



**Blacktown**  
City Council



**THE HILLS**  
Sydney's Garden Shire



Hawkesbury River  
County Council

# ANNUAL REPORT

# 2018/2019

Hawkesbury River County Council  
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# HAWKESBURY RIVER COUNTY COUNCIL AT A GLANCE

## Origin

Hawkesbury River County Council is a single-purpose authority for the control of declared priority weeds and came into existence in 1948 (Government Gazette of 24/9/1948)

## Our Team

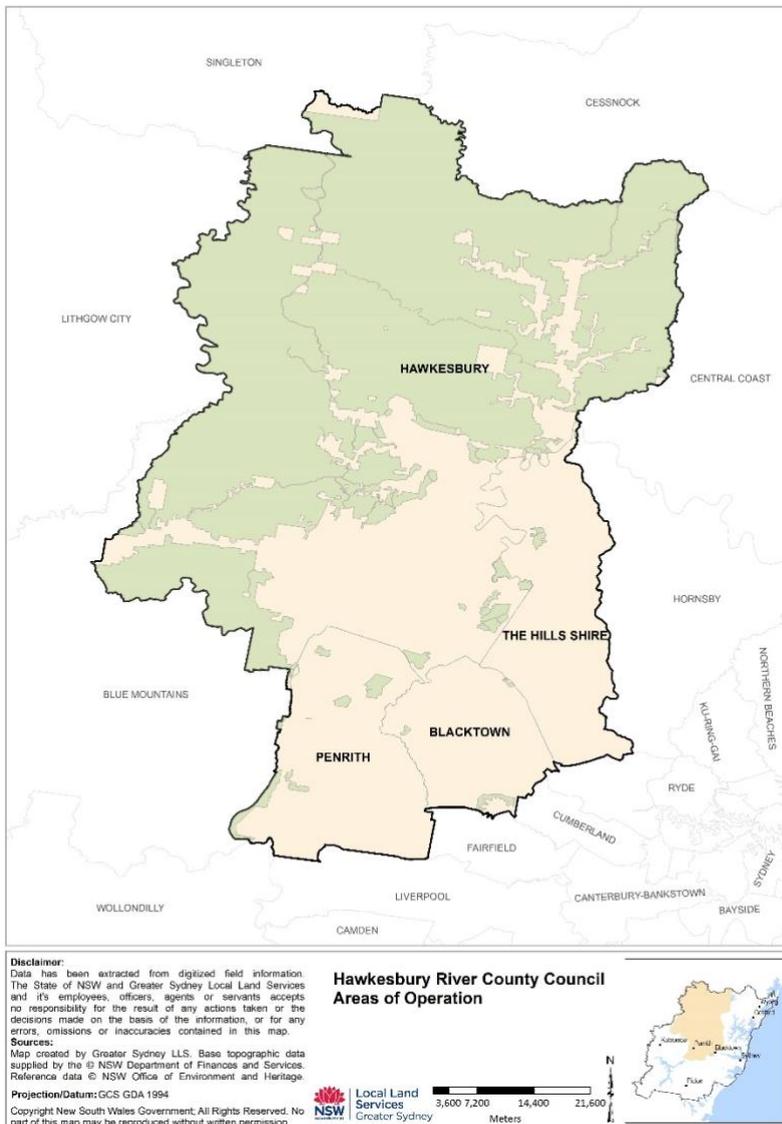
We are governed by a Board of 8 Council Members representing our 4 Member Councils. Our General Manager oversees a team of 15 staff in the areas of Operation, Project Management and Administration.

## Our Area of Operations

We are the Local Weed Control Authority for the Councils of Blacktown City Council, Hawkesbury City Council, Penrith City Council and The Hills Shire Council Which constitutes a combined County area of 3,823 square kilometres

## Funding & Revenue

Funds are provided by equal levies upon the four constituent councils. The State Government provides additional grants in which Council must achieve specific outcomes. Charges are made for services and work performed for private land holders.



Cover page photo: hand removal of Boneseed seedlings

## Location

Council's Office and Works Depot is located at 6 Walker Street (Corner Dowling Place), South Windsor, NSW, 2756.

Postal Address: P.O Box 6021, South Windsor Delivery Centre, NSW 2756

Phone: (02) 4587 0230

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Website: [www.hrcc.nsw.gov.au](http://www.hrcc.nsw.gov.au)

## CHAIRMAN'S REPORT

It has been a privilege to lead the County Council for the past 12 months and play a role in its continued growth and vitality.

Over the last year, under the operational leadership of the General Manager, Mr Chris Dewhurst, and Operations Manager Mr Chris Stanfield, all of our organisation's vision has been met. With the support of the Board, we have remained focused on providing tangible outcomes in relation to weed control and coordination throughout the local government areas of Blacktown, Hawkesbury, Penrith and The Hills Shire.

Over the past year HRCC has continued to perform its role as a Local Control Authority under the *Biosecurity Act 2015*. This has been defined by further enhancing our risk-based approach to weed management. In that we allocate resources to the weeds which pose the biggest threat to the environment, whilst balancing this with the feasibility of control. The staff are constantly refining their surveillance and planning techniques to maximise the benefit of this approach. Additionally, to address the long-standing burden of widespread weeds, HRCC this year launched its Community Based Social Marketing campaigns. These focussed on weeds impacting livestock health and the turf industry, and it is the first time HRCC has developed partnerships with industry to deliver key educational messages.

In summary, the County Council has controlled 180.5 HA of weeds across our four local government areas. This alleviates a huge operational burden from our member Councils. By utilising economies of scale and specialisation of human resources, HRCC can provide this single service much more efficiently than four Councils could do individually.

Additional to the direct control results, HRCC undertook 2,014 private property inspections. The County staff have developed a unique approach to their inspection process, which is defined more by education and extension than regulation. All residents are offered the chance to meet personally with an inspector and have any issues explained to them in plain terms, prior to any regulatory processes coming into effect. More complex property issues are managed by developing a Weed Management Plans for landowners. These provide strategic advice and can run from one to three years. Our staff prepared 39 of these in the reporting period.

From a financial perspective, the County Council continues to be run in a sustainable way by living within our means. We seek to broaden our funding base from sources outside of the rates pool, such as Federal and State grants and increasingly developing our own-source revenue via our contracting branch.

In conclusion, this reporting period marks an advancement on the core mission of HRCC to deliver valuable, on-ground and tangible results in weed management. We are committed to ensuring that our services meet the modern needs of the community and the environment, and I am pleased to lead a team that is so wholeheartedly committed to this goal.



Clr. Karen McKeown OAM  
Chair, HRCC

## REASON FOR THE ANNUAL REPORT

The annual report is one of the key points of accountability between a council and our community. It is not a report to the Division of Local Government or the NSW Government; it is a report to our community.

The report focuses on the council's implementation of the HRCC Delivery Program 2017-2021 and HRCC Operational Plan 2018-19. A separate HRCC Financial Statement 2018/2019 is also included as an appendix to the Annual Report.

The report also includes some information that is prescribed by the Local Government (General) Regulation 2005. This information has been included in the Regulation because we believe that it is important for community members to know about it – to help their understanding of how the council has been performing both as a business entity and a community leader.

Below is the additional legislative basis for the development of our annual report.

## LOCAL GOVERNMENT ACT 1993

Following is a summary of the requirements of Section 404 of the Act:

- The council must prepare an annual report within five months of the end of the financial year.
- The report will outline the council's achievements in implementing its Delivery Program.
- The annual report in the year of the ordinary election will also include an outline of achievements in implementing the Community Strategic Plan.
- The annual report in the year of the ordinary election must include a report (State of the Environment Report) as to the state of the environment in the local government area in relation to the objectives for the environment established by the Community Strategic Plan.
- The report must contain the council's audited financial statements and notes and any information required by the Regulation or the Guidelines.
- A copy of the report must be posted on the council's website ([www.hrcc.nsw.gov.au](http://www.hrcc.nsw.gov.au)) and provided to the Minister.

## LOCAL GOVERNMENT (GENERAL) REGULATION 2005

Clause 217 of the Regulation requires the following information to be included in the annual report:

- Details of overseas visits by councilors and council staff
- Details of mayoral and councilor fees, expenses and facilities
- Contracts awarded by the council
- Amounts incurred in relation to legal proceedings
- Private works and financial assistance
- Details of external bodies, companies, and partnerships
- Details of the General Manager's total remuneration
- Details of the total expenditure on Senior Staff remuneration
- Information on stormwater levies and charges
- Information on companion animal management
- A statement of the activities undertaken by the council to implement its equal employment opportunity management plan.



### **Vision Statement**

An improved environment through an integrated approach to weed management and building capacity

### **Mission Statement**

To provide effective integrated weed management systems to all Constituent Councils fairly and equitably in accordance with the *Biosecurity Act 2015 (NSW)*

### **Values “Our Compass”**

Staff will act with honesty and integrity, and not tolerate a lack of it in others.

Management will communicate with staff with openness and respect.

Staff will communicate with openness and respect with each other, and with management.

We will deliver measurable results for our community and the environment.

We will build meaningful relationships within the community.

We will maintain relationships with our member councils that are effective and productive.

We will treat the safety of ourselves, others and the environment as the highest priority at all times.

# BENEFITS OF A COUNTY COUNCIL FOR THE CONTROL OF WEEDS

Formed over a large area boundary problems are avoided. This is critical to effective weeds management.



Concentration of a few rather than many functions leads to specialisation, more efficient and effective outcomes due to increasing focus.



An outbreak of new invasive weeds anywhere in the County Council's area means that ALL the resources are brought to bear on the problem. This is exemplified by periodic outbreaks of Water Hyacinth on the Hawkesbury/Nepean River and in 2004, a major outbreak of Salvinia in the same area.



Management and operational plans are prepared for the county area. As such, the revenue is used to focus attention on required strategic outcomes.



Resource sharing is achieved as resources are used over a larger area of operations. The critical mass needed to properly do the job is more easily achieved.

## THE COUNTY COUNCIL'S ACTIVITIES

As an organisation the County Council is constituted under the Local Government Act and is specified as a Local Control Authority under the Biosecurity Act. It is a special (single) purpose authority formed to administer, control and eradicate declared priority weeds. The County Council's role is summarised below:

Responsible for administering the *Biosecurity Act 2015 (NSW)*.

Control of priority weeds on land occupied by Constituent Councils.

To ensure, as far as practicable, occupiers of land carry out obligations to control priority weeds imposed under the Act.

To report, at the request of the Minister, on the carrying out of the Local Control Authority's functions under the Act.

Inspection of land within the local area in connection with its priority weed control functions.

To develop, implement, co-ordinate and review priority weed control policies and priority weed control

Supply priority weed control services to occupiers of land including public authorities and other persons and charge for the service.

Such other functions as may be conferred or imposed on the Local Control Authority by or under the Acts.

To co-operate with Local Control Authorities of adjoining areas to control priority weeds, where appropriate.

Private property occupiers are responsible for notifying Council of the presence of certain notifiable priority weeds. Council can inspect private properties for priority weed infestations and the giving of directions to landowners and occupiers.

## GUIDING STRATEGIES

Weed control is dynamic.

It is closely linked to climate, land use and ecology and must, therefore, be managed in order to respond as these attributes change.

There are, however, a range of guiding strategies that have been shown to be most effective across a range of conditions.

The HRCC 10 Year Business Activity Statement is closely aligned with these strategies as they have been outlined in the NSW Invasive Species Plan 2017-2027.

They are broad enough to allow an organisation to respond to climate and land use but still, conform to a solid set of management principals.

These strategic objectives also follow the guidance provided by the development of our member Council "Community Strategic Plans."

**1. Prevent the establishment of new weed species within our County.**

**2. Eliminate the spread of new and existing weed species within our County.**

**3. Reduce the impact of widespread weeds on key assets.**

**4. Support the community, industry and government stakeholders to have the ability and long-term commitment to manage weeds**

*The NSW Biosecurity Act, 2015* which came into effect as of 1 July 2017, replacing *The NSW Noxious Weeds Act, 1993* this change in legislation has required a significant change in tack for weed control operations within the county, and the way weed management is conducted across New South Wales.

### Terrestrial Weed Control

Drought conditions have been felt across the county council area for much of the year. The lack of any substantial rain has influenced HRCC'S weed control works and will continue to be an influencing factor heading into the summer season and into next year. Conditions have impacted the germination of weeds and are impacting established populations of some species which are concentrating on surviving rather than growth and reproduction. Some specialist species continue to grow and flourish in these conditions but the individual species that thrive in the dry are different to the standard suite of weeds that council deals with.

Naturally weeds with adaptations to deal with extreme environments such as Mother of millions, Tiger pear and Velvety tree pear are thriving, whilst weed species such as Green cestrum, Lantana (in some areas), Broadleaf pepper and Kei apple have not been growing as actively unlike past seasons.

It has been an extremely productive year for Mother of millions, with staff kicking the season off early as conditions were favourable to target this species before the onset of frost conditions. With a very mild winter compared to the previous year staff efforts will be rewarded with a noticeable reduction into the next season.



*Low volume spraying of Mother of Millions at RAAF Memorial Park Blacktown LGA using Grazon Extra, Spreadwet 1000 surfactant and Blue Enviro dye.*

Boneseed seems to tolerate all local conditions and continues to germinate and grow in an increasing number of locations across all the LGA's. Weed control teams vigilantly inspect and treat a variety of disturbed and natural areas to control Boneseed within the county. These works aim to reduce the overall population size and density as well as protecting significant local assets from Boneseed invasion. An example includes hand removal of seedlings in garden beds that are adjacent to Windsor Downs Nature Reserve.



*Biosecurity weed officers hand removing boneseed seedlings which have germinated from the soil seed bank. This is a high-risk site as the road verges are adjacent to Windsor Downs Nature Reserve Hawkesbury LGA.*

Velvety tree pear is a tall growing tree like cactus that has been found in a number of sites in the Penrith and Blacktown LGA's. Samples were collected and sent to the Herbarium for correct identification and a weeds risk assessment was undertaken on the species. Results came back as Velvety tree pear *Opuntia tomentosa*. These are listed as new incursions for the county with locations being mapped and staff currently undertaking treatment.



*Velvety tree pear that has been found at Riverstone, Erskine Park and St Clair, growing on roadsides where there has been little competition from other weed species.*

During summer HRCC staff targeted Green Cestrum along roadside and reserves throughout the county area while conditions were still favourable. This included using a basal bark mix (using Garlon 600 with diesel) to cut and spray the stumps to get herbicide into the underground system of plants.



*Basal barking of Green cestrum*

## **Aquatic Weed Management**

Aquatic weed populations across the county have remained stable over the last twelve months. Low rainfall and reduced river flows have combined to keep floating aquatic weed infestations kept in manageable locations.

Aquatic weed populations in the county's waterways have taken advantage of dry conditions and low water levels to expand their range in some urban waterways and drainage lines. River flows have been low for the majority of 2019 and we will need to be vigilant in the coming warmer months to ward off any aquatic weed outbreaks as optimal growth conditions appear over spring and summer.



*Aquatic weed control activities that have taken place during the last year have been; extensive control of Senegal tea plant populations in the Hawkesbury River, Cattai creek, Rickerby's creek and Redbank creek.*

Alligator weed control has taken place across the county in strategically significant locations where herbicide application can effectively control growth and spread. Bungarribee Creek and Plumpton wetlands in the Blacktown council areas are examples of this type of treatment. Riverfront reserves of the Nepean and Hawkesbury Rivers has taken place regularly to eliminate the threat of alligator weed translocation.



*During the summer months aquatic works focused on treating Senegal tea and Alligator weed along the Hawkesbury Nepean river and creek line areas.*

Common and widespread floating aquatic weed species are present in low numbers in the upper reaches of the Hawkesbury river around North Richmond, as well as being present in some of Hawkesbury council's flood mitigation network. Salvinia can be

found in small pockets in the back of irrigation wells at Freemans Reach, whilst burgeoning Water Hyacinth infestations have been detected in flood mitigation channels on the Richmond lowlands.

Amazon frogbit has been eradicated from the Plumpton wetlands. Successive herbicide applications and surveillance of the site were key to removing this weed species from the local environment.

Salvinia molesta was reported to be growing again in Lake Woodcroft in Blacktown LGA and this infestation has been treated with herbicide application via Truxor due to difficult access. Salvinia has also been successfully controlled in heritage park at Castle Hill with the use of the Truxor. Staff have also assisted with the hand removal of small infestations including Swallow Rock Reserve.



*Hand removal of Salvinia within Swallow Rock nature reserve Hawkesbury Local Government Area.*

With knowledge of a historic infestation of Kidney leaf mud plantain within the Hills LGA staff undertaking completed surveillance of Excelsior Creek extending into Darling Mills Creek in May 2019. On the first visit no plants were located within the creek line system. During a second surveillance staff located a small infestation and treated it the same day with hand removal.



*Kidney leaf mud plantain patch located and removed within Hills LGA.*

Harvesting of mixed submerged aquatic weed infestations has continued to take place on the Nepean River at Penrith. The weir pool has mixed infestations exotic and common native species that require frequent management to allow rowing and other activities to take place in this section of the Nepean River.

## **Bush Regeneration**

HRCC received grant funding from the NSW Environmental Trust to undertake the survey of roadside native vegetation within our county council area. Of the four LGA's HRCC was responsible for the data capture within the Hills and Blacktown LGA's with Penrith and Hawkesbury assessed by contractors. All the data was captured on data sheets and entered into the Eco Roadside mobile application. This data was then transferred to mapping software to create maps of the county to highlight roadside vegetation which had a High, Medium or Low conservation status. This was then published in the Roadside Vegetation Management Plan which will guide HRCC to implement and adopt best practice when undertaking weed control within roadside vegetation. During the next financial year this plan will be implemented as a part of our weed control works including adopting bush regeneration practices in high and medium conservation value vegetation and treating other threatening weeds impacting on roadside vegetation.



*High Conservation Value Roadside, Penrith, Church Lane; High Conservation Value Roadside, The Hills, Whites Road*

During the summer staff were required to water planting completed by volunteers especially with the lack of rainfall as part of the 20 Million trees project. Blue tongue bush regeneration company assisted with the supervision of volunteers to undertake these works. Recently the project has been completed by the contractor and handed back to HRCC for maintenance during the next financial year.



*Hand watering for 20 Million trees project*

## Workshops and Community Events

HRCC staff attended a biological control workshop learning about the different control agents for Cats claw Creeper in October 2018. Another workshop attended in May 2019 was an Opuntia identification course held at DPI Menangle. This proved to be valuable learning for staff in both identifying different species and to view different control techniques. Recently staff have been able to identify incursions of Velvet tree pear in both Blacktown and Penrith LGA's which were thought not to occur or not identified within the county area.



*HRCC staff watching on during the release of the Jewel beetles*

In May 2019 HRCC staff attended the annual Hawkesbury Show over a three day period to promote awareness of the Biosecurity Act and implementing the new legislation. Information was given out both with leaflets and having conversations with community members. What was really encouraging to see were people correctly identifying weed samples on display and people actively engaging in weed control on their properties and wanting to source chemical products to use. As part of this experience after the event while working along roadsides HRCC staff were approached by a property owner who followed through with our advice from the show and had treated the Mother of millions on her property. This was an even better outcome as staff were that day treating the Mother of millions along the roadside.



*Annual Hawkesbury show exhibit providing information on weeds and advice regarding control options.*

## Weed Control Highlights

**31.3**  
**Hectares of State &  
Regional Priority  
Weeds Destroyed**



**16.1**  
**Hectares of State  
Asset Protection  
Weeds Destroyed**



**51.08**  
**Hectares of Local  
Priority Weeds  
Destroyed**



**16.54**  
**Hectares of Toxic  
Priority Weeds  
Destroyed**



**14.24**  
**Hectares of Regional  
Asset Protection  
Weeds Destroyed**

**ZERO**  
**Workplace Health and Safety Incidents resulting in lost time**

## Private Property Inspection Program

Private property inspection and surveillance continues to take place across the county with a variety of strategic and weed species targeted this year.

Council officers have conducted programmed private property inspections in the following locations across the county; Ropes Crossing (African olive), Pitt Town (lagoon protection), Cattai (Salvinia), North Penrith (Kudzu), Cranebrook (Broad leaf Pepper), Dural (Senegal tea plant), Doonside, Bungaribee and Oakville (Kei apple) St. Marys/St. Clair (Woodland passionfruit) and Glenmore Park (African olive).

Council also conducts a large number of reactionary inspections on private property that are triggered by communication from the public via phone calls or direct reporting of issues to council.

HRCC staff visit Erskine Park Industrial area Penrith LGA as part of surveillance for eradication and containment weeds. After notifying an inspector and arranging an inspection with the owner staff were able to gain access to the property to treat a number of Bitou Bush plants which were flowering at time of treatment.



*HRCC staff treating Bitou bush on private property in Erskine Park.*

## Inspection Highlights

**48  
Nurseries and Sales  
Outlets Inspected**



**2014  
Private Property  
Inspections**



**1053 KM  
Of High Risk  
Pathways Monitored**



**616  
High Risk Sites  
Monitored**



**35  
Private Property  
Reinspections**



**50  
Landholders  
Provided with  
Advice**



**224.35  
Hectares of Weed  
Mapping Undertaken**



**19  
New Weeds Species  
Discovered &  
Identified**

## COMMUNITY AWARENESS AND PUBLIC EDUCATION

Councils traditional education and awareness programmes were subject to a dramatic shift from previous years. NSW DPI is driving a new initiative of Community Based Social Marketing to identify barriers the landholders face to prevent weed management on their properties and provide landholders with support tools and solutions as well as involve them in the decision-making process.

Some of the Community Based Social Marketing strategies HRCC has implemented include:

- Selecting the human behaviour to be promoted for e.g. paddock auditing for weeds
- Identify the barriers e.g. farmers are time poor
- Identify the benefits e.g. healthy livestock & therefore no large vet bills
- Address barriers and benefits -using a combination of literature reviews, observations, focus groups and survey research
- Trial plan with a small segment of the community – livestock owners & turf farmers

Throughout the year, planning has been under way with community-based face to face activities over the warmer weather period when we see increases weed growth and draws stronger interest from local landholders.

Face to face engagement & partnership with local industry has proven the best approach to discuss weed management with our community.

The first half of the year we focused our efforts in the rural areas because of livestock loss to toxic plants. The second half of the year we found strong community interest in both the peri-urban & rural areas near the Nepean-Hawkesbury River on toxic plants and were requested to upskill residents on plant identification and spraying techniques from community interest and demand.

Research has shown (*taken from the Greater Sydney Peri Urban Widespread Weeds report May 2019*)

- 🌿 79% of the Greater Sydney population reported in-regards to weed management have slashed or mowed on their property in the past 12 months
- 🌿 75% have pulled or dug out weeds
- 🌿 69% have checked for new weeds
- 🌿 60% have used herbicides
- 🌿 49% have taken measures to prevent weeds from spreading
- 🌿 35% have made pasture improvements to control weeds
- 🌿 16% report having burned to control weeds
- 🌿 6% - have used biological controls
- 🌿 Unprompted residents, named 102 weeds as problematic on their properties and the most frequently named weeds were Fireweed and Lantana.

A survey developed for Turf Farmers by HRCC was created to gain an insight into the community barriers preventing weed removal an example is provided below, some of the top weeds management on their property included the following:

-  Flea Bane
-  Khaki Weed
-  Umbrella Grass
-  Scotch thistle
-  Marshmallow Weed
-  Apple of Sodom
-  Fireweed
-  Green Cestrum
-  Apple of Sodom
-  Sticky nightshade.

**Weeds on Turf Farms**

**Introduction**

This project is funded by Hawkesbury River County Council to help us better understand how we can assist you in identifying and managing weeds.

1. What major weeds concerns are on your property?

2. How do you control your weeds?

Chemical Control	<input type="text"/>
Physical Control	<input type="text"/>
Biological Control	<input type="text"/>
Unsure	<input type="text"/>

3. Who do you go to for weed control advice?

4. Does your turf go through certification to say it is weed free?

Yes

No

5. Are you aware that NSW DPI can provide a plant health certificate when you are moving weeds interstate?

Yes

No

6. Is help with a free weed management plan something you are interested in?

Yes

No

7. Did you know that under the Biosecurity Act, Alligator weed must be reported to the local Authority e.g Hawkesbury River County Council.

Yes

No

*Turf Farmers  
survey conducted  
by the HRCC  
CBSM project.*

Our support to farmers and landholders has included the following:

- Weed control cards as per community & industry request
- Infographic poster material on toxic plants for livestock – symptoms of toxic plant poisoning provided to local industry
- Forums upon request from the local community and industry

### KHAKI WEED CONTROL CARD

**Khaki weed is a:**

long-lived, compact creeping plant that forms a dense mat over bare areas. Its creeping stems are hairy and produce roots at their joints (8-12 mm long) in the leaf forks.

Some of the flower parts become hardened and form sharp prickles as they mature. Can cause nuisance to animals and people.

**Khaki weed likes to live in:**

- Bare soil areas
- Roadsides
- Parks
- Lawns
- Waste areas
- Near creeks
- Turfgrasses
- Orchards
- Occasionally native pastures and grasslands.



For further information call Hawkesbury River County Council on 02 4574 9600 or [weeds@hrcc.nsw.gov.au](mailto:weeds@hrcc.nsw.gov.au)

### SOLUTIONS



Physical removal



Application of a registered herbicide



Rug animals where practical to keep burrs off fur



Check animal's mouths and feet where burrs can attach



The weeds spread easily along roadsides & get caught in car tyres

# FIREWEED

## CONTROL IN PROGRESS

On this PROPERTY



# GREEN CESTRUM

## CONTROL IN PROGRESS

On this PROPERTY

*Examples of weed control cards provided to the community*

# Community Awareness and Public Education Highlights

**3**  
**Private Landowner**  
**Events Held**



**14**  
**Private Landowner**  
**Meetings**  
**Coordinated**



**603**  
**Residents in the**  
**Livestock Industry**  
**Engaged with**

**CONTROL CONSIDER**

Clean down machinery and equipment to stop weed dispersal.

Physically remove small and isolated infestations.

The flea beetle provides good control in aquatic environments in the Sydney region, reducing the area of floating mats in parts of the Hawkesbury Nepean system.

A program based on three treatments of herbicide products containing metolachlor-methyl per growing season is the most effective for suppression of both aquatic and terrestrial alligator weed.

Do not dispose of alligator weed in green waste or composting facilities. Plant material can be dried and burned where practical.

For further information call Hawkesbury River County Council on 82 4574 9600 or [www.hrcw.gov.au](http://www.hrcw.gov.au)

**8**  
**Paddock Weed**  
**Education Walk &**  
**Talk Events**



**78**  
**Livestock Residents**  
**Surveyed**



**Educational Signage**  
**Posters Fact Sheets**  
**Developed and**  
**Issued**

**TOXIC PLANT SYMPTOMS IN LIVESTOCK**

**CONTROL CONSIDER**

- Maintain regular inspections and spray regimes
- Soil spray with registered herbicide
- Weed seedlings slow down in winter
- Careful slashing or mulching before late Spring can reduce weed seedlings
- Some weed plants can live for a long time

**Cost of weeds to Primary Industry in Australia \$5 Billion**

Costs have increased by 20% over 14 years

**10**  
**Farm Visits**



**126**  
**Residents in the Turf**  
**Industry Engaged**  
**with**

## NSW WEEDS ACTION PROGRAM (WAP)

HRCC is the Administrative Agency for the NSW Weeds Action Program 2015-2020 (WAP1520) – Greater Sydney regional subprogram. The WAP1520 is a NSW Government initiative to reduce the adverse impact of weeds on the environment, economy and community. Through the provision of an annual grant allocation to each of the 11 regions in NSW, the NSW Government supports land managers to deliver outcomes-based activities that align to the goals and objectives of the NSW Invasive Species Plan 2018-2021 and the Biosecurity Strategy. These are activities that:

- 🌿 prevent the establishment of new invasive weed species
- 🌿 eliminate or contain the spread of new invasive weed species
- 🌿 reduce the impact of widespread invasive weed species on valuable assets
- 🌿 develop the ability of community, government and industry to manage weeds effectively and to understand and comply with the *NSW Biosecurity Act (2015)*.

The Greater Sydney region received an allocation of \$1,176,715 in 2018-19. As Administrative Agency HRCC was responsible for:

- 🌿 receiving and distributing funding to 23 local and state government agency program partners
- 🌿 administering all budgets and processes
- 🌿 collating and submitting reports
- 🌿 regular liaison with program partners and site monitoring to ensure program delivery
- 🌿 ensuring all funds were used in accordance with the head funding agreement with the NSW Department of Primary Industries.

Partners to the WAP1520 Greater Sydney regional sub-program spent more than \$2.53 million in 2018-19 identifying and managing weed risk across the region and educating their communities about weeds. This was comprised of \$976K in NSW Government grant funds and \$1.56m of in-kind contributions.

While decisions about funding allocations and the suite of activities that comprise the regional subprogram are determined by a steering committee and overseen by the Greater Sydney Regional Weed Committee, the HRCC Board has the following three important roles:

- 🌿 to approve the budget agreed upon by the program steering committee and permit release of funds to program partners so that program activities may be delivered
- 🌿 to monitor expenditure through quarterly financial reports to confirm that the program is being delivered in accordance with the approved budget
- 🌿 To monitor the governance arrangements put in place to manage the funding.

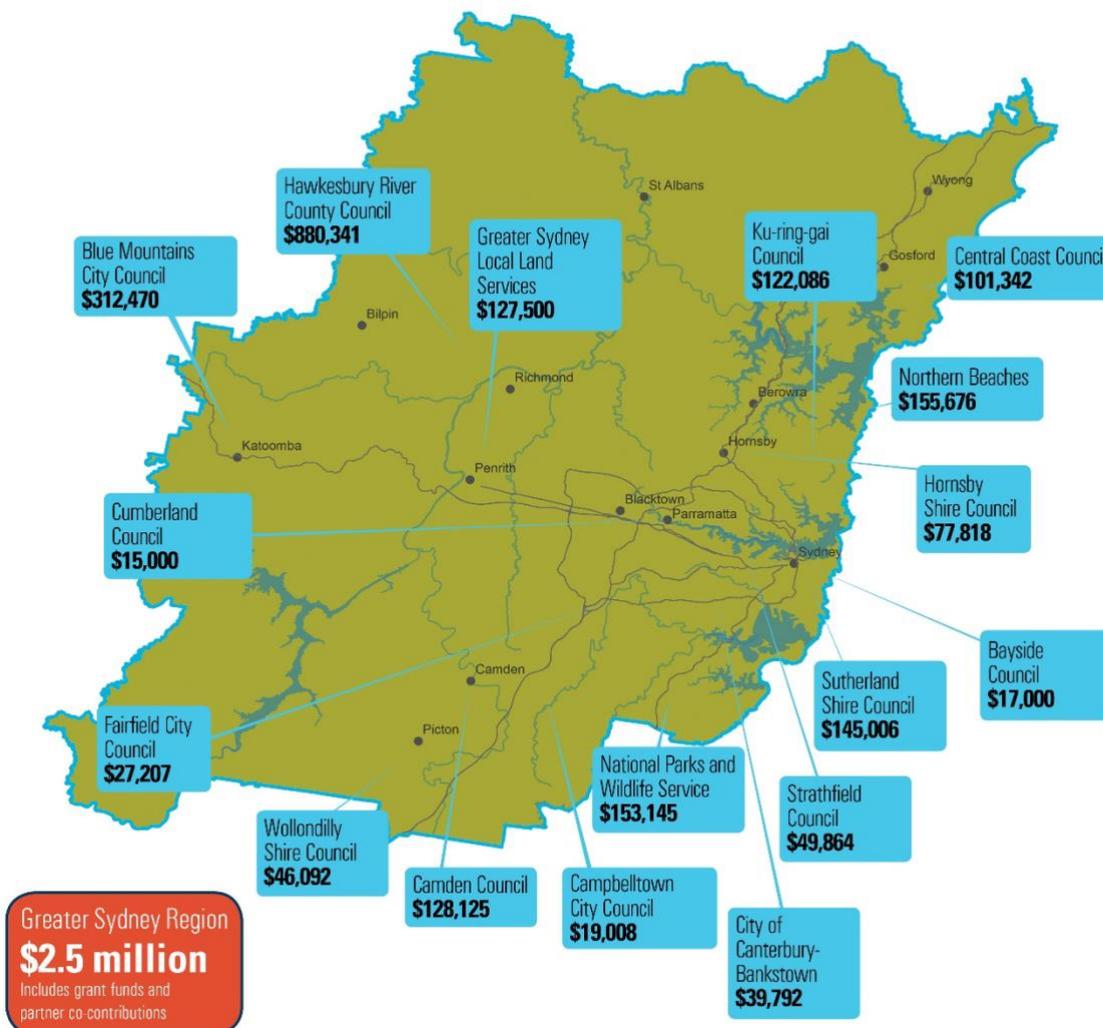
# NSW Weeds Action Program 2018-19

## Greater Sydney sub-program activity and expenditure

NEW SOUTH WALES  
WEEDS ACTION PROGRAM

### ACROSS THE REGION

- 8,200 private property inspections
- 3,500 km of high risk pathways inspected
- 353 weed management staff and volunteers trained
- 2,704 high risk sites inspected
- 407 km and 107 ha of priority aquatic weeds controlled
- 64 km and 1,111 ha of priority terrestrial weeds controlled
- 9 new program partners
- Program partners contributed \$1.563 m in kind
- 20 new incursions of Prevention/Eradication target species detected and managed



## HRCC and Regional Weed Coordination

HRCC facilitated the delivery of the WAP1520-funded Greater Sydney weed professional capacity building program, which is designed and tailored in direct response to needs identified by local and state government agency staff. The following workshops, courses and events were delivered in 2018/19:

### Opuntoid Cacti – Identification and Management workshops



*44 staff representing 22 agencies participated in this workshop to improve their knowledge about these Weeds of National Significance, which are commonly traded online out of the Greater Sydney region.*

### Recognising Water Weeds

24 staff representing 13 agencies were trained by the State Aquatic Weed Coordinator to learn the key identifying features of many water weed species and their native look-alikes, by examining live plant specimens.

### Chinese Violet and Giant Devil's Fig study tour

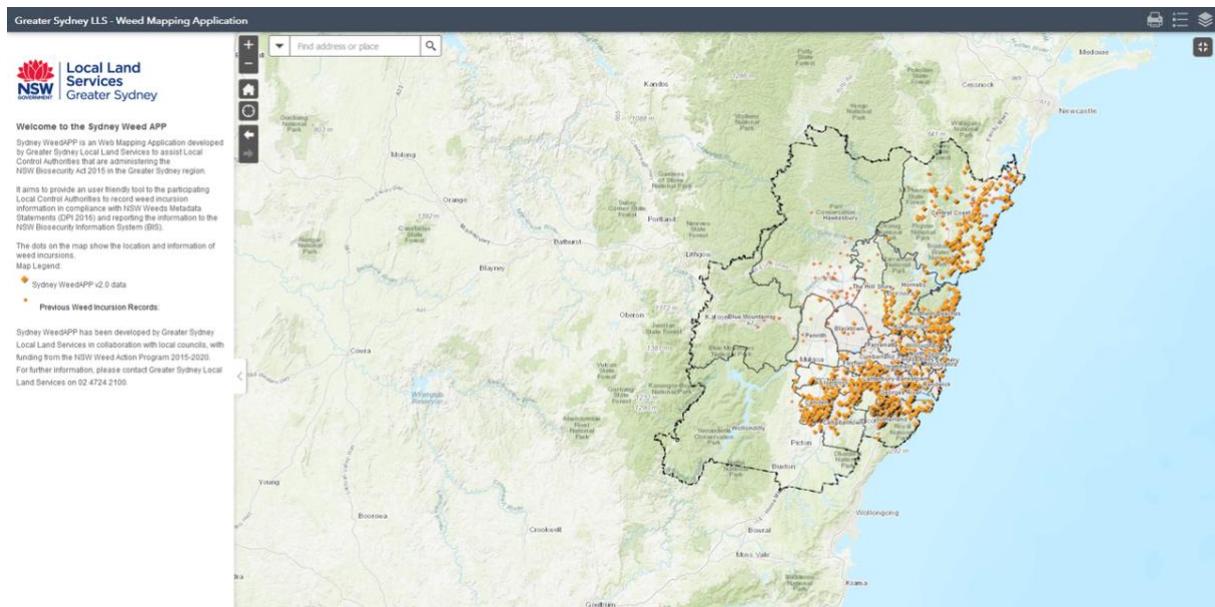
Staff and volunteers from across the Greater Sydney region were brought together on the Central Coast to learn how to identify and control these two highly invasive species. Giant Devil's Fig is a regional priority species in the Greater Sydney Regional Strategic Weed Management Plan and a control order applies to Chinese Violet across NSW.



*Recognising Water Weeds & Chinese Violet and Giant Devils Fig events*

## Sydney WeedAPP training

23 staff presenting 5 local councils learned how to use Sydney WeedAPP. The app enables councils to report weed management data to the Biosecurity Information System which is a function of local control authorities under the Biosecurity Act.



*Sydney WeedApp*

## HAWKESBURY LANDCARE NETWORK



Over the past 2018 – 2019 year, Hawkesbury Landcare Network (HLN) has continued to build land-caring capacity in the local community by engaging many people across the Hawkesbury. A major contributor to this is through the development of groups and networks and, the connection of people, practices and places.

In the last 12 months HLN, with the continued support of Hawkesbury River County Council, has been able to gain funding from Blacktown, Hawkesbury, Hills and Penrith Councils for an additional part time Local Landcare Coordinator. This will double the Landcare resources for the region and enable much needed support for private landholders across these LGAs.



*Pughs Lagoon, a wetland under focus by the local Hawkesbury community with fishing line bins installed (WSU), neighbour liaison and continued planning for a wetlands event to be held on site in the near future.*

### **Landholder support and HLN membership**

Continued support has been available to four key Landcare Groups, including Cumberland Reach Landcare, Roberts Creek Landcare, Broadwater/ Little Cattai Creek Landcare and Blue Gum Landcare. The latter two groups have been facilitated and run by the Cattai Hills Environment Network (CHEN).

CHEN has also inspired the development of a New Residents Handbook, which has been funded by a Greater Sydney Local Land Services Mini Grant. Hawkesbury Landcare has been project managing this in support of the CHEN group, as it seems to be a resource required across the Hawkesbury, Hills and broader Western Sydney area.



*New Resident Handbook funded by LLS; CHEN Landcare Group*

HLN visited and assessed over ten local private properties over the last year to help in the identification of natural values and the requirements for better land management, at the request of the Biodiversity Conservation Trust. This has been most beneficial in building the network of high priority private lands across the region and, has enabled local support where it is required.

A network of landholders will be developed in preparation of moving forward with Landcare across the Hawkesbury and surrounds, so that grant funding and volunteering opportunities can be capitalised upon, when available.

Membership has grown to a solid number of almost 100 people for HLN, including state and local government partners, community groups and private landholders. This is up by about 200% over the previous 12 months.

**Wetland Network**

The need for wetland management support across the Hawkesbury has been evident with public wetland issues and community requests. These wetlands are considered Endangered Ecological Communities, classified as Freshwater Wetlands on Coastal Floodplains of the NSW North Coast, Sydney Basin and South East corner Bioregions. There are approximately 50 located within the Hawkesbury LGA alone.



*One of the Endangered Ecological Communities, Wetlands at Ebenezer*

Hawkesbury Landcare's Local Landcare Coordinator (LLC) has contributed to a local Wetland Working Group, which was initially formed by Hawkesbury Council in response to many concerns related to Bushells Lagoon.

On-ground support has been provided at Bushells Lagoon and is a monthly occurrence under a WetlandCare initiative. This includes StreamWatch, yabby trap monitoring, bird watching and advocacy for better wetland management. A turtle survey has also been planned at Bushells, starting in October. Other wetlands currently being supported include Bradleys Lagoon in Sackville, Blundells Swamp in North Sackville, Pughs Lagoon, Yarramundi Lagoon and an unnamed private Lagoon in Ebenezer. These wetlands are being included on a Wetland Network and will be the basis for grant applications and on-ground volunteer opportunities, as they arise.

### **StreamWatch**

StreamWatch has continued through 2018 - 19 via support from HLN's LLC, with two sites at Bushell's Lagoon in Wilberforce. The Earl Road site has been dry all year, but Brewers Lane has consistently been tested for quality and water levels.

The two Maraylya sites located at Cataract Creek and Cattai Creek ford have been monitored by the Cattai Hills Environment Network Inc (CHEN) all year, with no flow occurring many times.



*StreamWatch participants*

## **Community Fox Trapping Program**

Whilst Landcare resources have not allowed much involvement with the hands on trapping of foxes, a tool has been developed this year to help in the effort of efficient community fox trapping. This tool has been in the form of a fox trapping demonstration video. Funding for the production of this video was obtained by Hawkesbury Landcare from Greater Sydney Local Land Services.

A script was developed with the help of Dr Alison Towerton from GSLLS and, the film developed with vertebrate pest expert Mark Lamb (Pest Lures).

To be finalised in October, the video will be available state wide to help in the education of how to build, set, bait and monitor cage traps for foxes. This will consolidate best practice management and ensure animal welfare requirements are met.



*Filming of the  
Community Fox  
Trapping  
Demonstration  
Video.*

## **Little Wheeny Creek/ Koala Habitat Restoration Program**

The Hawkesbury population of Koalas has the highest genetic diversity across Australia. And the population is increasing. In light of this wonderful natural value, a group of 13 individual properties have joined together to carry out restoration works in the Kurrajong area to improve their Koala habitat. This group are all neighbours, which will ensure better connectivity for the species too. The program is supported by HLN, with overall funding and project administration set up by Greater Sydney Local Land Services.

## **Mitchell Park Volunteer Bushcare Program – Xmas Party**

Hawkesbury Landcare Network shared last's year's Christmas Party with Mitchell Park Volunteers and the National Parks and Wildlife Service. Fun and festivities were had by all, including the young bushcarers, three of which have Aboriginal backgrounds. Ways and means of including and engaging young children are always factored into each volunteer event (where appropriate), including water fights on hot days.

## **WEEDS DECLARED UNDER THE BIOSECURITY ACT (2015)**

The *Noxious Weeds Act 1993* was repealed on 1 July 2017 and replaced with the *Biosecurity Act 2015*.

### **State Priority Weed Objective – PREVENTION**

These weeds are currently not found in the state, pose significant biosecurity risk and Prevention of the biosecurity risk is a reasonably practical objective.

### **State Priority Weed Objective – ERADICATION**

These weeds are present in limited distribution and abundance in some parts of the state. Elimination of the biosecurity risk posed by these weeds is a reasonably practical objective.

### **State Priority Weed Objective – CONTAINMENT**

These weeds are widely distributed in some parts of the state. While broad scale elimination is not practicable, minimisation of the biosecurity risk posed these weeds is reasonably practicable.

### **State Priority Weed Objective – ASSET PROTECTION (Whole of State)**

These weeds are widely distributed in some areas of the State. As Weeds of National Significance, their spread must be minimised to protect priority assets.

## **A1.2 Regional Priority Weeds**

### **Regional Priority Weed Objective – PREVENTION**

These weeds are currently not found in the Greater Sydney region, pose significant biosecurity risk and prevention of the biosecurity risk posed by these weeds is a reasonably practical objective

### **Regional Priority Weed Objective – ERADICATION**

These weeds are present in limited distribution and abundance. Elimination of the biosecurity risk posed by these weeds is a reasonably practical objective.

### **Regional Priority Weeds objective – CONTAINMENT**

These weeds are widely distributed in the region. While broad scale elimination is not practicable, minimisation of the biosecurity risk posed by these weeds is reasonably practicable.

## **Regional Priority Weed Objective – ASSET PROTECTION**

These weed species are common and widespread in the landscape. Strategic management of these species may apply in specific circumstances and may be enforced by a local control authority under a landholder's general biosecurity duty.

### Regional Strategic Response

Identify priority assets for targeted management.

Refer to Greater Sydney Local Land Services, Greater Sydney, Regional Strategic Weed Management Plan 2017-2022 Appendix 1.2 which can be found on the Greater Sydney Local Land Services website  
<https://greatersydney.lls.nsw.gov.au/biosecurity/weed-control>

- # Refer Appendix 1.2 Prevention.
- † Refer Appendix 1.2 Eradication.
- †† Refer Appendix 1.2 Containment.
- ‡ Refer Appendix 1.2 Asset Protection.

**HAWKESBURY RIVER COUNTY COUNCIL**

**PRIORITY WEED LIST SEPTEMBER 2018**

<b>COMMON NAME</b>	<b>BOTANICAL NAME</b>	<b>OBJECTIVE</b>	<b>LISTING</b>
African boxthorn	<i>Lycium ferocissimum</i>	ASSET	STATE
African milk bush	<i>Synadenium grantii</i>	ERADICATION	LOCAL
African olive	<i>Olea europaea subsp. cuspidata</i>	CONTAINMENT	REGIONAL
Alligator weed	<i>Alternanthera philoxeroides</i>	CONTAINMENT	STATE
Anchored water hyacinth	<i>Eichhornia azurea</i>	PREVENTION	STATE
Arrowhead	<i>Sagittaria calycina var. calycina</i>	CONTAINMENT	LOCAL
Asparagus fern	<i>Asparagus virgatus</i>	CONTAINMENT	LOCAL
Asparagus weed	<i>Asparagus aethiopicus</i> , † <i>A. africanus</i> , <i>A. asparagoides</i> including the Western Cape form*, <i>A. plumosus</i> , and <i>A. scandens</i>	ASSET	STATE
Bellyache bush	<i>Jatropha gossypifolia</i>	ASSET	STATE
Bitou bush	<i>Chrysanthemoides monilifera subsp. rotundata</i>	CONTAINMENT	STATE
Black knapweed	<i>Centaurea x moncktonii</i>	PREVENTION	STATE
Black willow	<i>Salix nigra</i>	ERADICATION	REGIONAL
Blackberry	<i>Rubus fruticosus</i> agg. (Blackberry except the varieties Chester Thornless, Dirksen Thornless, Loch Ness, Silvan, Black Satin, Murrindindi, Smooth Stem, Thornfree and Chehalem)	ASSET	STATE
Boneseed	<i>Chrysanthemoides monilifera</i> subspecies <i>monilifera</i>	ERADICATION	STATE
Bridal veil creeper	<i>Asparagus declinatus</i>	PREVENTION	STATE
Broadleaf pepper tree	<i>Schinus terebinthifolius</i>	ERADICATION	LOCAL
Broomrape	<i>Orobanche</i> spp. (all species except the native <i>O. cernua</i> var. <i>australiana</i> and <i>O. minor</i> )	PREVENTION	STATE
Cabomba	<i>Cabomba caroliniana</i>	ASSET	STATE
Cape/montpellier broom	<i>Genista monspessulana</i>	ASSET	STATE
Cat's claw creeper ‡	<i>Dolichandra unguis-cati</i>	ASSET	STATE
Chilean needle grass	<i>Nassella neesiana</i>	ASSET	STATE
Chinese celtis	<i>Celtis sinensis</i>	CONTAINMENT	LOCAL
Chinese knotweed	<i>Persicaria chinensis</i>	ERADICATION	REGIONAL
Chinese violet	<i>Asystasia gangetica subsp. micrantha</i>	PREVENTION	REGIONAL
Climbing asparagus	<i>Asparagus africanus</i>	ERADICATION	REGIONAL
Coolatai grass	<i>Hyparrhenia hirta</i>	ERADICATION	LOCAL
Coral creeper	<i>Barleria repens</i>	PREVENTION	REGIONAL
Corky passionfruit	<i>Passiflora suberosa</i>	CONTAINMENT	LOCAL
Crofton weed	<i>Ageratina adenophora</i>	ASSET	LOCAL
East Indian hygrophila	<i>Hygrophila polysperma</i>	PREVENTION	REGIONAL
Eurasian water milfoil	<i>Myriophyllum spicatum</i>	PREVENTION	STATE

COMMON NAME	BOTANICAL NAME	OBJECTIVE	LISTING
Fireweed	<i>Senecio madagascariensis</i>	ASSET	STATE
Flax-leaf broom	<i>Genista linifolia</i>	ASSET	STATE
Frogbit / Spongeplant	<i>Limnobium spp. (all species)</i>	PREVENTION	STATE
Giant devil's fig	<i>Solanum chrysotrichum</i>	PREVENTION	REGIONAL
Giant rats tail grass	<i>Sporobolus pyramidalis</i>	PREVENTION	REGIONAL
Giant reed	<i>Arundo donax</i>	ASSET	REGIONAL
Glory lily	<i>Gloriosa superba</i>	ERADICATION	REGIONAL
Gorse ††	<i>Ulex europaeus</i>	ASSET	STATE
Green cestrum	<i>Cestrum parqui</i>	ASSET	REGIONAL
Grey sallow	<i>Salix cinerea</i>	ERADICATION	REGIONAL
Groundsel bush	<i>Baccharis halimifolia</i>	ERADICATION	LOCAL
Hawkweed	<i>Hieracium spp (all species)</i>	PREVENTION	STATE
Holly-leaved senecio	<i>Senecio glastifolius</i>	CONTAINMENT	REGIONAL
Honey locust	<i>Gleditsia tricanthos</i>	CONTAINMENT	LOCAL
Horsetails	<i>Equisetum spp.</i>	CONTAINMENT	REGIONAL
Hydrocotyl/Water pennywort	<i>Hydrocotyle ranunculoides</i>	PREVENTION	STATE
Hygrophilla	<i>Hygrophilla costata</i>	ERADICATION	REGIONAL
Hymenachne	<i>Hymenachne amplexicaulis</i>	ASSET	STATE
Karoo acacia	<i>Vachellia karroo (syn. Acacia karroo)</i>	PREVENTION	STATE
Kei apple	<i>Dovyalis caffra</i>	ERADICATION	REGIONAL
Kidney leaf mud plantain	<i>Heteranthera reniformis</i>	ERADICATION	REGIONAL
Kochia	<i>Bassia scoparia (excluding subsp. trichophylla)</i>	PREVENTION	STATE
Koster's curse	<i>Clidemia hirta</i>	PREVENTION	STATE
Kudzu	<i>Pueraria lobata</i>	ERADICATION	REGIONAL
Lagarosiphon	<i>Lagarosiphon major</i>	PREVENTION	STATE
Lantana	<i>Lantana camara</i>	ASSET	STATE
Leaf cactus	<i>Pereskia aculeata</i>	ERADICATION	REGIONAL
Leafy elodea	<i>Egeria densa</i>	CONTAINMENT	LOCAL
Lippia	<i>Phyla canescens</i>	ERADICATION	LOCAL
Long leaf willow primrose	<i>Ludwigia longifolia</i>	CONTAINMENT	LOCAL
Madeira vine	<i>Anredera cordifolia</i>	ASSET	STATE



Asparagus Weed



Broadleaf Pepper



Cats Claw Creeper

COMMON NAME	BOTANICAL NAME	OBJECTIVE	LISTING
Mesquite	<i>Prosopis spp.</i>	ASSET	STATE
Mexican feather grass	<i>Nassella tenuissima (syn. Stipa tenuissima)</i>	PREVENTION	STATE
Miconia	<i>Miconia spp. (all species)</i>	PREVENTION	STATE
Mikania vine	<i>Mikania micrantha</i>	PREVENTION	STATE
Mimosa	<i>Mimosa pigra</i>	PREVENTION	STATE
Ming fern	<i>Asparagus macowanii var. zuluensis</i>	ERADICATION	REGIONAL
Mother of millions	<i>Bryophyllum species</i>	ASSET	LOCAL
Mysore thorn	<i>Caesalpinia decapetala</i>	ERADICATION	REGIONAL
Nodding thistle	<i>Carduus nutans</i>	PREVENTION	REGIONAL
Opuntia	<i>Opuntia spp., Cylindropuntia spp., Austrocylindropuntia spp. (Excludes O. ficus- indica)</i>	ASSET	STATE
Ox eye daisy	<i>Leucanthemum vulgare</i>	ERADICATION	LOCAL
Pampas grass	<i>Cortaderia jubata</i>	ASSET	REGIONAL
Paper mulberry	<i>Broussonetia papyrifera</i>	PREVENTION	LOCAL
Parkinsonia	<i>Parkinsonia aculeata</i>	ERADICATION	STATE
Parthenium weed	<i>Parthenium hysterophorus</i>	PREVENTION	STATE
Pond apple	<i>Annona glabra</i>	PREVENTION	STATE
Prickly acacia	<i>Vachellia nilotica (syn. Acacia nilotica)</i>	PREVENTION	STATE



Frogbit

Kei Apple

Opuntia

Rattlepods	<i>Crotalaria lunata</i>	ASSET	LOCAL
Rubber vine	<i>Cryptostegia grandiflora</i>	PREVENTION	STATE
Sagittaria	<i>Sagittaria platyphylla</i>	ASSET	STATE
Salvinia ††	<i>Salvinia molesta</i>	ASSET	STATE
Scotch/English broom ‡	<i>Cytisus scoparius subsp. scoparius</i>	ASSET	STATE
Sea spurge	<i>Euphorbia paralias</i>	CONTAINMENT	REGIONAL
Senegal tea	<i>Gymnocoronis spilanthoides</i>	CONTAINMENT	REGIONAL
Serrated tussock ††	<i>Nassella trichotoma</i>	ASSET	STATE
Siam weed	<i>Chromolaena odorata</i>	PREVENTION	STATE
Sicilian sea lavender	<i>Limonium hyblaenum</i>	ERADICATION	REGIONAL
Sicklethorn	<i>Asparagus falcatus</i>	ERADICATION	REGIONAL
Silver-leaf nightshade	<i>Solanum elaeagnifolium</i>	ASSET	STATE
Singapore daisy	<i>Sphagneticola trilobata</i>	ASSET	REGIONAL
Skunk vine	<i>Paederia foetida</i>	ERADICATION	REGIONAL

COMMON NAME	BOTANICAL NAME	OBJECTIVE	LISTING
Spanish broom	<i>Spartium junceum</i>	PREVENTION	REGIONAL
Spotted knapweed	<i>Centaurea stoebe subsp.australis</i>	PREVENTION	STATE
Tropical soda apple	<i>Solanum viarum</i>	ERADICATION	STATE
Water caltrop	<i>Trapa spp. (all species)</i>	PREVENTION	STATE
Water hyacinth	<i>Eichhornia crassipes</i>	CONTAINMENT	STATE
Water lettuce	<i>Pistia stratiotes</i>	PREVENTION	REGIONAL
Water poppy	<i>Hydrocleys nymphoides</i>	CONTAINMENT	REGIONAL
Water soldier	<i>Stratiotes aloides</i>	PREVENTION	STATE
Water star grass	<i>Heteranthera zosterifolia</i>	PREVENTION	REGIONAL
White blackberry / Mysore raspberry	<i>Rubus niveus</i>	PREVENTION	REGIONAL
Willow-leaf primrose/ Water primrose	<i>Ludwigia peruviana</i>	ASSET	REGIONAL
Willows †	<i>Salix spp. (excludes S.babylonica, S.X calodendron &amp; S. x reichardtiji)</i>	ASSET	STATE
Witchweed	<i>Striga spp. (except the native S. parviflora)</i>	PREVENTION	STATE
Yellow bells	<i>Tecoma stans</i>	ERADICATION	LOCAL
Yellow burrhead	<i>Limnocharis flava</i>	PREVENTION	STATE



Salvinia



Senegal Tea



Water Poppy

## ADMINISTRATION

### Condition of Public Works

Council operates as a special (single) purpose authority which is to control declared priority weeds on the four constituent Councils roads and reserves. Council does not own public facilities as referred to in Section 428(2)(d) of the Local Government Act, 1993.

The only non-current assets held by Council are listed below:

#### A. Freehold Land

Re-valued August, 2014.

#### B. Works Depot/Administration Office

Re-valued June, 2019.

Building in satisfactory condition.

#### C. Vehicles & Other Plant and Equipment

(i) Vehicles are only kept generally for 3 years or 60,000 km, whichever occurs first.

All vehicles are in first class condition.

(ii) Other plant and equipment are all in good condition.

#### D. Furniture and Fittings

Most is in a good condition.

#### Legal Proceedings

No legal proceedings were taken during the year for offences involving the failure to control declared priority weeds.

There were no outstanding legal matters carried forward.

### Elected Members

Council has adopted a policy, "Payment of Expenses and the Provision of Facilities to Members". The objective of this policy is to reimburse the chairperson and members for expenses reasonably incurred in performing their duties and to provide them with a standard and range of facilities in discharging the functions of civic office.

The following allowances, fees and expenses have been provided to Members or incurred as a result of their activities during 2018/2019:

Chairperson's Allowance	\$10,790
Members' Fees	\$47,210
Travelling Expenses	\$1,282
Conference & Delegates Expenses	NIL
Local Government Association Subscriptions	\$1,838
Insurance	\$7,278
Miscellaneous Council Expenses	\$2,939

Limited use of facilities is available in accordance with Council's policy and no other expenses were incurred.

### **Attendance at Meetings by Board Members 2018/19 (Maximum 6)**

<b>Member</b>	<b>Meetings</b>	<b>Notes</b>
Clr. Alan Haselden	1	Resigned 10/18
Clr. Brad Bunting	5	Elected 9/16. Returning
Clr. Marcus Cornish	5	Elected 9/12. Returning
Clr. Julie Griffiths	3	Elected 4/17. Returning
Clr. Amanda Kotlash	4	Elected 9/16. Returning
Clr. Karen McKeown OAM	5	Elected 9/16. Returning. Chair
Clr. Brooke Collins OAM	5	Elected 9/17. Returning
Clr. Nathan Zamprogno	5	Elected 9/16. Returning.
Clr. Robyn Preston	4	Elected 10/18

### **Senior Staff Remuneration**

The total remuneration provided during the year, comprising the salary and employer's contribution to superannuation, including payments of accumulated benefits was \$159K.

The General Manager is the only Senior Staff member. He commenced his duties on 1 November 2010.

### **Major Contracts Awarded**

No major contracts were awarded during the year.

### **Bush Fire Hazard Reduction Program**

Council is a special (single) purpose authority charged with responsibilities for Declared Priority Weeds. Thus, bush fire activities are not within Council's functions.

### **Private Works**

Council provided a contract spraying and aquatic weed harvesting services. Most of the work carried out during the year was undertaken on behalf of Constituent Councils, State Government Agencies or Departments, regular private property weed control

activities is taking place, however these are generally of low economic value. Quite a proportion of these works arise from requests from landholders whom have been visited by council inspectors.

### **Contributions/Donations**

There were no contributions or donations under Section 356 of the Local Government Act.

### **Human Resources Activities**

Most staff undertook a number of training courses to assist them in their career development, and necessary, to meet appropriate certification and license requirements. Please also refer to Priority Weeds Control Operations Report and Performance Management Report for further Human Resources Activities.

### **Activities to Implement EEO Management Plan**

An Equal Opportunity Management Policy and strategies were adopted in accordance with the Local Government Act 1993. All Council articles and policies adhere to EEO policies. A harassment policy and anti-bullying policy has been adopted and a contact officer has been appointed as the first point of contact. EEO and anti-discrimination publications and articles concerning sexual harassment are all distributed to staff when received.

### **Number of Staff**

Full-time	10
Trainee	0
Part Time	5
Casual	0

*TOTAL EFT (Equivalent Full Time)* 13.2

### **External Bodies Exercising Council Functions**

There were no external bodies to which Council delegated any of its functions.

### **Controlling Interest in Companies**

Council did not hold a controlling interest in any companies either singularly or jointly with other Councils.

### **Partnerships, Co-operatives and Joint Ventures**

Council was not a party to any partnerships, co-operatives or joint ventures.

### **Rates and Charges Written Off**

Council is not a rating authority and therefore rates and extra charges are not written off. No debts were written off.

## **Overseas Visits Funded by Council**

There were no overseas visits undertaken during the year by Council Members or staff.

## **Activities for Children**

Council is a single purpose authority charged with the administration of declared priority weeds. Thus activities for children are not within Council's functions.

## **Access and Equity Service to All**

Council advertised services and access to services, as required by the Local Government Act. However, for this "single purpose" County Council, only minimal advertising was necessary.

## **Government Information (Public Access) Act 2009 (GIPA Act) – Statistical Report**

The statistics for requests for information via GIPA Act were as follows

### **2018/2019**

Public Info Requests	Nil
Public Info Results	Nil

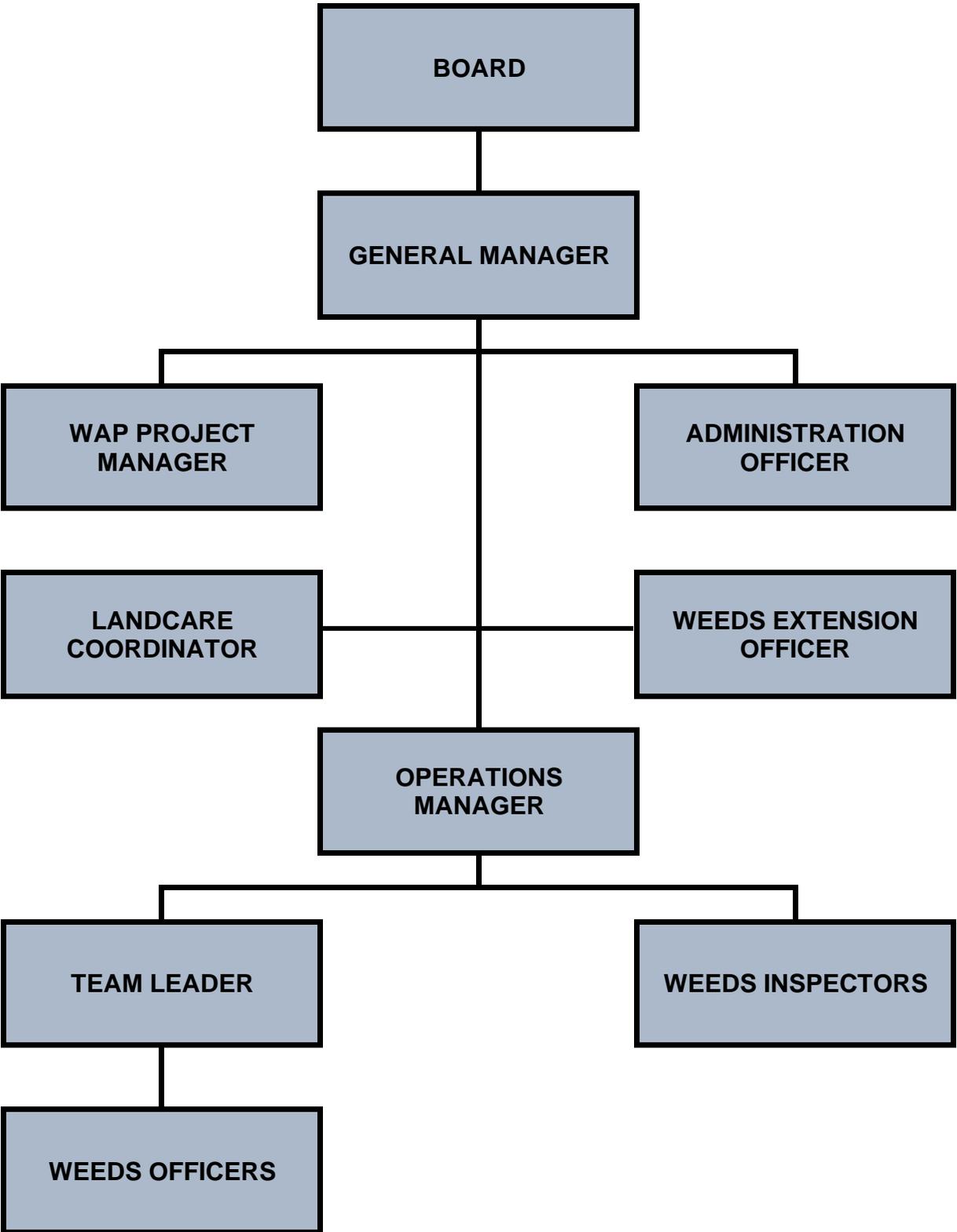
There are no circumstances in which the Ombudsman has made enquiries of Council.

Council has published its "Publication Guide" on the website under the guidelines of the Act. This guide navigates public access to Council information.

## Governance Highlights

<b>6 Council Board Meetings Convened</b>		<b>Annual Report Produced as per Local Government Regulation</b>
	<b>Annual Grant Reports Submitted</b>	
<b>Operational Plan Reviewed and Adopted</b>		<b>Long Term Financial Plan Reviewed and Adopted</b>
	<b>Workforce Management Strategy Reviewed and Reported to Board</b>	
<b>Corporate and Employment Policies Reviewed as per Schedule</b>		<b>Expected Grant Funding Achieved</b>

**HRCC ORGANISATIONAL STRUCTURE**



## PLANNING AND POLICY DOCUMENTS

Council participates in the discharge of the following legislation, policy and plans:

### **State Legislation**

*Local Government Act 1993* (and Regulations) (NSW)

*Biosecurity Act 2015* (NSW)

*Workplace Health and Safety Act 2012* (NSW)

*Pesticides Act 1999* (NSW)

*Government Information (Public Access) Act 2009* (NSW)

### **State Weeds Strategies**

NSW Invasive Species Plan 2017-2022

### **Council Policies**

Code of Conduct

Code of Meeting Practice (OLG)

Payment of Expenses and Provision of Facilities to Council Members

Procurement Policy

*Protected Disclosures Act 1994* – Internal Reporting Policy

Staff Records Management

Anti-Bullying Policy

Vehicle Leaseback Management Policy

Investment Policy

Pesticide Use Notification Plan

Biosecurity Local Weeds Plan 2017

Employee Assistance Program

### **Local Procedures and Plans**

Financial Reports; Auditor's Reports and Annual Reports to the Community

Delegation of Authority – via Council Minutes.

10 Year Business Activity Statement 2017-2027 (includes Resourcing Strategy)

4 Year Delivery Plan 2017-2021

Operational Plan 2018/19

Minutes of Council and Committee Meetings

Minutes of All Staff Meetings

Authorised Officers – Authority and Powers of Entry

Pecuniary Interest Disclosures – Members, General Manager, Operations Manager, Authorised Officers

Register of Investments

Register of Meetings Closed to the Public

Summary and Statement of Affairs

Process for Inspection of Private Properties

MOU – Sydney Regional Weeds Committee x 4

MOU – Weeds Action Program Project Partners x 19

Administration Procedures for WAP Lead Agency Role

### **Employee Management**

Personal Files

Values Statement

E. E. O

WHS System

Special Leave for Emergencies and Fire Fighting

Staff Recruitment & Procedures

Employee Policies and Procedures Register

# MEMBER COUNCIL INFORMATION

## Role of Council Members

Members' duties include attending Council and Committee meetings, and organised site inspections as required. They are responsible for making major decisions and deciding on policies which set the direction Council will take in its operations, services and activities. They are not paid a salary but receive a fee. Most Councillors have other full or part-time jobs.

## Your Representatives

### The Hills Shire Council



**Clr Robyn Preston**  
PO Box 300  
RICHMOND 2753  
Mobile: 0419 200 300



**Clr Brooke Collins OAM**  
7 Carlisle Crescent  
KELLYVILLE 2155  
Mobile: 0438 373 994

### Blacktown City Council



**Clr Brad Bunting**  
31 Shackleton Avenue  
TREGEAR 2770  
Mobile: 0429 858 532



**Clr Julie Griffiths**  
15 Toomey Crescent  
QUAKERS HILL 2763  
Mobile: 0448 725 473

### Hawkesbury City Council



**Clr Amanda Kotlash**  
PO Box 14  
KURMOND 2757  
Mobile: 0427 039 714



**Clr Nathan Zamprogno**  
332 Saunders Road  
OAKVILLE 2765  
Mobile: 0427 122 419

### Penrith City Council



**Clr Marcus Cornish**  
7 Darwin Drive  
LAPSTONE 2773  
Mobile: 0481 033 419



**Clr Karen McKeown OAM**  
52 Leonay Parade  
LEONAY 2750  
Mobile: 0401 995 945

## MEMBER COUNCIL PROCESS

Each of the four constituent Councils elect two delegates from amongst their Councillors to comprise the governing body of the Hawkesbury River County Council.

If the number of Councillors seeking election is no more than the required two delegates, then membership of the County Council is by appointment of the constituent Council.

These elections or appointments take place after the constituent Councils quadrennial (four yearly) elections are finalised or to fill a casual vacancy.

The resultant eight, in the case of this County Council, comprise the governing body. For County Councils these delegates are referred to as "Members".

The Chairperson is elected or, if unopposed appointed, in October each year.

The County Council meets regularly on a two monthly basis and at other times when required.



## FINANCE, ACCOUNTING & ADMINISTRATION

### Functions/Activity – Cost Report

Council's audited financial results are presented in the form of General Purpose Financial Statements. This same financial information is used in compiling this report which is based on the following functions/activities:

#### (i) Health – Noxious Weeds

Administration, inspections and weed control activities associated with priority weeds.

#### (ii) Economic Affairs

Private Works (Category 2 Business Activity) related to weed control on private lands and training services for O.H & S.

#### (iii) Governance

Costs relating to the Council's role as a component of democratic government, including members' fees and expenses, subscriptions to local authority associations, meetings of council and policymaking committees, reporting, area representation and public disclosure and compliance, together with related administration costs.

#### (iv) Administration

Costs not otherwise attributed to other functions.



***A copy of Council's Audited HRCC Financial Statement 2018/2019 is contained as a separate Appendix to this Report.***

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