exceptions

Nil

10 Legislation

Nil

NSW Legislation [Home - NSW legislation](#)
Local Government Act 1993
Local Government (General) Regulation 2021
Office of Local Government
Audit Office NSW

11 Related Documents

Nil

Griffith City Council's Governance Framework
Griffith City Council's Legislative Compliance Procedure
Griffith City Council's Policy Register
Legislative Compliance Register 19/60542
Data and Compliance Breach Register 19/35743
AS ISO 37301:2023

12 Directorate

Economic & Organisational Development



APPENDIX

LEGISLATIVE COMPLIANCE PROCEDURE

1. Identifying Current Legislation

(a) Electronic Versions of Legislation

Council accesses electronic up-to-date versions of legislation through the New South Wales legislation website at www.legislation.nsw.gov.au. The NSW legislation website is the official NSW Government site for the online publication of legislation and is provided and maintained by the Parliamentary Counsel's Office.

Council Staff should utilise this website as it is updated on a daily basis. Other sites, such as AUSTLII, may not have up to date versions of legislation and regulations.

Federal laws and instruments should be accessed through the Federal Register of Legislation at www.legislation.gov.au

(b) Australian Standards

Council is a subscribing member to Standards Australia and maintains a library of Australian Standards related to Council's activities. As a member, Council receives alert updates to amendments of the Standards it has purchased. The Standards purchased by Council are made available to staff through the Legislation icon on Council's intranet.

2. Identifying New or Amended Legislation

(a) NSW Government Gazette

Council provides website access for its staff to the NSW Government Gazette which publishes all new or amended legislation applicable to New South Wales.

(b) Office of Local Government (OLG)

Council receives regular circulars from the Office of Local Government on any new or amended legislation relevant to Local government. Such advices are received through Council's Records Section and must be distributed by the Records staff to the relevant Council Officers for implementation and Councillors for information where applicable.



(c) Department of Planning, **Housing and Infrastructure**

Council receives regular circulars from the Department of Planning on any new or amended legislation. Such advices are received through Council's Records Section and must be distributed by the Records staff to the relevant Council officers for implementation.

(d) **Local Government NSW** ~~Local Government and Shires Association~~

Council receives a weekly circular from **LG NSW** ~~the Local Government and Shires Association~~. These circulars have sections on Legal and Finance and Planning and Environmental law that highlight changes in legislation applicable to Councils and must be distributed to relevant Council officers and Councillors for information.

(e) Council subscribes to Kell Moore Lawyers who provide a bi-annual review of the legislation that governs Council's delegations.

3. Obtaining Advice on Legislative Provisions

Advice on matters of legislative interpretation may be sought when deemed necessary. Contact may be made with the respective legal officer/solicitor from the following sources:

- (a) Local Government **NSW** ~~and Shires Association~~ (Legal Officer),
- (b) Office of Local Government (Legal Services Branch), or
- (c) Council's Legal Panel.

Note: Accessing of any legal advice must first be approved by the staff member's relevant Director

4. Informing Council of Legislative Change

If deemed necessary, the General Manager or a nominated officer, will, on receipt of advice of legislative amendments, submit a report to a Council meeting on the new or amended legislation where any changes will impact significantly on Council or its operations. Legislative changes notified by appointed legal firm, Kell Moore are provided to Senior Management Team every 6 months.

5. Review of Incidents and Complaints for Non-compliance

Council shall review all incidents and complaints in accordance with its incident reporting and complaint handling procedures. Such reviews and investigations will assess compliance with legislation, standards, policies and procedures that are applicable.

6. Reporting of Non-compliance

All instances of non-compliance shall be reported as soon as practicable to the respective supervisor/manager. The manager shall determine the appropriate



response and ensure the **Data and Compliance Breach Register Database** is updated appropriately. If the matter is deemed a significant breach or significant fines and/or criminal sanctions apply, the matter must be reported immediately to the relevant Director.

Directors should report the matter to the General Manager via SMT meetings on a monthly basis and report the matter to the General Manager immediately if the breach in question is significant or criminal sanctions may be involved.

Breaches of non-compliance may also be reported using the online [Notification of Breach of Legislative Compliance form](#).

The General Manager may instigate an investigation into any non-compliance matter and will report significant non-compliance matters to the Council and external agencies as required.

7. Auditing Legislative Compliance

Council shall incorporate a review of its processes to ensure legislative compliance is included in its internal audit function.

8. Review of Legislative Compliance Procedures

This procedure will be reviewed every two years.

<u>GRIFFITH CITY COUNCIL LEGISLATIVE COMPLIANCE REGISTER</u>									
NB: Pursuant to Section 109 of the Commonwealth of Australia Constitution Act, when a law of the State is inconsistent with a law of the Commonwealth, the latter shall prevail, and the former shall, to the extent of inconsistency, be invalid.									
LEGISLATION	SOURCE OF OBLIGATION	CORRESPONDING REGULATION	DESCRIPTION	RELEVANCE TO GRIFFITH CITY COUNCIL	GROUP	LINK TO LEGISLATION	RISK RATING	LIKELIHOOD	IMPACT
Administrative Decisions Review Act 1997	State	Administrative Decisions Tribunal (General) Regulation 2004	An Act to establish an Administrative Decisions Tribunal and provide for its functions; and for other purposes.	Enables the review of decisions pursuant to ss 275; 303; 329; 437; 440 of the Local Government Act 1993.	Economic & Organisational Development	https://www.legislation.nsw.gov.au/#view/act/1997/78/full	LOW	Unlikely - only in the event of an appeal to the Tribunal	Not Applicable
Access to Neighbouring Land Act 2000	State	Not Applicable	An Act to enable courts to make orders permitting access to land by persons not otherwise entitled to that access for the purpose of carrying out work on their own land or carrying out work on utility services on that land, and to provide for the payment of repair and maintenance costs relating to utility services by joint users of services; and for other purposes.	Enables individuals to seek access to neighbouring land.	Sustainable Development	https://www.legislation.nsw.gov.au/#view/act/2000/2/full	LOW	Highly Unlikely - Only in the event that an order contradicts another act.	Not Applicable
Age Discrimination Act 2004	CTH	Not Applicable	To eliminate, as far as possible, discrimination against persons on the ground of age.	To eliminate, as far as possible, discrimination against persons on the ground of age.	All Directorates	Age Discrimination Act 2004. (legislation.gov.au)	LOW	Unlikely	Legal Action
Airports Act 1996	CTH	Not Applicable		Relates to the impacts on and Procedures undertaken by Local Government Authorities in relation to Airports. Refer or ss 71; 79; 80; 84A; 91; 92; 93; 95A; 106; 124; 125	Sustainable Development	https://www.legislation.gov.au/details/C2018C00709	LOW	Highly Unlikely	Not Applicable
Annual Holidays Act 1944	State	Annual Holiday Regulation 2005	An Act to provide for annual leave for workers; to amend the Industrial Relations Act 1940 and certain other acts; and for purposes connected therewith.	Provision which refer to mandatory Annual Holiday Provisions afforded to Employees by Employers. ss 1 - 15.	Economic & Organisational Development	https://www.legislation.nsw.gov.au/#view/act/1944/31	LOW	Unlikely	Industrial Action
Anti-Discrimination Act 1977	State	Anti-Discrimination Regulation 2019	An Act to render unlawful racial, sex and other types of discrimination in certain circumstances and to promote equality of opportunity between all persons.	Provisions relating to Council's responsibility to uphold a discrimination free workplace. Refer to ss 10B; 27B; 38G; 42B; 49H; 49Z; 49ZKA;	Economic & Organisational Development	https://legislation.nsw.gov.au/view/whole/html/inforce/current/act-1977-048	MEDIUM	Unlikely	Legal Action
Associations Incorporation Act 2009	State	Associations Incorporation Regulation 2016	An Act providing for the registration of clubs, societies and other non-profit associations; to provide for the regulation of those associations after registration and for other purposes.	Provisions relating to Council's obligation in managing clubs, societies and other non-profit associations.	All Directorates	https://www.legislation.nsw.gov.au/#view/act/2009/7	LOW	Unlikely	Legal Action, Monetary Penalty or Imprisonment
Australian Human Rights Commission Act 1986	CTH	Not Applicable	Performance of functions relating to human rights.	Performance of functions relating to human rights.	All Directorates	AUSTRALIAN HUMAN RIGHTS COMMISSION ACT 1986 (austrli.edu.au)	LOW	Unlikely	Legal Action
Aviation Transport Security Act 2004	CTH	Aviation Transport Security Regulation 2005	To establish a regulatory framework to safeguard against unlawful interference with aviation.	Refulatory framework relating to Aviation	Sustainable Development	AVIATION TRANSPORT SECURITY ACT 2004 (auslii.edu.au)	MEDIUM	Likely	Legal Action
Biodiversity Conservation Act 2016	State	Environmental Planning & Assessment Act 1979	To maintain a healthy, productive and resilient environment for the greatest well-being of the community now and into the future consistent with the principles of ecologically sustainable development (described in section 8 (2) of the Protection of the Environment Administration Act 1991).	Assessment and determination of DA's and planning proposals	Sustainable Development	https://www.legislation.nsw.gov.au/#view/act/2016/83/part1/sec.1.3	LOW	Unlikely	Not Applicable

LEGISLATION	SOURCE OF OBLIGATION	CORRESPONDING REGULATION	DESCRIPTION	RELEVANCE TO GRIFFITH CITY COUNCIL	GROUP	LINK TO LEGISLATION	RISK RATING	LIKELIHOOD	IMPACT
Biodiversity Conservation Legislation Amendment Regulation 2017 (NSW)	State	Not Applicable			Sustainable Development	https://www.legislation.nsw.gov.au/#/view/regulation/2017/433	LOW	Unlikely	Not Applicable
Biosecurity Act 2015	State	Not Applicable	The Biosecurity Act provides greater flexibility and improved capacity in the response, management and control of biosecurity risks. It provides for a range of tools and powers that can be used to support risk-based decision making and management and allow for increased efficiency and decreased regulation.	Provisions relating to management of biosecurity risks.	Sustainable Development Infrastructure & Operations	https://www.legislation.nsw.gov.au/#/view/act/2015/24/full	LOW	Unlikely	Not Applicable
Boarding Houses Act 2012	State	Not Applicable	To establish an appropriate regulatory framework for the delivery of quality services to residents of registrable boarding houses and for the promotion and protection of the wellbeing of such residents.	Provisions relating to Boarding Houses.	Sustainable Development	Boarding Houses Act 2012 No. 74 - NSW Legislation	LOW	Unlikely	Not Applicable
Building and Construction Industry Security of Payment Act 1999	State	Building and Construction Industry Security of Payment Regulation 2020	An Act with respect to payments for construction work carried out, and related goods and services supplied, under construction contracts; and for other purposes.	Provisions relating to building and construction payments.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1999/46/full	LOW	Unlikely	Proceedings for an offence under this Act may be dealt with summarily before the Local Court.
Building Products (Safety) Act 2017	State	Environmental Planning and Assessment Act 1979 Environmental Planning and Assessment Regulation 2000	An Act to...enable councils or other relevant enforcement authorities to require the use of the relevant building product in the building to be rectified, by giving the council or other relevant enforcement authority power to order that the safety risk posed by the use of the building product in the building be eliminated or minimised...	Provisions relating to building products.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/2017/89/sch2	LOW	Unlikely	Proceedings for an offence under this Act may be dealt with summarily before the Local Court. Summarily before the District Court in its summary jurisdiction. Maximum 100 penalty units
Building and Development Certifiers Act 2018	State	Building and Development Certifiers Regulation 2020	An Act to provide for the registration of persons carrying out certification work and the accreditation of persons carrying out other regulated work; to repeal the Building Professionals Act 2005 and other legislation; to amend other Acts and instruments consequentially; and for other purposes.	Part 8 - S 107 - Investigation of councils acting as certifier Part 9 - S 112 -Responsibilities of councils carrying out certain prescribed certification work S 118 - Penalty Notices S 120 - Regulations The Regulation Division 2 Local Council - pertaining to the records that Council is required to keep S 56 - Records of certifiers employed or engaged by council. S 57 Planning Act records. S 58 - Swimming Pools Act records. Division 2 Part 8	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/2018/63/full	LOW	Unlikely	Not Applicable
Carers Recognition Act 2010	State	Not Applicable	To enact a Carers Charter to recognise the role and contribution of carers to our community and to the people they care for and to increase the awareness of the valuable contribution that carers make to our community.	Recognise carers in the community	Economic and Organisational Development	Carers (Recognition) Act 2010 No 20 - NSW Legislation	LOW	Unlikely	Not Applicable

LEGISLATION	SOURCE OF OBLIGATION	CORRESPONDING REGULATION	DESCRIPTION	RELEVANCE TO GRIFFITH CITY COUNCIL	GROUP	LINK TO LEGISLATION	RISK RATING	LIKELIHOOD	IMPACT
Cemeteries and Crematoria Act 2013	State	Not Applicable	An Act to make provision for and with respect to the management and operation of cemeteries and crematoria; and for other purposes.	FCC - Part 5 relates to Local Councils	Infrastructure & Operations	https://www.legislation.nsw.gov.au/#/view/act/2013/105/full	LOW	Unlikely	Not Applicable
Charitable Fundraising Act 1991	State	Not Applicable	An Act to regulate public fundraising for charitable purposes; to repeal the <i>Charitable Collections Act 1934</i> and to amend certain other Acts; and for other purposes.	Provisions regulating Council's obligation and right to regulate and participate in public fundraising for charitable purposes. NB: 5(3)(e) an appeal to any Commonwealth, State or Local Authority does not constitute a fundraising appeal.	Economic & Organisational Development	https://www.legislation.nsw.gov.au/#/view/act/1991/69/full	MEDIUM	Unlikely	Revocation of licence.
Children (Education and Care Services National Law Application) Act 2010	State	Not Applicable	An Act to apply as a law of this State a national law relating to the regulation of education and care services for children.	An Act to apply as a law of this State a national law relating to the regulation of education and care services for children.	All Directorates	Children (Education and Care Services National Law Application) Act 2010 No 104 - NSW Legislation	LOW	Unlikely	Not Applicable
Children's Guardian Act 2019	State	Not Applicable	An Act to make provision with respect to the office of the Children's Guardian; to provide for the functions of that office; to provide for the safety, welfare and wellbeing of children; and for other purposes.	Provisions relating to systems for reportable conduct Refer to s.12 - Meaning of relevant entity; s.54 - Relevant entities to have systems about reportable conduct s.55 - Children's Guardian may require information about systems	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/2019/25/full	LOW	Unlikely	Not Applicable
Children and Young Persons (Care and Protection) Act 1998	State	Children and Young Persons (Care and Protection) Regulation 2022	An Act to provide for the care and protection of, and the provision of services to, children and young persons; and for other purposes.	Provisions relating to Councils obligation to provide for the care and protection of, and the provision services to, children and young persons. S. 137 Act as Authorised Carers	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/1998/157	HIGH	Likely	Legal Action - Monetary Penalty
Child Protection (Working with Children) Act 2012	State	Child Protection (Working with Children) Amendment (Assessment Requirement Triggers and Reporting Bodies) Regulation 2020 (NSW)	An Act with respect to checks and clearances for the purposes of working with children; and for other purposes.	Provisions regarding Working with Children checks for employees and Council officials.	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/2012/51/full	MEDIUM	Likely	Proceedings for an offence under this Act or the regulations may be dealt with summarily before the Local Court
Civil Aviation Act 1988	CTH	Civil Aviation Safety Regulation 1998	To regulate aviation within Australia and its territories.	The Act and Part 139 of the Regulation require Griffith Regional Airport to have in place a statutory compliant Manual of Standards for airport operations.	Sustainable Development	http://www8.austlii.edu.au/au/other/au/other/au/leis/cth/consol_act/caa1988154/	MEDIUM	Likely	Legal Action
Civil Liability Act 2002	State	Civil Liability Regulation 2019	An Act to make provision in relation to the recovery of damages for death or personal injury caused by the fault of a person; to amend the Legal Profession Act 1987 in relation to costs in civil claims; and for other purposes.	Relates to the Duty of Care owed by Council to members of the general community and liability in relation to its functions as a Public Authority.	All Directorates	http://www.austlii.edu.au/au/legis/nsw/consol_act/clia2002161/	HIGH	Highly Likely	Legal Action - Monetary Penalty
Civil Procedure Act 2005	State	Not Applicable	An Act with respect to practice and procedure in civil proceedings.		All Directorates	https://www.legislation.nsw.gov.au/#/view/act/2005/28/part7/div3/sec101	LOW	Unlikely	Not Applicable

LEGISLATION	SOURCE OF OBLIGATION	CORRESPONDING REGULATION	DESCRIPTION	RELEVANCE TO GRIFFITH CITY COUNCIL	GROUP	LINK TO LEGISLATION	RISK RATING	LIKELIHOOD	IMPACT
Commercial Arbitration Act 2010	State	Not Applicable	An Act relating to the conduct of commercial arbitrations; to repeal the Commercial Arbitration Act 1984; and for other purposes.	Provisions allowing disputes under ss. 128, 198, 730 of the Local Government Act 1993 to be referred to arbitration under the act if agreed between the Council and the person claiming the compensation.	Corporate Governance	https://www.legislation.nsw.gov.au/#/view/act/2010/61/full/versions	LOW	Highly Unlikely	Not Applicable
Commons Management Act 1989	State	Commons Management Regulation 2018	An Act to provide for the establishment of trusts in relation to commons and the election of trust boards, and in certain cases the appointment of local authorities or administrators, to manage the affairs of those trusts; to provide for the care, control and management of commons; to provide for related matters; and to repeal the Commons Regulation Act 1898 and certain other enactments.	Refers to the appointment of Council as Trustee of Common (parcel of land) handed down by the State Government. Refer to s.7.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1989/13	LOW	Highly Unlikely	Legal Action.
Community Land Development Act 2021	State	Community Land Development Regulation 2021	The object of this Act is to facilitate the subdivision of land into parcels for separate development or disposition— (a) with a common or shared property interest in associated land, and (b) in conjunction with the development of another parcel or parcels.	Provisions relating to Council's obligation in relation to subdivision of land.	Sustainable Development	https://legislation.nsw.gov.au/view/html/inforce/current/act-2021-006	MEDIUM	Likely	Legal Action - Termination of Scheme.
Community Land Management Act 2021	State	Community Land Management Regulation 2021	The objects of this Act are as follows— (a) to provide for the management of community, precinct and neighbourhood schemes, (b) to provide for the resolution of disputes arising from those schemes.	Provisions relating to Council's obligation in relation to management of community land.	Sustainable Development	https://legislation.nsw.gov.au/view/html/inforce/current/act-2021-007#sec.3	MEDIUM	Likely	Legal Action - Termination of Scheme.
Community Welfare Act 1987	State	Not Applicable	An Act with respect to community welfare.	Provisions relating to Council's obligation to provide community welfare and liaise with committees and councils established under the act.	Sustainable Development Economic & Organisational Development	http://www.austlii.edu.au/au/legis/nsw/consol_act/cwa1987208/	LOW	Unlikely	Legal Action -
Companion Animals Act 1998	State	Companion Animals Regulation 2018	An Act to provide for the identification and registration of companion animals and for the duties and responsibilities of their owners; and for other purposes.	Provisions relating to the responsibility of Council in relation to companion animals with a particular focus on awareness with respect to ownership; and identification of dangerous and restricted dogs. Refer to ss 8A and 8B for General duties of Council.	Sustainable Development	http://www.austlii.edu.au/au/legis/nsw/consol_act/caa1998174/	HIGH	Highly Likely	Legal Action - Monetary Penalty not exceeding 200 Penalty Units.
Competition and Consumer Act 2010	CTH	Competition and Consumer Regulations 2010	The Act aims to enhance the welfare of Australians by promoting competition and fair trading and providing for consumer protection.	Provisions relating to Councils responsibility to promote competition and fair trading and consumer protection.	All Directorates	Competition and Consumer Act 2010 (legislation.gov.au)	MEDIUM	Unlikely	Legal Action
Constitution Act 1902	CTH	Not Applicable	An Act to consolidate the Acts relating to the Constitution.	Provisions establishing the Local Government System. Refer to Part 8, s 51 which establishes the system of a Local Government.	Economic & Organisational Development	http://www.austlii.edu.au/au/legis/nsw/consol_act/ca1902188/	LOW	Highly Unlikely	Not Applicable

LEGISLATION	SOURCE OF OBLIGATION	CORRESPONDING REGULATION	DESCRIPTION	RELEVANCE TO GRIFFITH CITY COUNCIL	GROUP	LINK TO LEGISLATION	RISK RATING	LIKELIHOOD	IMPACT
Contaminated Land Management Act 1997	State	Contaminated Land Management Regulation 2022	An Act to promote the better management of contaminated land; to amend the Environmentally Hazardous Chemicals Act 1985; to amend certain other Acts; and for other purposes.	Provisions relating to Council's obligation to manage contaminated land. Refer to s 59 outlines obligation of EPA to notify Local Authority of affected land.	Sustainable Development	http://www.austlii.edu.au/au/legis/nsw/consol_act/clma1997238/	MEDIUM	Unlikely	Referral of dispute to the Premier for an inquiry.
Contracts Review Act 1980	State	Not Applicable	An Act with respect to the judicial review of certain contracts and the grant of relief in respect of harsh, oppressive, unconscionable or unjust contracts.	Provisions relating to Council's rights with respect to judicial review of certain contracts and the grant of relief. Refer to s 6 - Local Authority unable to seek relief under the act for contracts entered in the course of trade, business of profession.	All Directorates	http://www.austlii.edu.au/au/legis/nsw/consol_act/cra1980201/	MEDIUM	Unlikely	Legal Action - Penalty not exceeding 20 Penalty Units.
Conveyancing Act 1919	State	Conveyancing (General) Regulation 2022	An Act to amend and consolidate the law of property and to simplify and improve the practice of conveyancing; and for such purposes to amend certain Acts relating thereto.	Provisions relating to procedures of conveyance and regulations on the use of land by public authorities including Council.	All Directorates	http://www.austlii.edu.au/au/legis/nsw/consol_act/ca1919141/	LOW	Unlikely	Not Applicable
Copyright Act 1968	CTH	Copyright Regulations 2017	An Act to secure to Proprietors of Works of Literature and Fine Art and to Proprietors of Designs for Articles and Works of Manufacture and Art the Copyright of such Works and Designs for a limited period.	Provisions relating to Council's rights to protect their intellectual property particularly in relation to the securing of copyright. Also to ensure that Council does not breach the copyright of others.	All Directorates	http://www.austlii.edu.au/au/legis/cth/consol_act/ca1968133/	HIGH	Likely	Legal Action - Proceedings incurring monetary penalty or issue of infringement notice. Fines if Council does breach with infringements ranging from a few hundred dollars to \$300,000.
Copyright Amendment (Digital Agenda) Act 2000	CTH	Not Applicable	An Act amending the Copyright Act 1968, and for related purposes. An Act relating to copyright and the protection of certain performances and for related purposes.	An Act providing Council's obligation to legislation pertaining to copyright matters in relation to digital agendas	All Directorates	https://www.legislation.gov.au/D/etals/C2004C01235	MEDIUM	Unlikely	Not Applicable
Copyright Amendment (Moral Rights) Act 2000	CTH	Not Applicable	An Act to amend the Copyright Act 1968, and related purposes.	Provisions relating to Council's obligation in relation to copyright matters.	All Directorates	https://www.legislation.gov.au/D/etals/C2004A00752	MEDIUM	Unlikely	Not Applicable
Crimes (Sentencing Procedure) Act 1999	State	Crimes (Sentencing Procedure) Regulation 2017	An Act to consolidate and amend the law with respect to the sentencing of offenders; and for other purposes.	Provisions which outlines the penalty units for offences. Refer to s. 17.	Sustainable Development	http://www.austlii.edu.au/au/legis/nsw/consol_act/cpa1999278/	MEDIUM	Highly Unlikely	Not Applicable
Crimes Act 1900	State	Crimes (General) Regulation 2005	An Act to consolidate the Statutes relating to Criminal Law.	Refers to Council's rights and obligations under the Crimes Act. s.249H: Disqualification of a Civil Officer from office for 7 years from the conviction. s.525: Criminal sanctions for the stealing and destruction of books and other things from public library and other places.	All Directorates	http://www.austlii.edu.au/au/legis/nsw/consol_act/ca190082/	MEDIUM	Unlikely	Legal Action - Imprisonment.
Criminal Procedure Act 1986	State	Criminal Procedure Regulation 2017	An Act relating to the prosecution of indictable offences, the listing of criminal proceedings before the Supreme Court and the District Court, committal proceedings and proceedings for summary offences and the giving of certain indemnities and undertakings; and for other purposes.	To commence and direct prosecutions in the name of Council under any Act administered by the Council, issue and serve a Court Attendance Notice, request a registrar to issue a subpoena to person named to give evidence for production &/or both.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1986/208	LOW	Unlikely	Not Applicable

LEGISLATION	SOURCE OF OBLIGATION	CORRESPONDING REGULATION	DESCRIPTION	RELEVANCE TO GRIFFITH CITY COUNCIL	GROUP	LINK TO LEGISLATION	RISK RATING	LIKELIHOOD	IMPACT
Crown Land Management Act 2016	State	Crown Land Management Regulation 2018	An Act to make provision for the ownership, use and management of the Crown land of New South Wales; to repeal certain legislation consequentially; and for other purposes.	Division 3.4 Crown land managed by Councils Division 4.2 Vesting of Crown land in Local Councils	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/2016/58	MEDIUM	Unlikely	Not Applicable
Dams Safety Act 2015	State	Not Applicable	An Act to constitute Dams Safety NSW and to confer functions on it relating to the safety of dams; and for related purposes.	Provisions in relation to safety of dam structures.	Sustainable Development	https://legislation.nsw.gov.au/#/view/act/2015/26	LOW	Unlikely	Monetary Penalty
Defamation Act 2005	State	Not Applicable	An Act to enact in New South Wales provisions to promote uniform laws of defamation in Australia; to repeal the <i>Defamation Act 1974</i> ; to amend the <i>Crimes Act 1900</i> in relation to criminal defamation; to amend the <i>Limitation Act 1969</i> in relation to the limitation period for defamation actions; and for other purposes.	Provisions relating to the prevention of the publication of information considered defamatory. Publication of possible defamatory matter is allowed if the matter is contained within a public document as per s.28; or was a fair report of proceedings of public concern as per s.29.	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/2005/77	LOW	Unlikely	Legal Action - Monetary Penalty.
Design and Building Practitioners Act 2020	State	Not Applicable	The Design & Building Practitioners Act (DBPA) sets out compliance requirements for certain works with its main objective being to ensure such works are completed in a manner that is "fit for purpose" and compliant with the Building Code of Australia (BCA).	The Design & Building Practitioners Act (DBPA) sets out compliance requirements for certain works with its main objective being to ensure such works are compliant with the BCA.	Sustainable Development	Design and Building Practitioners Act 2020 (nsw.gov.au)	MEDIUM	Unlikely	Legal Action - Monetary Penalty
Disability Discrimination Act 1992	CTH	Not Applicable	The Disability Discrimination Act 1992 (Cth) has as its major objective to: eliminate discrimination against people with disabilities; promote community acceptance of the principle that people with disabilities have the same fundamental rights as all members of the community; and ensure as far as practicable that people with disabilities have the same rights to equality before the law as other people in the community.	Provisions relating to Councils obligation to eliminate discrimination on the grounds of disability and the promotion of equality for people with disabilities.	All Directorates	http://www.austlii.edu.au/au/legis/cth/consol_act/dda1992264/	MEDIUM	Unlikely	Industrial Action
Disability Inclusion Act 2014	State	Not Applicable	An Act relating to the accessibility of mainstream services and facilities, the promotion of community inclusion and the provision of funding, support and services for people with disability; and for other purposes.	Sets out whole of government goals that support the inclusion in the community of people with disability and improve access to mainstream services and community facilities by people with disability, and provides for collaboration and co-ordination among government departments, local councils and other entities in the provision of supports and services. Refer to s.10 - State Disability Inclusion Plan	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/2014/41	LOW	Unlikely	Summary before the Local Court.
Dividing Fences Act 1991	State	Not Applicable	An Act to provide for the apportionment of the cost of dividing fences; to repeal the <i>Dividing Fences Act 1951</i> ; and to amend certain other Acts.	Provisions relating to Council's duty to ensure the proper erection of dividing fences. Refer to s 4: Determination for sufficient dividing fence to take into account Policies or Codes formulated by Council.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1991/72	MEDIUM	Unlikely	Not Applicable

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Drug Misuse & Trafficking Act 1985	State	Drug Misuse and Trafficking Regulation 2011	An Act to prohibit the manufacture, supply, possession and use of certain drugs, and for related purposes.	Requires Council to notify an officer of the Department of Agriculture and a Police Officer where a noxious weed is a prohibited plant within the meaning of the Drug Misuse & Trafficking Act.	Infrastructure & Operations	https://www.legislation.nsw.gov.au/#/view/act/1985/226	LOW	Highly Unlikely	Not Applicable
Duties Act 1997	State	Not Applicable	An Act to create and charge a number of duties.	Provisions relating to duties payable by Council. Refer to s 277: Duties under the act are not chargeable for Councils.	Business, Cultural, Financial Services	https://www.legislation.nsw.gov.au/#/view/act/1997/123	LOW	Unlikely	Not Applicable
Electricity Supply Act 1995	State	Electricity Supply (General) Regulation 2014 Electricity Supply Amendment (Peak Demand Reduction Scheme) Regulation 2021	An Act to regulate the supply of electricity in the retail market; to set out the functions of persons engaged in the conveyance and supply of electricity; and for other purposes.	Provisions relating to Council's relationship with the relevant distribution network for the supply of electricity in Local Government Areas. Fairfield Council is identified as under the Scope of Endeavour Energy as per Schedule 3.	Sustainable Development Infrastructure & Operations Utilities	https://www.legislation.nsw.gov.au/#/view/act/1995/64	LOW	Highly Unlikely	Not Applicable
Electoral Funding Act 2018	State	Electoral Funding Regulation 2018	An Act to make provision for the disclosure, capping and prohibition of certain political donations and electoral expenditure for parliamentary and local government election campaigns; to make provision for the public funding of parliamentary election campaigns and other activities; and for other purposes.	Provisions relating to Council's obligation in terms of election funding and the disclosure of certain political contributions. See Part 3 - Political Donations and Electoral Expenditure.	Economic & Organisational Development	https://www.legislation.nsw.gov.au/#/view/act/2018/20/full	LOW	Unlikely	Not Applicable
Electronic Transactions Act 2000	State	Electronic Transactions Regulation 2017	An Act to facilitate electronic transactions, and for other purposes.	Provisions regulating Council's electronic transactions. Refer to s14.	Business, Cultural, Financial Services	https://www.legislation.nsw.gov.au/#/view/act/2000/8	LOW	Unlikely	Not Applicable
Energy and Utilities Administration Act 1987	State	Not Applicable	An Act to establish the Department of Energy; to constitute the Energy Corporation of New South Wales and define its functions; and for other purposes.	Provisions relating to Council's relationship with DEUS. Refer to s 34A: Councils are designated water users in designated water saving areas.	Utilities	https://www.legislation.nsw.gov.au/#/view/act/1987/103	MEDIUM	Likely	Legal Action
Environmental Hazardous Chemicals Act 1985	State	Environmental Hazardous Chemicals Regulation 2017	An Act to provide for control of the effect on the environment of chemicals and chemical wastes.	Provisions relating to Council's responsibility to mitigate the effects of environmental hazardous chemicals and their effects on the environment.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1985/14	MEDIUM	Likely	Legal Action / Penalty
Environmental Planning and Assessment Act 1979	State	Environmental Planning and Assessment (Development Certification and Fire Safety) Regulation 2021	An Act to institute a system of environmental planning and assessment for the State of New South Wales.		Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1979/203	HIGH	Highly Likely	Imposition of Order or Legal Action - Penalty
Environment Protection and Biodiversity Conservation Act 1999	CTH	Not Applicable	An Act relating to the protection of the environment and the conservation of biodiversity, and for other related purposes.	Provisions relating to Council's obligation to effectively comply with relevant legislation in managing the legislature pertaining to the environment and biodiversity.	Sustainable Development	http://www.austlii.edu.au/au/legis/cth/consol_act/epabca1999588/	MEDIUM	Likely	Legal Action, Monetary Penalty or Imprisonment
Essential Services Act 1988	State	Not Applicable	An Act to protect the community from disruption to essential services; and for related purposes.	Provisions relating to Council's obligation to provide essential services particularly garbage, sanitary cleaning and sewerage.	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/1988/41	LOW	Unlikely	Legal Action - Penalty

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Evidence Act 1995	CTH	Not Applicable	An Act about the law of evidence, and for related purposes.	Provisions relating to the admission of Council's documents as evidence. Refer to ss. 152 & 153 which states that recorded plans referred to in s. 704 of the Local Government Act, are taken to be public documents.	All Directorates	http://www.austlii.edu.au/au/legis/cth/consol_act/ea199580/	LOW	Unlikely	Not Applicable
Fair Trading Act 1987	NSW	Not Applicable	An Act to regulate the supply, advertising and description of goods and services and, in certain respects, the disposal of interests in land; to repeal the <i>Consumer Protection Act 1969</i> and certain other Acts; and for other purposes.	Provisions relating to Council and its regulation of trade and commerce. Refer in particular to Part 5 ss 41 - 80.	All Directorates	https://www.legislation.nsw.gov.au/#view/act/1987/88	LOW	Unlikely	Imposition of Order or Legal Action
Fair Work Act 2009	CTH	Not Applicable	An Act relating to workplace relations, and for other related purposes.	An Act accentuating Council's obligation to workplace relation matters.	All Directorates	http://www.austlii.edu.au/au/legis/cth/consol_act/fwa2009114/	MEDIUM	Unlikely	Legal Action, Monetary Penalty or Imprisonment
Fines Act 1996	NSW	Fines Regulation 2020	An Act relating to fines and their enforcement, and to other matters.	For issuing of fines and reviewing representations of disputed penalty notices	Sustainable Development	https://www.legislation.nsw.gov.au/#view/act/1996/89/full	LOW	Unlikely	Not Applicable
Firearms Act 1996	State	Firearms Regulation 2017	An Act to control firearms ownership and usage within NSW.	Council owned firearms must be stored and registered pursuant to the Act. Council staff utilising firearms must be licensed pursuant to the Act.	Sustainable Development	https://legislation.nsw.gov.au/view/html/inforce/current/act-1996-046	HIGH	Unlikely	Legal Action or Monetary Penalty
Fire Brigades Act 1989	NSW	Fire Brigades Regulation 2014	An Act to provide for the protection of persons and property from fire and from hazardous material incidents, and for that purpose to constitute New South Wales Fire Brigades as a Department of the Government and to provide for permanent and volunteer fire brigades; to amend certain Acts; and for other purposes.	Provisions relating to Council's contribution to provide for the protection of persons and property from fire and from hazardous material incidents. Refer to Part 5 of the Act which prescribes Council contributions.	Sustainable Development Infrastructure & Operations Utilities	https://legislation.nsw.gov.au/view/html/inforce/2009-11-06/act-1989-192	LOW	Unlikely	Not Applicable
Fire and Rescue NSW Act 1989	State	Fire Brigades Regulation 2014	An Act to provide for the protection of persons and property from fire and from hazardous material incidents, and for that purpose to constitute New South Wales Fire Brigades as a Department of the Government and to provide for permanent and volunteer fire brigades; to amend certain Acts; and for other purposes.	Provisions relating to Council's contribution to provide for the protection of persons and property from fire and from hazardous material incidents. Refer to Division 5 - Contributions by local councils, see s 50 Contributions required by Council, s 52 Contributions by local councils for fire districts.	All Directorates	https://www.legislation.nsw.gov.au/#view/act/1989/192/full	LOW	Unlikely	Not Applicable
Fisheries Management Act 1994	State	Fisheries Management (General) Regulation 2019	An Act relating to the management of fishery resources.	Provisions relating to Councils powers with respect to dredging, reclamation and management of fisheries; and reporting requirements Refer to ss 193; 199; 200-203; 220V; 220ZT (2); 220ZU.	Sustainable Development	https://www.legislation.nsw.gov.au/#view/act/1994/38	LOW	Highly Unlikely	Not Applicable
Fluoridation of Public Water Supplies Act 1957	State	Fluoridation of Public Water Supplies Regulation 2017	Fluoridation of water supply by council	Provisions relating to Councils obligation with regards to the fluoridation of their water supply. (Refer to s 22 of the Local Government Act 1993)	Utilities	https://www.legislation.nsw.gov.au/#view/act/1957/58	LOW	Highly Unlikely	Not Applicable

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Food Act 2003	State	Food Regulation 2015	An Act to regulate the handling of food for sale and the sale of food and to provide for the application of the Australia New Zealand Food Standards Code in New South Wales; to repeal the Food Act 1988; and for other purposes.	Provisions enabling Councils to be appointed as an enforcement agency pursuant to s.111 of the act and enabling them contribute to the Food Regulation Forum per s 115A.	Sustainable Development	https://www.legislation.nsw.gov.au/#view/act/2003/43	HIGH	Highly Likely	Issue of Penalty Notice and Legal Action.
Fringe Benefits Tax Assessment Act 1986	CTH	Not Applicable	Imposes the Fringe Benefit Taxable Amount of an Employer of a year of Tax. It is payable by the Employer.	Provisions imposing a duty on Council to pay Fringe Benefits Tax.	Business, Cultural, Financial Services	http://www.austlii.edu.au/au/leis/cth/consol_act/fbtaa1986/312/	MEDIUM	Unlikely	Not Applicable
Gas Supply Act 1996	State	Not Applicable	An Act to regulate the supply of gas; and for other purposes.	Provisions relating to Councils role in the supply of gas services. Refer to ss 48; 47; 51.	Infrastructure & Operations Utilities	https://www.legislation.nsw.gov.au/#view/act/1996/38	LOW	Highly Unlikely	Not Applicable
Geographical Names Act 1966	State	Not Applicable	An Act to constitute a Geographical Names Board of New South Wales and to define its powers and functions; to confer on that board certain powers with respect to the naming of places in New South Wales; to amend the <i>Crown Lands Consolidation Act 1913</i> , as amended by subsequent Acts; and for purposes connected therewith.	Provisions relating to Councils relationship with the Geographical Names board in relation to the changing of Geographic names. Refer to ss 12 & 14.	All Directorates	https://www.legislation.nsw.gov.au/#view/act/1966/13	LOW	Highly Unlikely	Not Applicable
Government Advertising Act 2011	State	Government Advertising Regulation 2018	An Act to regulate Government advertising.	Provisions relating to government advertising.	Sustainable Development Economic & Organisational Development	Government Advertising Act 2011 No 35 - NSW Legislation	LOW	Unlikely	Monetary fines
Government Information (Public Access) Act 2009	State	Government Information (Public Access) Regulation 2018	An Act to facilitate public access to government information.	Provision relating to the proactive release of Government Information. This Act repeals section 13 of the Local Government Act. Refer to Schedule 1 of the Government Information (Public Access) Regulation 2009	Economic & Organisational Development	https://www.legislation.nsw.gov.au/#view/act/2009/52	HIGH	Highly Likely	Review by the Information Commissioner or ADT - Legal Action.
Graffiti Control Act 2008	State	Graffiti Control Regulation 2014	An Act with respect to the minimisation and control of graffiti; to amend the Summary Offences Act 1988 and certain other legislation; and for other purposes.	PART 4 - Graffiti Removal Work by Local Councils ss10-13.	Infrastructure & Operations	https://www.legislation.nsw.gov.au/#view/act/2008/100	LOW	Unlikely	Not Applicable
Griffith Local Environmental Plan	State	Not Applicable	This Plan aims to make local environmental planning provisions for land in Griffith in accordance with the relevant standard environmental planning instrument under section 33A of the Act.	The LEP determines the a number of factors on individual properties eg. rate value, zoning, development opportunities	Sustainable Development	https://lawlex.com.au/Legislation/CDHP/160820	HIGH	Unlikely	Legal Action or Monetary Penalty
Health Records and Information Privacy Act 2002	State	Health Records and Information Privacy Regulation 2017	An Act to make provision for the protection of health records and information, and for other purposes.	Provisions relating to Council's privacy responsibilities when handling health records. Refer to ss 20 - 22 for public sector agencies.	Economic & Organisational Development	https://www.legislation.nsw.gov.au/#view/act/2002/71	MEDIUM	Likely	Complaint to Privacy Commissioner
Heavy Vehicle National Law No. 42a	State	Not Applicable		Provisions relating to authorised officers - Refer to s 481 Appointment and qualifications	Infrastructure & Operations	https://www.legislation.nsw.gov.au/#view/act/2013/42a	LOW	Unlikely	Not Applicable

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Heritage Act 1977	State	Heritage Regulation 2012	An Act to conserve the environmental heritage of the State.	Provisions relating to Council's obligation to conserve the environmental heritage of the state and protection of heritage items within their Local Government Area. Refer to ss 25; 28; 29; 30; 166.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1977/136	MEDIUM	Likely	Legal Action
Home Building Act 1989	State	Home Building Regulation 2014	An Act to make provision concerning the residential building industry and certain specialist work; and for other purposes.	Provisions stating that a Council is obliged not to forward or deliver to the applicant, or any other person, a copy of the plans and specifications submitted to it with the application unless it satisfies that the applicable requirements of Pt 6 of the Act have been complied with.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1989/147	MEDIUM	Likely	Legal Action
Housing Act 2001	State	Not Applicable	An Act to consolidate certain legislation relating to housing; to repeal the <i>Housing Act 1912</i> , the <i>Housing Act 1976</i> , the <i>Housing Act 1985</i> and the <i>Home Purchase Assistance Authority Act 1993</i> ; to amend various Acts consequentially; and for other purposes.	Provisions relating to Council's responsibility in relation to providing housing assistance. Refer to ss 34; 35; 36; 51 and 70.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/2001/52	MEDIUM	Unlikely	Legal Action
Inclosed Lands Protection Act 1901		Not Applicable	An Act to consolidate the enactments relating to the protection of inclosed lands from intrusion and trespass.	Power of officers to remove persons from Council owned land.	Sustainable Development	https://legislation.nsw.gov.au/whole/html/inforce/current/act-1901-033#sec.4	LOW	Unlikely	Not Applicable
Income Tax Assessment Act 1997	CTH	Not Applicable	An Act outlining the principles of Income Tax.	Provisions referring to Council's obligation with regards to the payment of income tax. Refer to ss 10.5; 12.5; 25.1; 25.65 and 900.30.	Business, Cultural, Financial Services	http://www.austlii.edu.au/au/legis/cth/vconsol_act/ita1997240/	MEDIUM	Unlikely	Monetary Penalty
Income Tax Assessment Act 1936	CTH	Not Applicable	An Act to consolidate and amend the law relating to the imposition assessment and collection of a tax upon incomes.		Business, Cultural, Financial Services	https://www.legislation.gov.au/Details/C2018C00136	LOW	Unlikely	Not Applicable
Independent Commission Against Corruption Act 1988	State	Independent Commission Against Corruption Regulation 2017	An Act to constitute the Independent Commission Against Corruption and to define its functions.	Provisions relating to Council's responsibility to promote integrity and accountability of public administration by investigating, exposing and preventing corruption. Refer to s 74C.	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/1988/35	MEDIUM	Unlikely	ICAC Hearing with various Penalties depending on the type and severity of conduct.
Independent Pricing and Regulatory Tribunal Act 1992	State	Independent Pricing and Regulatory Tribunal Regulation 2017	An Act to establish the Independent Pricing and Regulatory Tribunal of New South Wales; to confer functions on the Tribunal in relation to pricing, industry and competition; and for other purposes.	Provisions relating to the Council's obligation with regards to the pricing, industry and competition. Refer to s 24G.	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/1992/39	LOW	Highly Unlikely	Not Applicable
Industrial Relations Act 1996	State	Industrial Relations (General) Regulation 2020	An Act to reform the law concerning industrial relations, and to repeal the <i>Industrial Relations Act 1991</i> .	Provisions providing a framework, that can be applied to Council, ensuring conduct of industrial relations that is fair and just. Refer to s 384.	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/1996/17	HIGH	Likely	Various monetary penalties which vary according to the type and severity of the breach.

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Insurance Contracts Act 1984	CTH	Not Applicable	An Act to reform and modernise the law relating to certain contracts of insurance so that a fair balance is struck between the interests of insurers, insureds and other members of the public and so that the provisions included in such contracts, and the practices of insurers in relation to such contracts, operate fairly, and for related purposes	Council insurance contracts.	Economic & Organisational Development	https://www.legislation.gov.au/Details/C2016C00820	LOW	Unlikely	Not Applicable
Interpretation Act 1987	State	Not Applicable	An Act relating to the interpretation, construction, application and operation of the legislation of New South Wales; to enact certain provisions of a common or general nature; to make provision with respect to the exercise of certain statutory functions; and for other purposes.	Provisions which outline how legislation operates, applies, is constructed and is to be interpreted. Refer to s 21.	Economic & Organisational Development	https://www.legislation.nsw.gov.au/#/view/act/1987/15	LOW	Unlikely	Not Applicable
Land Acquisition (Just Terms Compensation) Act 1991	State	Notice under the Land Acquisition (Just Terms Compensation) Act 1991 2018	An Act relating to the acquisition of land on just terms by authorities of the State.	Provisions which provide for compensation when Council land is acquired by a state authority. Refer to s 21.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1991/22	LOW	Unlikely	Not Applicable
Land and Environment Court Act 1979	State	Not Applicable	An Act to constitute the Land and Environment Court and to make provision with respect to its jurisdiction.	Provisions which outline protocols, procedures and obligation with respect to the Land and Environment Court. Refer to ss 18; 19; 20; 34A and 39.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1979/204	MEDIUM	Unlikely	Not Applicable
Land Development Contribution Management Act 1970	State	Not Applicable	An Act to make provision relating to the levy, assessment and collection of a contribution in relation to the development of certain land within the Sydney region.	Provisions enabling Council to collect contribution in relation to the development of certain land. Refer to ss 13; 16; 17; 60 & 61.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1970/22	MEDIUM	Likely	Contravention of the act can incur a penalty not exceeding 4 penalty units.
Law Enforcement (Powers & Responsibility) Act 2002	State	Law Enforcement (Powers & Responsibility) Regulation 2016	An Act to consolidate and restate the law relating to police and other law enforcement officers' powers and responsibilities; to set out the safeguards applicable in respect of persons being investigated for offences; to repeal certain Acts and to consequentially amend other Acts; and for other purposes.	Provisions which enables an authorised officer to apply to an authorised officer within the meaning of the Act, for a warrant. The authorised officer may issue a warrant if satisfied that there are reasonable grounds for doing so. Division 4 of Part 5 of the Act applies to a search warrants issued under s 9.19 of EP&A. Eligible Issuing Officer	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/2002/103	MEDIUM	Unlikely	Not Applicable
Library Act 1939	State	Library Regulation 2018	An Act to make further provision for the establishment, maintenance and management of libraries, library services and information services; to amend the Local Government Act 1919 and certain other Acts; and for purposes connected therewith.	Provisions allowing Council to establish, maintain and manage libraries and related services. Refer to ss 4A; 5; 8; 9; 10; 10A 11; 12; 13; 14 & 15.	Business, Cultural, Financial Services	https://www.legislation.nsw.gov.au/#/view/act/1939/40	HIGH	Highly Likely	Not Applicable
Liquor Act 2007	State	Liquor Regulation 2018	An Act to regulate the sale and supply of liquor, to regulate the use of premises on which liquor is sold and for certain other purposes.	Provisions outlining Council's responsibilities with regards to the regulation and control of the sale, supply and consumption of liquor in a way consistent with the expectations, needs and aspirations of the community. Refer to ss 60; 79; 89 & 90	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/2007/90	LOW	Unlikely	Termination of Licence and disciplinary action.

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Local Government (Financial Assistance) Act 1995	CTH	Not Applicable	An Act to provide for financial assistance for local government purposes by means of grants to the States, the Australian Capital Territory and the Northern Territory, and for related purposes	Provisions which enable the Grants Commission to make recommendations to the Minister on the allocation among Council of the total amount proposed to be paid to the State for each financial year. The Minister then decides on the allocation among Councils of the Commonwealth fund for the financial year concerned.	Business, Cultural, Financial Services	http://www.austlii.edu.au/au/legis/cth/consol_act/lgaas1995342/	LOW	Unlikely	Not Applicable
Local Government Act 1993	State	Local Government (General) Regulation 2021	An Act to provide for local government in New South Wales	Provides the legal framework for the system of local government for New South Wales and sets out the responsibilities and powers of councils, councillors and other persons and bodies that constitute the system of local government.	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/1993/20	HIGH	Highly Likely	Penalties include legal proceedings, monetary penalties and referral to appropriate tribunal.
Local Government Amendment (Governance and Planning) Act 2016	State	Local Government Act	New provisions for the auditing of councils by Auditor-General and auditing, functions of mayor, councillors and City Manager, extension of acceptance of tenders	Provisions imposed on Audit & Risk Committee and internal auditor, roles and responsibilities of council, mayor and councillors, procurement process	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/2016/38	MEDIUM	Likely	Not Applicable
Local Government and Other Authorities (Superannuation) Act 1927	State	Not Applicable	An Act to provide a scheme of Superannuation for certain employees of the Councils of Shires and Municipalities and of certain other authorities; and for purposes connected therewith.	Provisions relating the requirement of superannuation to Council employees.	Business, Cultural, Financial Services	https://www.legislation.nsw.gov.au/#/view/act/1927/35	MEDIUM	Unlikely	Monetary Penalty
Local Government Financial Assistance Act 1995	CTH	Not Applicable	Provision of financial assistance to the State Governments.	Federal funding legislation relevant to local councils.	All Directorates	LOCAL GOVERNMENT (FINANCIAL ASSISTANCE) ACT 1995 (austlii.edu.au)	LOW	Unlikely	Not Applicable
Local Land Services Act 2013	State	Not Applicable	An Act to establish Local Land Services and to repeal the <i>Rural Lands Protection Act 1998</i> and the <i>Catchment Management Authorities Act 2003</i> ; and for other purposes.		Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/2013/51	LOW	Unlikely	100 penalty units
Long Service Leave Act 1955	State	Long Service Leave Regulation 2016	An Act to make provisions entitling workers to long service leave; to amend the <i>Industrial Arbitration Act 1940</i> ; and for purposes connected therewith.	Provisions relating to Councils obligation to provide long service leave to particular employees.	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/1955/38	LOW	Unlikely	Not Applicable
National Disability Insurance Scheme Act 2013	CTH	Not Applicable	An Act to establish the National Disability Insurance Scheme, and for related purposes	Provisions relating to Council's obligation to comply with the National Disability Insurance Scheme Act.	Economic & Organisational Development	http://www.austlii.edu.au/au/legis/cth/num_act/ndisa2013341/	HIGH	Likely	Legal Action, Monetary Penalty or Imprisonment
National Parks and Wildlife Act 1974	State	National Parks and Wildlife Regulation 2019	An Act to consolidate and amend the law relating to the establishment, preservation and management of national parks, historic sites and certain other areas and the protection of certain fauna, native plants and Aboriginal objects; to repeal the <i>Wild Flowers and Native Plants Protection Act 1927</i> , the <i>Fauna Protection Act 1948</i> , the <i>National Parks and Wildlife Act 1967</i> and certain other enactments; to amend the <i>Local Government Act 1919</i> and certain other Acts in certain respects; and for purposes connected therewith.	Provisions relating to Councils relationship with the National Parks and Wildlife Authority and their responsibility to preserve and manage national parks, historical sites and certain other areas and the protection of plants and objects. Refer to ss 11; 30C; 30D; 69A; 69B; 71BL.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1974/80	LOW	Unlikely	Not Applicable

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Native Title Act 1993	CTH	Crown Land Management Act 2016	Native title is recognised and protected by the NT Act. The NT Act provides for the recognition and protection of native title and also establishes the ways in which future dealings affecting native title may proceed.	Council, as the appointed manager of Crown land under the CLM Act, is responsible for ensuring compliance with the NT Act. If the NT Act is not complied with, activity will be invalid to the extent that it affects native title. Refer to ss 8 & 24FA	Sustainable Development	https://www.legislation.gov.au/Details/C2017C00178	MEDIUM	Unlikely	Not Applicable
Ombudsman Act 1974	State	Ombudsman Regulation 2016	An Act to provide for the appointment of an Ombudsman; to define the functions of the Ombudsman; and for purposes connected therewith.	Provisions enabling Council to seek assistance from the Ombudsman. Refer to ss 12; 13 & 36A.	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/1974/88/full	LOW	Unlikely	Monetary Penalty
Paid Parental Leave Act 2010	CTH	Not Applicable	An Act to provide for the payment of parental leave pay, and for related purposes	Leave entitlements.	Economic & Organisational Development	https://www.legislation.gov.au/Details/C2010A00104	LOW	Unlikely	Not Applicable
Payroll Tax Act 2007	State	Not Applicable	An Act to provide for a tax on employers in respect of certain wages, to harmonise payroll tax law with Victoria, to repeal the Pay-roll Tax Act 1971; and for other purposes.	Provisions relating to Council's responsibility for the payment of payroll tax. Refer to ss 58; 59 & 60.	Business, Cultural, Financial Services	https://www.legislation.nsw.gov.au/#/view/act/2007/21	LOW	Highly Unlikely	Monetary Penalty
Pesticides Act 1999	State	Pesticides Regulation 2017	An Act to regulate and control the use of pesticides; to repeal the Pesticides Act 1978; to amend certain other Acts; and for other purposes.	Provisions relating to Council's responsibility in promoting and protecting human health, the environment and property in relation to the use of pesticide whilst having regard to the principles of ecological sustainability. Refer to ss 20; 28; 29; 30; 31; 35; 36; 95 & 96.	Infrastructure & Operations	https://www.legislation.nsw.gov.au/#/view/act/1999/80	MEDIUM	Unlikely	Monetary Penalty
Pipelines Act 1967	State	Pipelines Regulation 2013	An Act relating to the construction, operation and maintenance of pipelines; and for purposes connected therewith.	Provisions relating to Council's obligation relating to the construction, operation and maintenance of pipelines. Refer to s. 40 & 61.	Infrastructure & Operations Utilities	https://www.legislation.nsw.gov.au/#/view/act/1967/90	MEDIUM	Unlikely	Legal Action or Monetary Penalty
Plumbing and Drainage Act 2011	State	Plumbing and Drainage Regulation 2017	An Act to regulate certain plumbing and drainage work and to establish a single regulator for that work, and for related purposes.	Provisions relating to appointment of inspectors and enforcement officers and powers of enforcement officers. Refer to Part 4 ss 23 - 36.	Infrastructure & Operations Utilities	https://www.legislation.nsw.gov.au/#/view/act/2011/68	LOW	Unlikely	Not Applicable
Powers of Attorney Act 2003	State	Powers of Attorney Regulation 2016	An Act to consolidate and revise the legislation relating to powers of attorney; to make consequential amendments to the Conveyancing Act 1919 and certain other legislation; and for other purposes.	Provisions relating to Council's responsibility to observe Powers of Attorney.	Economic & Organisational Development	https://www.legislation.nsw.gov.au/#/view/act/2003/53	LOW	Highly Unlikely	Not Applicable
Prevention of Cruelty to Animals Act 1979	State	Prevention of Cruelty to Animals Regulation 2012	An Act for the prevention of cruelty to animals.	Provisions relating to powers of officers. Refer to Part 2.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1979/200	HIGH	Likely	Legal Action, Monetary Penalty or Imprisonment
Privacy Act 1988	CTH	Not Applicable	An Act to make provision to protect the privacy of individuals, and for related purposes	Provisions relating to Council responsibility in handling personal information with regards to privacy.	All Directorates	http://www.austlii.edu.au/au/legis/cth/vconsol_act/psa1988108/	HIGH	Likely	Legal Action, Monetary Penalty or Imprisonment
Privacy and Personal Information Protection Act 1998	State	Privacy and Personal Information Protection Regulation 2019 see s.9 Local Council exemptions in relation to CCTV	An Act to provide for the protection of personal information, and for the protection of the privacy of individuals generally; to provide for the appointment of a Privacy Commissioner; to repeal the Privacy Committee Act 1975; and for other purposes.	Provisions relating to Council's responsibility in protecting and ensuring privacy when handling personal information. Refer to ss 4; 43; 60.	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/1998/133	HIGH	Highly Likely	Legal Action, Monetary Penalty or Imprisonment

LEGISLATION	SOURCE OF OBLIGATION	CORRESPONDING REGULATION	DESCRIPTION	RELEVANCE TO GRIFFITH CITY COUNCIL	GROUP	LINK TO LEGISLATION	RISK RATING	LIKELIHOOD	IMPACT
Protection of the Environment Administration Act 1991	State	Not Applicable	An Act to constitute the Environment Protection Authority and to make provision with respect to its general responsibilities and management; to amend various Acts; and for other purposes	Provisions relating to Council's relationship with the EPA and their obligation to perform particular tasks in relation to the quality of the environment, environmental audit and reports on the state of the environment. Refer to ss 12; 15.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1991/60	HIGH	Likely	Not Applicable
Protection of the Environment Operations (Waste) Regulation 2014	State	Protection of the Environment Operations (Waste) Amendment (Waste Contributions Exemption) Regulation 2020	Provisions regulating outlining the means in which authorities shall operate in matters relating to the protection of the environment operations and waste regulations.	A Regulation providing Council's obligations in matters relating to the management of waste and protection of environment.	Sustainable Development	http://www.legislation.nsw.gov.au/#/view/regulation/2014/696	MEDIUM	Unlikely	Legal Action, Monetary Penalty or Imprisonment
Protection of the Environment Operations (Noise Control) Regulation 2017	State	Not Applicable			Sustainable Development	https://www.legislation.nsw.gov.au/#/view/regulation/2017/449/f.html	LOW	Unlikely	Not Applicable
Protection of the Environment Operations Act 1997	State	Protection of the Environment Operations (General) Regulation 2022	An Act to protect the environment; to replace other environment protection legislation; and for other purposes.	Provisions relating to Council's obligation to protect, restore and enhance the quality of the environment in New South Wales, having regard to the need to maintain ecologically sustainable development. Refer to 6; 135B; 187; 210; 218; 259 & 261.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1997/156	HIGH	Highly Likely	Monetary Offence
Protection of the Environment Operations (Clean Air) Regulation 2021	State	Not Applicable		Clauses 12 and 13; Schedule 8 Local government areas in which burning is prohibited - FCC is listed in Part 1 - Areas in which all burning (including burning of vegetation and domestic waste) is prohibited except with approval.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/regulation/2010/428/sch8	LOW	Unlikely	Not Applicable
Public Health (Tobacco) Act 2008	State	Not Applicable	An Act to regulate the sale, supply, advertising and promotion of tobacco products; and for other purposes.	An Act outlining provisions relating to Council's obligation in regulating the sale, supply, advertising and promotion of tobacco products.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/2008/94	HIGH	Likely	Monetary Penalty
Public Health Act 2010	State	Public Health Regulation 2012	An Act with respect to public health.	Provisions relating Council's obligations to maintain proper standards of health for the public Refer to Part 9 - Public Health Officers	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/2010/127	LOW	Unlikely	Not Applicable
Public Interest Disclosures Act 2022	State	Public Interest Disclosures Regulation 2011	An Act to provide protection for public officials disclosing corrupt conduct, maladministration, waste, government information contravention and local government pecuniary interest contravention in the public sector; and for related purposes.	Provisions relating to Council's obligation to encourage and facilitate the disclosure, in the public interest, of corrupt conduct, maladministration and serious and substantial waste in the public sector. Refer to ss 12B & 17	Economic & Organisation Development	Public Interest Disclosures Act 1994 No 62 - NSW Legislation	HIGH	Highly Likely	Legal Action, Monetary Penalty or Imprisonment
Public Spaces (Unattended Property) Act 2021	State	Public Spaces (Unattended Property) Regulation 2022	An Act to provide for the impounding of certain animals, motor vehicles and other things; to provide for their release or disposal; to provide for related matters; and to repeal the Impounding Act 1993 and certain other enactments.	Provisions relating to Councils rights and obligation with regards to the impounding of articles within their Local Government Area. Refer to ss	Sustainable Development	Public Spaces (Unattended Property) Act 2021 No 38 - NSW Legislation	HIGH	Highly Likely	Recovery of Damages
Public Works and Procurement Act 1912	State	Not Applicable	An Act to consolidate the Acts relating to Public Works.	Provisions relating to Council's responsibility to maintain public works. Refer to ss 154; 155; 157; and 160.	Sustainable Development Infrastructure & Operations Utilities	http://www.austlii.edu.au/au/legis/nsw/consol_act/pwapa1912312/	MEDIUM	Unlikely	Monetary Penalty

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Racial Discrimination Act 1975	CTH	Not Applicable	The Act gives effect to Australia's obligation under the International Convention on the Elimination of All form of Racial Discrimination. Its major objectives are to: Promote equality before the law of all persons, regardless of their race, colour or national or ethnic origin; and make discrimination against people on the basis of their race, colour, descent or national or ethnic origin unlawful.	Refers to Council's duty to ensure equality before the law of all persons, regardless of their race, colour or national or ethnic origin; and make discrimination against people on the basis of their race, colour, descent or national or ethnic origin unlawful.	All Directorates	http://www.austlii.edu.au/au/legis/cth/consol_act/rda1975202/	MEDIUM	Unlikely	Legal Action, Monetary Penalty or Imprisonment
Real Property Act 1900	State	Real Property Regulation 2019	An Act to consolidate the Acts relating to the declaration of titles to land and the facilitation of its transfer.	Provisions relating to Council's obligations with regards to land titles and transfers. Refer to ss 12E; 28H; 45D; 46; 135B & 135J.	Sustainable Development	http://www.austlii.edu.au/au/legis/nsw/consol_act/rpa1900178/	MEDIUM	Unlikely	Legal Action, Monetary Penalty or Imprisonment
Recreation Vehicles Act 1983	State	Not Applicable	An Act to regulate the off-road use of motor vehicles.	Provisions relating to Council's rights and obligations to regulate the off-road use of motor vehicles. Refer to s 9.	Sustainable Development	http://www.austlii.edu.au/au/legis/nsw/consol_act/rva1983194/	LOW	Unlikely	Not Applicable
Residential Tenancies Act 2010	State	Not Applicable	An Act with respect to the rights and obligations of landlords and tenants, rents, rental bonds and other matters relating to residential tenancy agreements; and for other purposes.	Provisions relating to Council's obligation in effectively complying with the Act and provide for the rights of landlords, tenants, rental bonds and other relating matters.	Sustainable Development	http://www.austlii.edu.au/au/legis/nsw/consol_act/rt2010207/	MEDIUM	Unlikely	Legal Action, Monetary Penalty or Imprisonment
Restraint of Trade Act 1976	State	Not Applicable	An Act relating to restraints of trade.	Provisions relating to Council's right and obligation with respect to restraint of trade.	Business, Cultural, Financial Services	http://www.austlii.edu.au/au/legis/nsw/consol_act/rola1976218/	LOW	Unlikely	Not Applicable
Restricted Premises Act 1943	State	Not Applicable	An Act to make provision for the declaration of premises and the closure of premises on which certain illegal activities are suspected of being carried on; and for purposes connected therewith.	Provisions relating to Restricted Premises.	Sustainable Development	Restricted Premises Act 1943, No 6 - NSW Legislation	LOW	Unlikely	Not Applicable
Retail Leases Act 1994	State	Retail and Other Commercial Leases (COVID-19) Regulation 2020	An Act to make provision with respect to the leasing of certain retail shops and the rights and obligations of lessors and lessees of those shops, and for other purposes.	Provisions relating to Council's rights and obligations with respect retail leases.	Sustainable Development	https://legislation.nsw.gov.au/view/html/inforce/current/act-1994-046	LOW	Unlikely	Not Applicable
Road Transport Act 2013	State	Roads Transport (General) Regulation 2013	An Act to make provision with respect to road transport law in New South Wales	Authorised Officers appointed by the RMS under s.166. s.142 Removal of dangers and obstructions to traffic (Council is a road authority under this section in relation to any road within the LGA)	Sustainable Development Infrastructure & Operations Utilities	https://legislation.nsw.gov.au/view/act/2013/18/full?autoquery=Content%3D(%22Council%22)&do=Within%20Title%3D%22Road%20Transport%20Act%202013%20No%2018%22%20Exact%20Phrase%3D%22Council%22&fullquery=Content%3D(%22Council%22)&withntitle=yes	LOW	Unlikely	Not Applicable
Roads Act 1993	State	Roads Regulation 2018	An Act to make provision with respect to the roads of New South Wales; to repeal the <i>State Roads Act 1986</i> , the <i>Crown and Other Roads Act 1990</i> and certain other enactments; and for other purposes.	Provisions relating to Council's responsibilities with respect to the State's roads. Refer to ss 7; 10; 16; 17; 21; 25; 38; 43; 45; 86; 125; 126; 151; 159; 177; 178; 180; 204; 205; 206; 209 and 210.	Sustainable Development Infrastructure & Operations Utilities	http://www.austlii.edu.au/au/legis/nsw/consol_act/ra199373/	HIGH	Likely	Monetary Penalty
Road Rules 2014	State	Not Applicable	To consolidate the road rules that are applicable in NSW.	Provisions relating to Road Rules.	All Directorates	Road Rules 2014 - NSW Legislation	LOW	Unlikely	Not Applicable

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Rural Fires Act 1997	State	Rural Fires Regulation 2013	An Act to establish the NSW Rural Fire Service and define its functions; to make provision for the prevention, mitigation and suppression of rural fires; to repeal the <i>Bush Fires Act 1949</i> ; to amend certain other Acts; and for other purposes.	Provisions relating to Council's obligation for the prevention, mitigation and suppression of bush and other fires in local government areas (or parts of areas) and other parts of the State constituted as rural fire districts. Refer to ss 36; 47; 70; 74C; 96; 100K; 120; 123; 124C; 128	Sustainable Development Infrastructure & Operations Utilities	http://www.austlii.edu.au/au/legis/nsw/consol_act/rfa1997138/	MEDIUM	Unlikely	Legal Action, Monetary Penalty or Imprisonment
Scrap Metal Industry Act 2016	State	Scrap Metal Industry Regulation 2016	An Act to provide for the regulation of the scrap metal industry. This is a crime prevention measure designed to address property crime by closing off a way to anonymously dispose of stolen metal items like cars, building equipment, tools and bikes.	It is recognised that councils do and will continue to have a legitimate reason for managing quantities of scrap metal, whether it is abandoned cars, household waste or other materials. Councils will not be required to register as scrap metal dealers.	Sustainable Development Infrastructure & Operations Utilities	http://www.legislation.nsw.gov.au/#view/act/2016/42/full	LOW	Highly Unlikely	Not Applicable
Security Industry Act 1997	State	Security Industry Regulation 2016	An Act to amend the Security Industry Act 1997 to make further provision with respect to the licensing and regulation of persons in the security industry, and for other purposes.	Provisions relating to Council's responsibility to provide security services.	Sustainable Development	http://www.austlii.edu.au/au/legis/nsw/consol_act/sia1997255/	LOW	Unlikely	Legal Action, Monetary Penalty or Imprisonment
Sex Discrimination Act 1984	CTH	Not Applicable	The Act gives effect to Australia's obligation under the International Convention on the Elimination of All forms of Discrimination Against Women and certain aspects of the International Labour Organisation (ILO) Convention 156. Its major objectives are: Promote equality between Men and Women; Eliminate discrimination on the basis of sex, marital status or pregnancy and, with respect to dismissals, family responsibilities; and Eliminate sexual harassment at work, in educational institutions, in the provision of goods and services, in provision of accommodation and delivery of Commonwealth Programs.	Provisions relating to Council's duty to promote equality between men & women and eliminate sexual discrimination and harassment at work.	Economic & Organisational Development	http://www.austlii.edu.au/au/legis/cth/consol_act/sda1984208/	MEDIUM	Unlikely	Monetary Penalty
Shop Trading Act 2008	State	Not Applicable	An Act with respect to the fair regulation of shop opening hours and restricted trading days, to repeal the Shops and Industries Act 1962 and to make consequential amendments to other Acts.	Provisions relating to Council's obligation with regards to the supervisions and regulation of factories, shops, and other industries. Refer to Part 4.	Sustainable Development	http://www.legislation.nsw.gov.au/maindoc/view/rfor/act+42+2008+cd+0+N	MEDIUM	Unlikely	Not Applicable
Smoke Free Environment Act 2000	State	Smoke-free Environment Regulation 2016	An Act to regulate smoking in enclosed public places and to repeal the <i>Smoking Regulation Act 1997</i> .	Provisions relating to Council's obligation to regulate smoking in enclosed public places.	Sustainable Development	http://www.austlii.edu.au/au/legis/nsw/consol_act/sfa2000247/	MEDIUM	Likely	Monetary Penalty

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Soil Conservation Act 1938	State	Not Applicable	An Act to make provision for the conservation of soil resources and farm water resources and for the mitigation of erosion; for these and other purposes to amend the <i>Crown Lands Consolidation Act 1913</i> and certain other Acts; and for purposes connected therewith.	Provisions relating to Council's obligation to conserve soil and farm water resources and the mitigation of erosion. Refer to s 4C.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/1938/10	LOW	Unlikely	Monetary Penalty
Spam Act 2003	CTH	Spam Regulations 2004	Sets up a scheme for regulating commercial email and other types of commercial electronic messages.	Provisions relating to emails and commercial electronic messaging.	All Directorates	https://www.legislation.gov.au/Details/C2016C00614	LOW	Unlikely	Monetary Penalty
State Emergency and Rescue Management Act 1989	State	Not Applicable	An Act relating to the management of State emergencies and rescues.	Provisions relating to Council's responsibility in the management of State emergencies and rescues. Refer to ss 15; 21; 22; 25; 27; 28; 29; 30 and 48A.	All Directorates	http://www.austlii.edu.au/au/legis/nsw/consol_act/searma1989_31/	LOW	Unlikely	Legal Action, Monetary Penalty or Imprisonment
State Emergency Service Act 1989	State	Not Applicable	An Act to establish the State Emergency Service and define its functions; to make provision for the handling of certain emergencies; to repeal the <i>State Emergency Services and Civil Defence Act 1972</i> ; to amend certain other Acts; and for other purposes.	Provisions relating to Council's relationship with the State Emergency Service and their responsibilities in the handling of certain emergencies. Refer to ss 17 and 17A.	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/1989/164	LOW	Unlikely	Not Applicable
State Records Act 1998	State	Not Applicable	An Act to make provision for the creation, management and protection of the records of public offices of the State and to provide for public access to those records, to establish the State Records Authority; and for other purposes.	Provisions relating to Council's responsibilities, as a public officer, to create, manage, protect and provide access to records.	All Directorates	http://www.austlii.edu.au/au/legis/nsw/consol_act/sra1998156/	HIGH	High	Monetary Penalty or Legal Action within 2 years of the offence.
Statutory and Other Offices Remuneration Act 1975	State	Not Applicable	An Act relating to the remuneration and allowances payable to the holders of certain offices; to make provision for the establishment of a Statutory and Other Offices Remuneration Tribunal; and for these and other purposes to repeal the <i>Statutory Salaries Adjustment Act 1975</i> and to amend the <i>Supreme Court Act 1970</i> , the <i>District Court Act 1973</i> and certain other Acts.	Provisions governing Council's capacity to determine a position to be a senior staff position. The total remuneration package for the position must not be less than the minimum payable for senior executive office holders, graded Level 1 (General Management) under Pt 3A.	All Directorates	http://www.austlii.edu.au/au/legis/nsw/consol_act/saoora1975445/	LOW	Unlikely	Not Applicable
Strata Schemes Development Act 2015	State	Strata Schemes Development Regulation 2016	An Act to create freehold strata schemes and leasehold strata schemes; to provide for dealings with lots and common property in the schemes and for varying, terminating and renewing the schemes; and to repeal the <i>Strata Schemes (Freehold Development) Act 1973</i> and the <i>Strata Schemes (Leasehold Development) Act 1988</i> .	Part 4 Division 2 Issue of strata certificates by local councils	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/2015/51	LOW	Unlikely	Not Applicable
Strata Schemes Management Act 2015	State	Strata Schemes Management Regulation 2016	An Act to provide for the management of strata schemes and the resolution of disputes in connection with strata schemes; and for other related purposes.	An Act providing the provisions for Council's responsibility in managing issues relating to strata schemes.	Sustainable Development	https://www.legislation.nsw.gov.au/#/view/act/2015/50	LOW	Unlikely	Monetary Penalty

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Summary Offences Act 1988	State	Summary Offences Regulation 2020	An Act with respect to conduct in public and other places; to repeal the <i>Offences in Public Places Act 1979</i>	Provisions relating to defacing of walls and spray paint	Sustainable Development	http://www.austlii.edu.au/au/legis/nsw/consol_act/soa1988189/	LOW	Unlikely	Not Applicable
Superannuation Guarantee (Administration) Act 1992	CTH	Not Applicable	An act to provide for the payment of superannuation into a complying superannuation fund by employers for the benefit of their employees in respect of the employee's notion of earning base.	Provisions relating to Council's duty to provide superannuation contributions. Refer to s 12.	Business, Cultural, Financial Services	http://www.austlii.edu.au/au/legis/cth/consol_act/sga1992430/	LOW	Unlikely	Not Applicable
Surveying & Spatial Information Act 2002	State	Surveying and Spatial Information Regulation 2017	An Act to make provision with respect to the functions of the Surveyor-General, the registration of surveyors, the control of surveys and the constitution and functions of the Board of Surveyors and Spatial Information; to repeal the Surveyors Act 1929, the Survey Co-ordination Act 1949 and certain other Acts and instruments; to make consequential amendments to certain other Acts and instruments; and for other purposes.	Provisions relating to Councils relationship with the Surveyor General and their obligations with respect to the control of surveys and registration of surveyors. Refer to ss 5; 6 and 9.	Sustainable Development Infrastructure & Operations Utilities	http://www.austlii.edu.au/au/legis/nsw/consol_act/sasia2002362/	HIGH	Likely	Monetary Penalty
Surveillance Devices Act 2007	State	Surveillance Devices Regulation 2022	To provide a framework for the use of surveillance devices.	Provisions for the use of surveillance devices.	Economic & Organisational Development	Surveillance Devices Act 2007 No 64 - NSW Legislation	LOW	Unlikely	Not Applicable
Swimming Pools Act 1992	State	Swimming Pools Regulation 2018	An Act to require access to private swimming pools to be effectively restricted; to repeal the <i>Swimming Pools Act 1990</i> ; and for other purposes.	Provisions conferring powers on Councils to restrict access to private swimming pools. Refer to ss 5; 22; 22F(2); 23; 26; 27; 37.	Sustainable Development	http://www.austlii.edu.au/au/legis/nsw/consol_act/sopa1992192/	MEDIUM	Unlikely	Not Applicable
Telecommunications Act 1997	CTH	Not Applicable	An Act regarding telecommunications, and other related purposes.	Provisions accentuating Council's obligation in matters regarding telecommunications.	Sustainable Development Economic & Organisational Development	http://www.austlii.edu.au/au/legis/cth/consol_act/ta1997214/	LOW	Unlikely	Monetary Penalty
Transport Administration Act 1988	State	Transport Administration (General) Regulation 2018	An Act to constitute Rail Corporation New South Wales, Transport Infrastructure Development Corporation, Public Transport Ticketing Corporation, the State Rail Authority, Rail Infrastructure Corporation, the State Transit Authority, the Independent Transport Safety and Reliability Regulator, Sydney Ferries and the Roads and Traffic Authority and to make provision for their management and functions; to establish the Roads and Traffic Advisory Council; to provide for the administration of public transport in New South Wales; and for other purposes.	Provisions relating to Council's relationship with Transportation Corporations and their duty to provide for the administration of public transport in NSW. Refer to ss 53C; 104Q; 104S; 106; 111 and 124.	All Directorates	http://www.austlii.edu.au/au/legis/nsw/consol_act/taa1988305/	MEDIUM	Unlikely	Monetary Penalty
Trees (Dispute Between Neighbours) Act 2006	State	Trees (Disputes Between Neighbours) Regulation 2019	An Act to provide for proceedings in the Land and Environment Court for the resolution of disputes between neighbours concerning trees; and for other purposes.	Provisions outlining to role of Council in proceeding in the Land and Environment Court for disputes concerning trees. Refer to ss 4; 13; 14 & 17.	Sustainable Development	https://www.legislation.nsw.gov.au/#view/act/2006/126	LOW	Unlikely	Monetary Penalty or Legal Action

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Unclaimed Money Act 1995	State	Not Applicable	An Act to provide for the payment of unclaimed money into the Consolidated Fund; to require the publication of information relating to unclaimed money; to provide for a Chief Commissioner of Unclaimed Money and a scheme for determining applications for repayment of unclaimed money; to repeal the <i>Unclaimed Money Act 1982</i> ; to make consequential amendments to other Acts; and for other purposes.	Provisions relating to Council's responsibility in the payment of unclaimed money.	Business, Cultural, Financial Services	http://www.austlii.edu.au/au/legis/nsw/consol_act/uma1995161/	LOW	Unlikely	Monetary Penalty
Valuation of Land Act 1916	State	Valuation of Land Regulation 2018	An Act to make provision for the valuation of land; to establish the office of Valuer-General; to provide for the appointment of contract valuers; and for other purposes.	Provisions relating to Council's relationship with the Valuer-General and their duties in relation to the valuation of land. Refer to ss 12; 13; 14E; 29; 47; 60A & 62.	Sustainable Development	http://www.austlii.edu.au/au/legis/nsw/consol_act/vola1916173/	LOW	Unlikely	Not Applicable
Waste Avoidance and Resource Recovery Act 2001	State	Not Applicable	An Act to promote waste avoidance and resource recovery; to repeal the Waste Minimisation and Management Act 1995; to amend the Protection of the Environment Operations Act 1997; and for other purposes.	Provisions which empowers the Director-General to request Councils to provide reasons for any specified non-compliance with objectives of the current waste strategy. Refer to s 14.	Utilities	http://www.austlii.edu.au/au/legis/nsw/consol_act/waara2001364/	LOW	Unlikely	Not Applicable
Water Act 1912	State	Water (Part 2 - General) Regulation 1997	An Act to consolidate the Acts relating to Water Rights, Water and Drainage, Drainage Promotion, and Artesian Wells.	Provisions relating to Council's obligation with regards to water, drainage, drainage promotion and artesian wells. Refer to ss 14; 26A; 26C.	Utilities	http://www.austlii.edu.au/au/legis/nsw/consol_act/wa191283/	LOW	Unlikely	Monetary Penalty
Water Industry Competition Act 2006	State	Water Industry Competition (General) Regulation 2021	To encourage private-sector investment and innovation in the water and wastewater industries. It establishes a regime for third-party access to certain water infrastructure services in New South Wales.	Provisions relating to access to water infrastructure.	Utilities	https://legislation.nsw.gov.au/view/html/inforce/current/act-2006-104	LOW	Unlikely	Not Applicable
Water Management Act 2000	State	Water Management (General) Regulation 2018	An Act to provide for the protection, conservation and ecologically sustainable development of the water sources of the State, and for other purposes.	Provisions relating to Council's duty for the protection, conservation and ecologically sustainable development of the water sources of the state. Refer to ss 13; 34; 36; 212; 260; 262; 264; 265; 266; 267; 268 and 318.	Utilities	http://www.austlii.edu.au/au/legis/nsw/consol_act/wma2000106/	MEDIUM	Unlikely	Legal Action, Monetary Penalty or Imprisonment
Work Health and Safety Act 2011	State	Work Health and Safety Amendment Regulation 2022 (NSW)	An Act to secure the health, safety and welfare of persons at work; to repeal the Occupational Health and Safety Act 2000; and for other purposes.	Provisions relating to Council's obligation to protect employees in the workplace against risks to health or safety arising out of their work-related activities.	All Directorates	http://www.legislation.nsw.gov.au/#view/act/2011/10	HIGH	Likely	Penalties include legal proceedings, monetary penalties and referral to appropriate tribunal.
Workers Compensation Act 1987	State	Workers Compensation Regulation 2016	An Act to provide for the compensation and rehabilitation of workers in respect of work related injuries; to repeal the <i>Workers' Compensation Act 1926</i> and certain other Acts; and for other purposes.	Provisions relating to Council's obligation to provide for the compensation and rehabilitation of workers with respect to injuries sustained in the course of their work.	All Directorates	https://www.legislation.nsw.gov.au/#view/act/1987/70	MEDIUM	Unlikely	Monetary Penalty

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Workplace Injury Management and Workers Compensation Act 1998	State	Not Applicable	An Act to provide for the effective management of work-related injuries and injury compensation for workers in respect of such injuries; and for other purposes.	Provisions relating Council's obligation to provide for the effective management of work-related injuries and injury compensation for workers in respect of such injuries.	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/1998/88	HIGH	Likely	Monetary Penalty
Workplace Surveillance Act 2005	State	Workplace Surveillance Regulation 2022	An Act to regulate surveillance of employees at work; and for other purposes.	Provisions relating to Council's rights and responsibilities with respect to workplace surveillance.	All Directorates	https://www.legislation.nsw.gov.au/#/view/act/2005/47	MEDIUM	Likely	Monetary penalty

Legend

Commonwealth	CTH
Local Government	LG
New South Wales	State