



Hawkesbury River County Council 2022/23 Annual Report



Hawkesbury River County Council

ABN 21 896 475 450

6 Walker Street, South Windsor
NSW 2756

Phone 02 4574 9600

Contents

Hawkesbury River County Council at a Glance.....	3
Chair’s Report	4
Reason for the Annual Report	5
Our Vision, Mission and Values	6
Benefits of a County Council Controlling Weeds.....	7
Our Activities	8
Guiding Strategies	9
Weeds Declared under Biosecurity Act (2015)	10
Our Operational Results 2022/23.....	11
1 Weed Control	11
2 Grant Delivery.....	20
3 Member Council Weed Control Summary	22
4 Weed Control Highlights.....	23
5 Inspection Program	24
6 Community Awareness.....	32
7 Oakville Frogbit Operations.....	33
8 Inspection Highlights	35
Hawkesbury-Nepean Landcare Network.....	36
1 Community Awareness - Landcare	36
2 Community Awareness - Strengthening Rural Communities (After a Fire).....	43
3 Start Landcare or Reinvigorate the Existing Group.	44
Administration	45
Our Organisational Structure	49
Planning and Policy Documents	50
Member Council Information	51
Member Council Process	52
Financial Summary 2022/2023	53
Appendix 1: Priority Weed List September 2020	54



Hawkesbury River County Council at a Glance

Our Origin

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

Our Team

We are governed by a Council of eight elected members representing our four member councils.

Our General Manager oversees a team of 10 staff in the areas of Operations, Landcare, Project Management and Administration.

Our Area of Operations

We are the Local Weed Control Authority for the councils of Blacktown City, Hawkesbury City, Penrith City and The Hills Shire, which constitute a combined County area of 3,823 square kilometres.

Funding and Revenue

We levy funds equally from the four constituent councils.

We receive grants from the NSW Government, from which we must achieve specific outcomes.

We charge for services and work performed for private landholders.

Location and Contacts



Our Administration office and Works Depot are located at
6 Walker Street (Corner Dowling Place)
South Windsor, NSW 2756

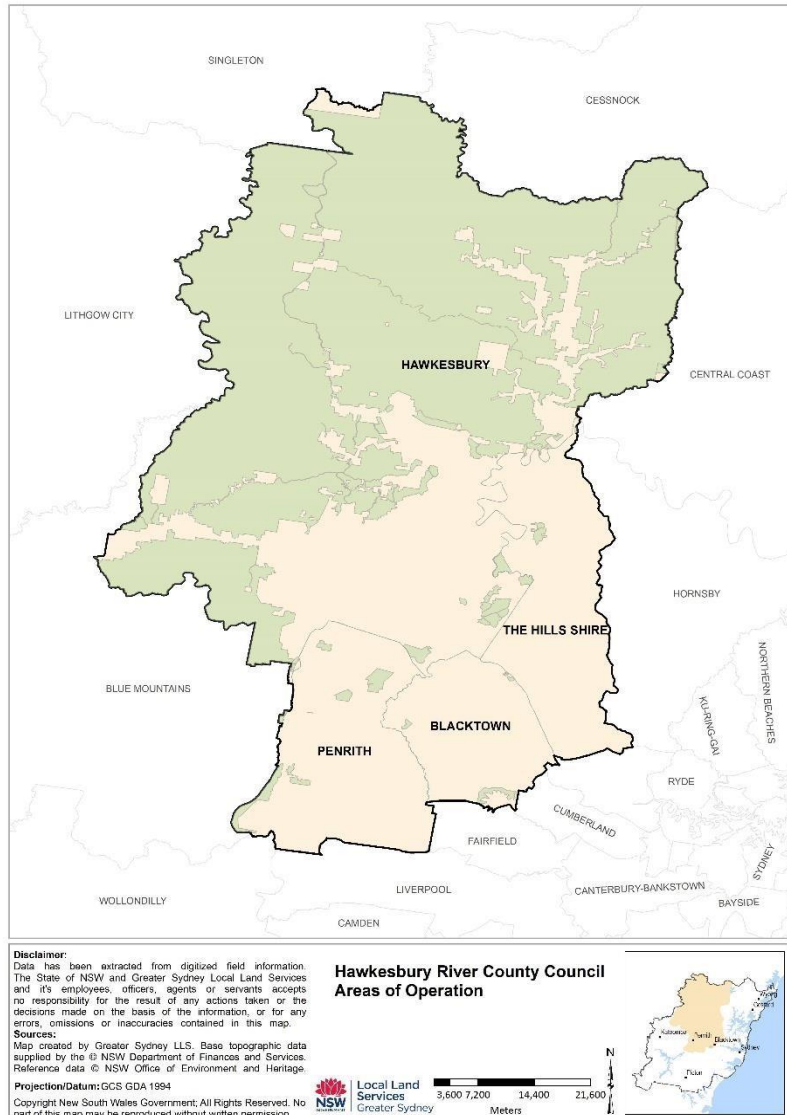


General Manager
Hawkesbury River County Council
PO Box 6021
South Windsor Delivery Centre, NSW 2756

• www.hrcc.nsw.gov.au

✉ council@hrcc.nsw.gov.au

☎ 02 4754 9600



Chair's Report

Over the last year, our organisations vision has been met under the operational leadership of General Manager Mr Chris Dewhurst along with Coordinators Ms. Natalie James and Mr. Phil Price. With the support of the Board, we have remained focussed on providing tangible outcomes on weed control and coordination throughout the local government areas of Blacktown, Hawkesbury, Penrith and The Hills.

After several successive years of crisis and turmoil, the last 12 months have been relatively calm in comparison, giving the organisation an opportunity to consolidate and build: The General Manager was able to take four months of leave, which allowed for Mr. Barry Smith – the retired General Manager of Hunters Hill Council – to take on the role as Acting General Manager. Mr Smith's wealth of knowledge and experience was greatly appreciated and certainly enhanced the capacity of the organisation.

We have also continued to perform our role as a Local Control Authority under the Biosecurity Act. Some achievements in this area include: controlling 69 hectares of terrestrial and 198 kilometres of aquatic weeds across the four local government areas; undertaking 1,793 private property inspections; retaining staff who continually refine their control, surveillance and planning techniques to maximise efficiency and results; the continued dedication of building relationships with industry stakeholders; and continuing to be an industry leader in every facet of weed management when combined with our continued facilitation of the Hawkesbury-Nepean Landcare Network.

Notably, the Frogbit Weed rapid response held over three days in November 2022 was a particularly successful event organised by Hawkesbury River County Council and the NSW Department of Primary Industries. This newly emerging aquatic weed has the potential to severely impact the main river system. A rapid response event focussing on Oakville involved 17 different agencies and over 60 participants. An area of 800ha was surveyed and inspected, making it the largest scale weed response event held in Greater Sydney.

From a financial perspective, we continue to operate sustainably to develop new ideas to diversify income and become more sustainable as an organisation. We seek to broaden our funding base from sources outside of the rates pool, such as Australian and NSW government grants.

In conclusion, this reporting period marks an advancement on the core mission of the Hawkesbury River County Council, we provide multiple layered benefits to our four constituent councils and the community. We have delivered valuable, on-ground results in weed management and are committed to ensuring that our services meet the needs of the community and the environment.

I would like to acknowledge the work of our staff as they have continued to deliver professional results and then also provided in-depth reports to the Board. I would like to thank the General Manager and Acting General Manager for ensuring our governance requirements continue to be met and the organisation is run in a practical and efficient manner.

Finally, I am honoured to be given the opportunity to lead and chair the governing body of Hawkesbury River County Council and thank every member for their support during my term as Chair.



Councillor Karen McKeown MP
Chair, Hawkesbury River County Council

Reason for the Annual Report

An annual report is one of the key points of accountability between a council and its community. This is not a report to the Office of Local Government or the NSW Government. It is a report to our community.

This report focusses on the implementation of our Delivery Program 2022-2026 and our Operational Plan 2022/23. It also includes our Audited Financial Statements 2022/23.

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 Operational Plan;
- The annual report in the year of the ordinary election will also include an outline of achievements in implementing the Community Strategic Plan (Business Activity Strategic Plan in the case of County Councils);
- 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) and provided to the Minister for Local Government.

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 councillors and council staff;
- Details of Chair and Member 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.

Our Vision, Mission and Values

Vision Statement

An improved environment and economy across the Hawkesbury-Nepean catchment through an integrated regional approach to weeds management.

Mission Statement

We deliver improved environmental, social and economic outcomes across the Hawkesbury catchment through effective, risk-based weed management. We do this directly through best practice weed eradication and prevention and by supporting industry and the community to play their role in helping control weeds.





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 always.



Photo 1: HRCC operational staff undertaking weed control.

Benefits of a County Council Controlling Weeds

<p>Boundary problems are avoided over large areas. This is critical to effective weeds management when weeds do not conform to council borders.</p>		<p>Concentration of a few rather than many functions lead to specialisation, more efficient and effective outcomes due to increasing focus.</p>
	<p>An outbreak of new invasive weeds anywhere in the County Council area means that ALL the resources are brought to bear on the problem.</p>	
<p>Management and operational plans are prepared for the county area. As such, the revenue is used to focus attention on required strategic outcomes.</p>		<p>Costs of service provision are reduced to our Member Councils through the principles of resource sharing and economies of scale.</p>

Our Activities

Our organisation is constituted under the *Local Government Act* and is specified as a Local Control Authority under the *Biosecurity Act*.

We are a special purpose authority formed to administer, control and eradicate declared priority weeds. The below graph is a summarisation of our role.

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

Control priority weeds on land occupied by Constituent Councils.

Ensure (as far as practicable) the occupiers of land carry out obligations to control priority weeds imposed under the Act.

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

Inspect land within the local area in connection with our 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.

Carry out 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 us of the presence of certain notifiable priority weeds. We 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 intricately linked to climate, land use and ecology, and must therefore be managed to respond as these attributes change.

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

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

The strategies are broad enough to allow an organisation to respond to climate and land use but still conform to a solid set of management principles.

These strategic objectives also follow the guidance provided by the development of our member councils' '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.

Weeds Declared under 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 and pose a significant biosecurity risk. Prevention of the biosecurity risk is a reasonably practical objective.
ERADICATION	These weeds are present in limited distribution and in abundance in some parts of the state. Elimination of the biosecurity risk posed by these weeds is a reasonably practical 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 by these weeds is reasonably practicable.
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	
PREVENTION	These weeds are currently not found in the Greater Sydney region and pose significant biosecurity risk. Prevention of the biosecurity risk posed by these weeds is a reasonably practical 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.
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.
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.

Our Operational Results 2022/23

Key:

Achieved

Minor disruption

Major disruption

1 Weed Control

During the operational year of 2022-2023, our weed control team has been hard at work treating weeds across the county area. Enough time has passed since the devastating floods of 2022 and staff have dealt with an increase in aquatic weed control issues, including outbreaks of *Salvinia* and *Frogbit*.

This report demonstrates how HRCC is implementing our 2022/2023 Operational Plan. Evidence and examples have been provided of the works that have been undertaken as per our Operational Plan and are reported against in the HRCC reporting system. Graphs are generated from our data entry, tracking our progress against our targets. These have been included in this report.

This reports now splits the Weeds Action Program in half to demonstrate the contribution from the member council in the for of co-contribution towards this grant . This involves splitting the hectare or kilometre action.

A full breakdown of works can be found in previous board reports which are available on our website.



Photo 2: HRCC weed control team getting up close with Perennial soybean (*Neonotonia wightii*).

1.1 Control of Eradication Listed Terrestrial Weeds

Target	8.5 hectares (in-kind) 8.5 hectares (grant funded)
Completed	17.08 hectares



Photo 3: Weed control staff removing Boneseed (*Chrysanthemoides monilifera subsp. monilifera*) in Kareela reserve in Doonside. Notice that is located beside the train line which is a high-risk pathway.

1.2 Control of Containment Listed Terrestrial Weeds

Target	2 hectares
Completed	2.3 hectares



Photo 4: Weed control staff treating African Olive (*Olea europaea subsp. cuspidate*) using the cut and paint method and applying neat herbicide.

1.3 Control of Asset Listed Terrestrial Weeds

Target	15 hectares
Completed	14.4 hectares



Photo 5: Resident request for the treatment of smooth tree pear (*Opuntia monacantha*) within a council reserve. Plants were cut down and treated with foliar application of herbicide.

1.4 Control of Local and Environmental Terrestrial / Aquatic Weeds

Target	25 hectares
Completed	22 hectares



Photo 6: Staff treating mother of millions (*Bryophyllum species*) growing on a roundabout in Oakville.

1.5 Control of Eradication or Containment List Aquatic Weeds

Target	99 kilometres (in-kind)
Completed	198 kilometres



Photo 7: Staff undertaking aquatic weed spraying out on the Hawkesbury River.

1.6 Control of Asset Listed Aquatic Weeds

Target	7 hectares
Completed	15.3 hectares



Photo 8: Aquatic weed boom installed at Lake Woodcroft has assisted HRCC staff to treat *Salvinia molesta*.

1.7 Staff to Fill Out Daily Site Assessments and Herbicide Records

Target	40 per month
Completed	278

40 site assessments completed each month					
	Blacktown	Hawkesbury	Hills	Penrith	Total
Year total	66	83	52	77	278

Data represents the current capacity of HRCC and reflects herbicide usage records which are filled out each time herbicide is used on a new site. Staff may visit one site a day or a number of sites depending on the target species.

1.8 Undertake Weed Control to Improve the Condition of Roadside Reserves as Identified in the Roadside Vegetation Management Plan (RVMP) (High Conservation Value)

Target	5 hectares
Completed	5.7 hectares

1.9 Undertake Weed Surveillance to Improve the Condition of Roadside Reserves as Identified in the Roadside Vegetation Management Plan (RVMP)

Target	60 kilometres high conservation value
Completed	60 kilometres

Target	40 kilometres medium conservation value
Completed	39 kilometres

Target	30 kilometres low conservation value
Completed	30 kilometres

1.10 Support Landcare with On-Ground Support

Target	200 hours
Completed	52.2 hours

Data is reflective of HRCC current capacity and priorities.



Photo 9: HRCC staff assisting with Mulgoa Landcare.

2 Grant Delivery

2.1 Weed Control - Weeds Action Program

2.1.1 Eradicate or contain terrestrial weeds - Boneseed

Target	8.5 hectares
Completed	17 hectares

2.1.2 Control of Eradication or Containment listed aquatic weeds - Alligator weed, Salvinia, Senegal tea, Water hyacinth

Target	99 kilometres (Grant funded)
Completed	198 kilometres



Photo 10: Aquatic weed spraying on the Hawkesbury River.

2.2 Weed Control - Crown Lands Improvement Fund

2.2.1 Undertake primary and follow up weed control

Target	1090 hours
Completed	868 hours

Crown Reserve Name	Target Hours	Controlled Hours	Remaining Hours
Kenthurst Park	100	81.6	18.3
Lukas Avenue	100	35.4	64.5
Macdonald Valley Crown Reserve	200	165.8	34.1
Leonay Reserve	200	179.3	20.6
Forbes Street Reserve	200	165.9	34
Chain of Ponds Reserve	160	133.4	26.5
Skeleton Rocks Reserve	130	106.4	23.5
Total Hours	1090		

2.2.3 Undertake surveillance of Crown Reserves

Target	159 hours
Completed	137 hours

2.2.3 Create 10 weed maps of Crown Reserves

Target	10 weed maps
Completed	0 maps

This target has been extended by the funding body to be completed in October 2023.

3 Member Council Weed Control Summary

Blacktown LGA			
Action Summary	Performance measure		
	Hours	Hectares	Km
Weed control completed	408	15.6	-
Roadside vegetation management plan surveillance	7	-	32

Hawkesbury LGA			
Action Summary	Performance measure		
	Hours	Hectares	Km
Weed control completed	274	19.3	-
Roadside vegetation management plan surveillance	11	-	43

The Hills LGA			
Action Summary	Performance measure		
	Hours	Hectares	Km
Weed control completed	277	8.5	-
Roadside vegetation management plan surveillance	9	-	19

Penrith LGA			
Action Summary	Performance measure		
	Hours	Hectares	Km
Weed control completed	391	25.4	-
Roadside vegetation management plan surveillance	10	-	35

Grand Total			
Action	Performance measure		
	Hours	Hectares	Km
Member councils	1,378	69	129
WAP	200	17	198



4 Weed Control Highlights

1,378 hours of weed control activities.



69 hectares of weeds controlled.



278 Herbicide records completed.



376 hours of asset protection aquatic weeds controlled.



1447 Boneseed plants controlled across the county.

5 Inspection Program

During the operational year of 2022-2023, our Biosecurity Weed Inspector team was hard at work inspecting lands and containing prohibited matter outbreaks across the county area.

The team's enthusiasm, attention to detail, and positivity in the face of challenges resulted in it successfully overachieving many of our targets and exceeding in extra operational grants and initiatives.

Evidence and examples have been provided of the works that have been undertaken in line with the Operational Plan 2022-23. Graphs are generated from our weekly data entry, tracking our progress against our targets. These have been included in this report where relevant.

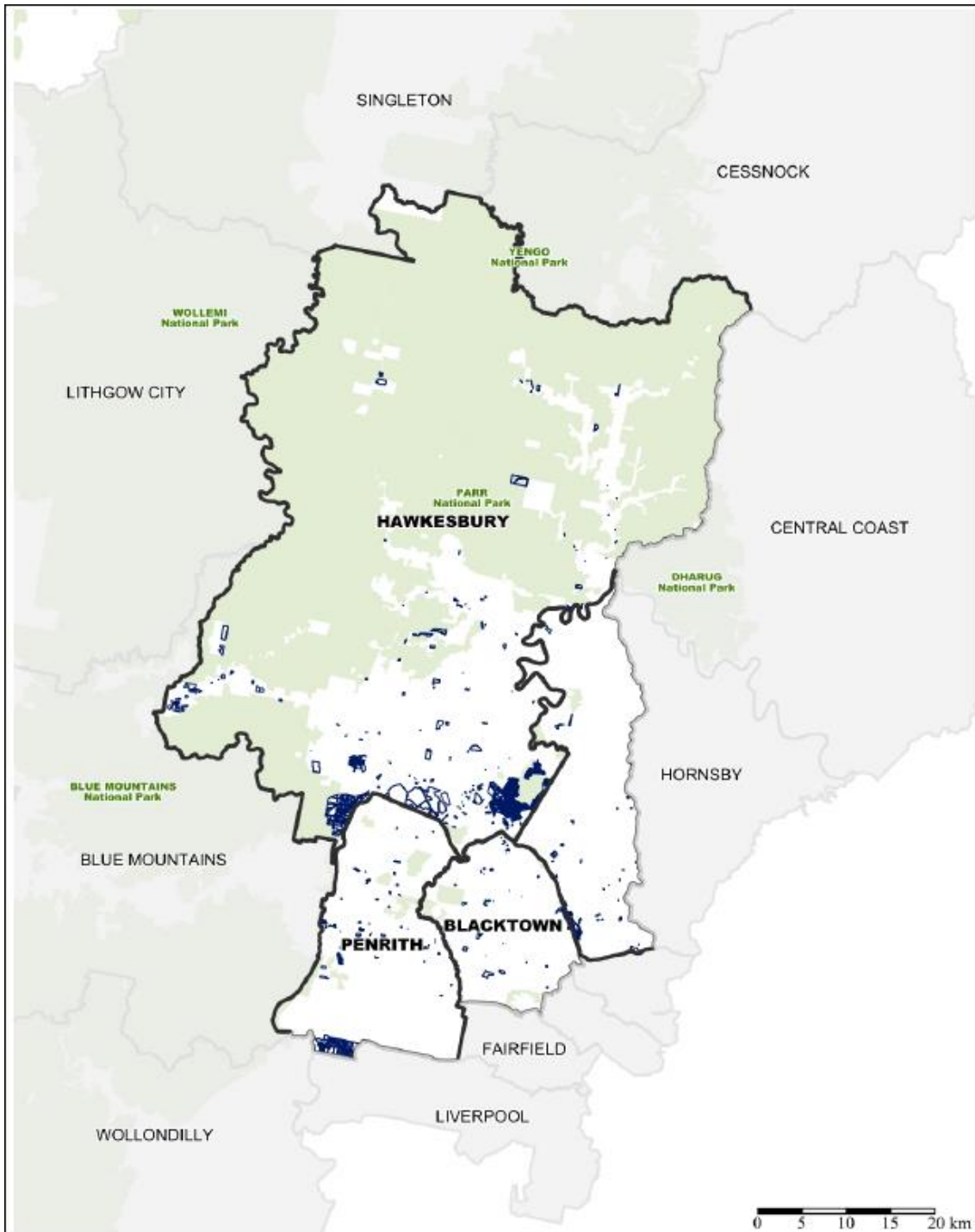


Photo 11 Staff inspect the Collectors' Plant Fair at Richmond.

5.1 Systematically Inspect Various New Areas Bounded by Specific Landmarks, Such as Creek or Road Systems Each

Target	1,650 inspections
Completed	1,793.5 inspections

The inspection team was able to exceed its target by 8%. This was achieved through training, subsequent capacity increases, and the integration of new and updated mapping and data collection technology.



Map 1: Inspected area of County Council in 2022/23 reporting period shaded dark blue.

5.2 Inspect Nurseries and Other Outlets Involved in the Sale of Plants for Priority Weed Species

Target	125
Completed	125



Photo 12 *Opuntia monacantha* seized during a routine nursery inspection.

5.3 Respond to 5 Incursion of Prohibited Matter or New Priority Weeds

Target	5
Completed	69



Photo 13 Staff undertaking visual surveys for Frogbit throughout the Hawkesbury LGA.

5.4 Undertake Surveillance of All High-Risk Sites and Pathways Month

Target	550km
Completed	550km



Photo 14 The inspection team undertaking surveillance on the Nepean River.

5.5 Systematically Reinspect Identified Properties Where Priority Weeds Have Been Found and Landholders Notified to Control Them

Target	150 properties
Completed	338 properties

Our inspection team exceeded its property reinspection target. Across the inspection rounds, full compliance was recorded at an average of 85%, which is an increase of 8% from the previous year. This is a positive testament to the continuing and improving processes followed by the team, and the education that the team provides landholders during their inspection process.

5.6 Provide Advice to Land Managers on a One-to-One Basis - During Inspections and Field Days, over the Phone, by Letter or by Fact Sheets

Target	1,500
Completed	2,633



Photo 15 Staff providing advice to a landholder.

5.7 Map the Extent of All Scheduled Priority Weed Species. Map All-State and Local Priority Weed Species

Target	20,000 ha
Completed	24,489 ha

5.8 Inspect, Survey, and Eliminate New Incursions of Weed Species throughout or from outside the Council Area of Operation

Target	4 new species
Completed	6 new species



Photo 16 Water Lettuce (*Pistia stratiotes*) was identified within the county council area.

5.9 Establish on Private or Public Lands Nursery Sites and Release Sites of Appropriate Biological Control Species for Weed Species Found within the Council's Area of Operation

Target	5 sites
Completed	11 sites



Photo 17 Staff collecting flea beetle (*Agasicles hygrophila*) from the primary nursery site for the control of Alligator Weed (*Alternanthera philoxeroides*).



Photo 18 Alligator Weed biological control flea beetle (*Agasicles hygrophila*).

6 Community Awareness

6.1 Develop the Capacity of Land Managers to Manage Weeds Effectively through Mentoring and Provision of Weed Management Plans

Target	5 plans
Completed	5 plans



Photo 19 Annual Biosecurity Act and Priority Weeds workshop for member council staff, community members and private contractor staff.

6.2 Complete Surveys or Reports Which Support the Endeavours of Other Bodies Interested in Weed Control

Target	4 surveys
Completed	4 surveys

7 Oakville Frogbit Operations

In a collaborative effort, a multi-agency operation responded to a biosecurity concern, investing a total of 347 staff hours, equating to approximately \$52,675.00. During the operation, a total of 58 infested properties were identified, with 37 of them discovered as a result of the operation.

The three-day multi-agency event featured participation from 17 other agencies ranging from local councils to state agencies and attracted the help of over 60 participants.

As part of the operation, 16 Biosecurity Undertakings and 37 Biosecurity Directions were issued. \$60,000 in emergency control funds was successfully applied for from the Department of Primary Industries.



Photo 20 Day 1 of all participants before they left for the field.

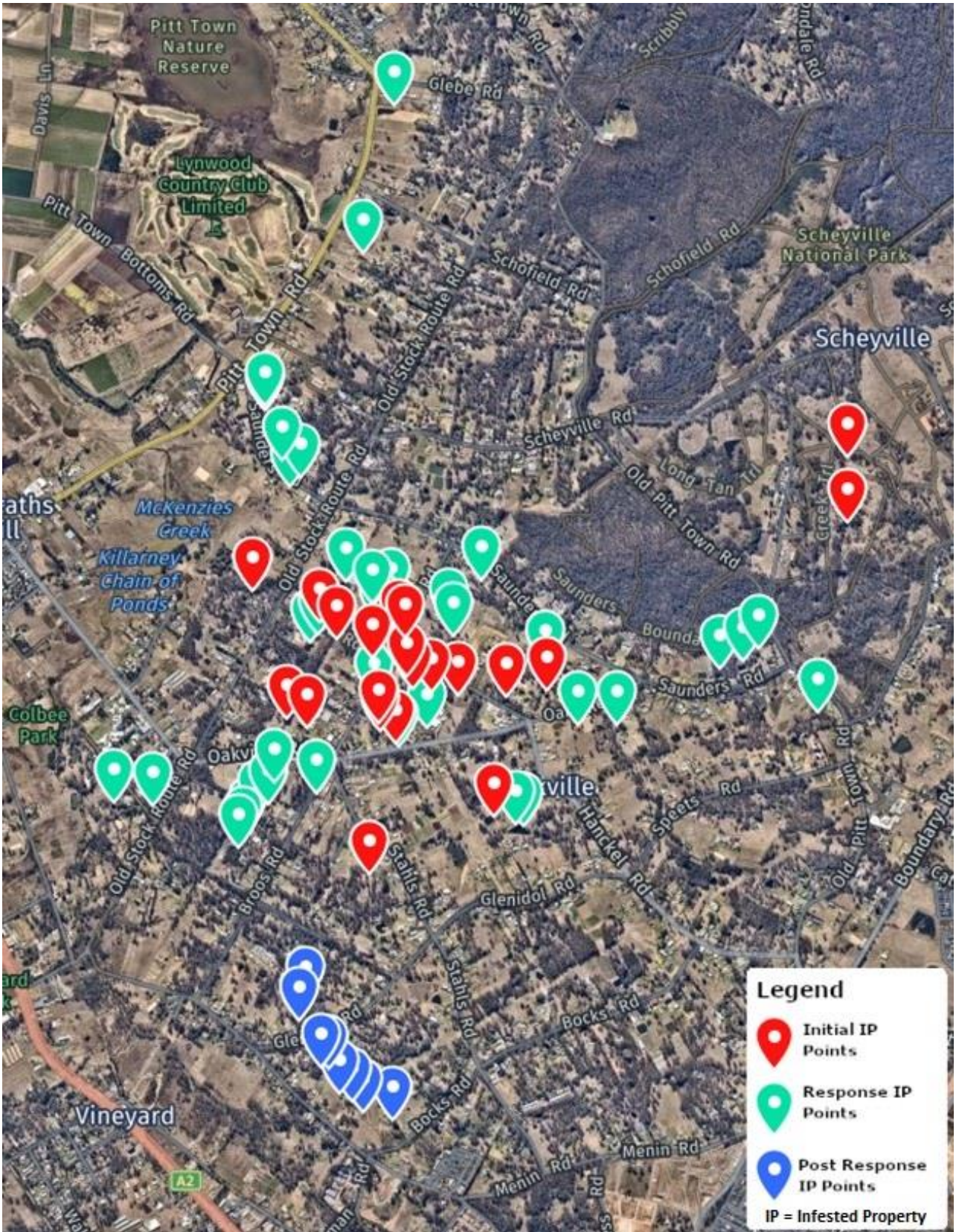


Photo 21 Map of Frogbit Spread in Oakville at the end of the 22/23 financial year.

8 Inspection Highlights

125 nursery and sales outlet inspections.



11 biological control release sites were established.



550 km of high-risk pathways monitored.



24,489 hectares of the county mapped.



338 private property re-inspections.



2633 landholders provided with advice.



Completed 1,793.5 private property inspections.



Over the past 12 months, the Hawkesbury Nepean Landcare Network has expanded, with several groups forming ongoing successful collaborations delivering services to the community, and the completion of successful projects occurring on a local and regional scale.

Membership and overall interest have grown significantly in the area and with the Local Landcare Coordinator’s support for disaster recovery and resilience.

1 Community Awareness - Landcare

1.1 Attend State-Wide and Regional “Community of Practice” Events for Professional Development

Target	5 events
Completed	4 events

1.2 Partner with local Landcare regional coordinator and regional agriculture Landcare facilitators to identify priority events or activities funded by the program.

Target	4 events
Completed	5 events



Photo 22 Landcare NSW gathering

1.3 Support Local Groups to Improve Membership, social media and Outreach; Support Schools through Advice

Target	20 new members
Completed	35 new members

Target	10 % increase in social media
Completed	88.5 % increase in social media

Target	8 schools engaged
Completed	8 schools engaged



Photo 23 Local Landcare Coordinator teaching students about the small patch of protected Cumberland Plain Shale Woodlands and Shale-Gravel Transition Forest on their school and how to care for it.

1.4 Arrange Regular Landcare and Council Meetings to Update, Plan and Strategise; Develop Communication Materials and Provide for Partner Media Opportunities

Target	12 meetings (2 with council)
Completed	16 meetings

1.5 Promote and develop improved communication between and within partner organisations (Local Land Services, Greater Sydney Local Landcare Network, Landcare NSW, member councils)

Target	Attend regular meetings
Completed	9 meetings attended

Target	4 communication materials produced
Completed	14 produced

Target	Feature in 9 communication materials developed by partners
Completed	10 featured in



1.6 Support Lifestyle Landholders Wanting to Learn More by Developing the Farm It Forward Program; Communicate Existing Opportunities, Engage, and Support Landholders to Improve Land Management of High Conservation Value

Target	3 Farm-it-forward workshops
Completed	0

Target	Share opportunities through social media and newsletters
Completed	11 opportunities shared

Target	10 landholders engaged
Completed	15 engaged

1.7 Continue Wetland Groups and Stream Watch; Support the Development of Riverkeeper; Engage Councils and Community Groups with Save or Species; Ongoing Support for Groups Started by Grants

Target	8 wetland group meetings
Completed	2 meetings

Target	6 Riverkeeper meetings
Completed	10 meetings

Target	1 Save-our species event
Completed	1 event

Target	12 meetings/events organised for groups started via grants plans
Completed	26 meetings/events



Photo 24 River Keeper RARC Day.

1.8 Develop a Wildlife Watch and Protection Program (Or Wildlife-Related Program) To Build the Community’s Relationship with Nature and Improve the Capacity of Landowners to Appropriately Manage And/or Regenerate Land with Wildlife in Mind.

Target	2 events organised or supported
Completed	2 events

Target	1 sub-group of community members formed
Completed	1 group



Photo 25 Citizens for Wildlife.

1.9 Fulfill Role as Secretary to Hawkesbury Nepean Landcare Network Steering Committee by the Organisation of Meetings

Target	4 meetings minutes/agendas
Completed	5 meetings
Target	1 annual general meeting
Completed	1 annual general meeting

1.10 Develop a Landcare Group. Engage Local Landholders, Share Information about Conservation Agreements with Land for Wildlife and Biodiversity Conservation Trust Organisations

Target	1 Landcare group developed
Completed	1

Target	Number of meetings attended
Completed	7

Target	1 educational day held about BMSCF and private property conservation agreements
Completed	0



Photo 26 Weeds vs Native Workshop.

2 Community Awareness - Strengthening Rural Communities (After a Fire)

2.1 Organise Fire Recovery Workshops for Landholders to Improve Land Management Skills

Target	3 workshops held
Completed	13

Target	1 report written
Completed	2

Target	Multiple meetings
Completed	4



Photo 27 Colo Valley planting Stage 2.

3 Start Landcare or Reinvigorate the Existing Group.

Target	1 Landcare group
Completed	2 Landcare groups



Photo 28 Roberts Creek Landcare.

Administration

Condition of Public Works

We operate as a special purpose authority, which is to control declared priority weeds on the four constituent councils' roads and reserves.

We do 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 June 2022
B. Works depot/ Administration office	Re-valued June 2022 Building in satisfactory condition
C. Vehicles & Other plant and equipment	(i) Vehicles are only kept 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. Replaced as required.

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

We have adopted a 'Payment of Expenses and the Provision of Facilities to Members' policy.

The objective of this policy is to reimburse the chairperson and members for expenses 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 because of their activities during 2022/23:

Members' fees	\$61,909
Travelling expenses	\$1,374
Conference and delegates expenses	NIL
Local Government Association subscriptions	\$1,979
Insurance	\$9,686
Miscellaneous Council expenses	\$1,815

Limited use of facilities is available in line with the policy and no other expenses were incurred.

Attendance at Ordinary Meetings* by Council Members

Six meetings were held during the 2022/23 year. Members were eligible to attend all meetings.

Member	Council	Attended	Notes
Clr Brad Bunting	Blacktown	6	Elected 9/2016
Clr Julie Griffiths	Blacktown	6	Elected 4/2017
Clr Jerome Cox (Deputy)	The Hills	5	Elected 2/2022
Clr Jessica Brazier	The Hills	5	Elected 2/2022
Clr Amanda Kotlash	Hawkesbury	6	Elected 9/2016
Clr Danielle Wheeler	Hawkesbury	6	Elected 2/2022
Clr Karen McKeown MP OAM (Chair)	Penrith	5	Elected 9/2016
Clr Marlene Shipley	Penrith	4	Elected 2/2022

*Note: The statutory requirement for a County Council is to meet four (4) times per year as a minimum.

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 \$187,000.

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.

Bushfire Hazard Reduction Program

We are a special purpose authority charged with responsibilities for Declared Priority Weeds. Thus, bushfire activities are not within our functions.

Private Works

We provided contract spraying and aquatic weed harvesting services.

Most of the work carried out during the year was undertaken on behalf of our member councils, NSW Government agencies or departments.

Very limited private property work occurred in 2022/2023.

Contributions/Donations

We made 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/or were 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

We have adopted an Equal Employment Opportunity Management Policy and strategies in line with the Local Government Act 1993. All our articles and policies adhere to EEO principles.

We have adopted an Anti-Harassment policy and Anti-bullying policy, and one of our officers 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	6
Trainee	0
Part Time	3
Casual	0
TOTAL	9

External Bodies Exercising Council Functions

There were no external bodies to which we delegated any of our functions.

Controlling Interest in Companies

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

Partnerships, Co-operatives and Joint Ventures

We were not a party to any partnerships, co-operatives or joint ventures.

Rates and Charges Written Off

We are 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 our members or staff.

Activities for Children

We are a special purpose authority charged with the administration of declared priority weeds. Thus, activities for children are not within our functions.

Access and Equity Service to All

We advertised services and access to services, as required by the Local Government Act. However, as we are a '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:

2022/23

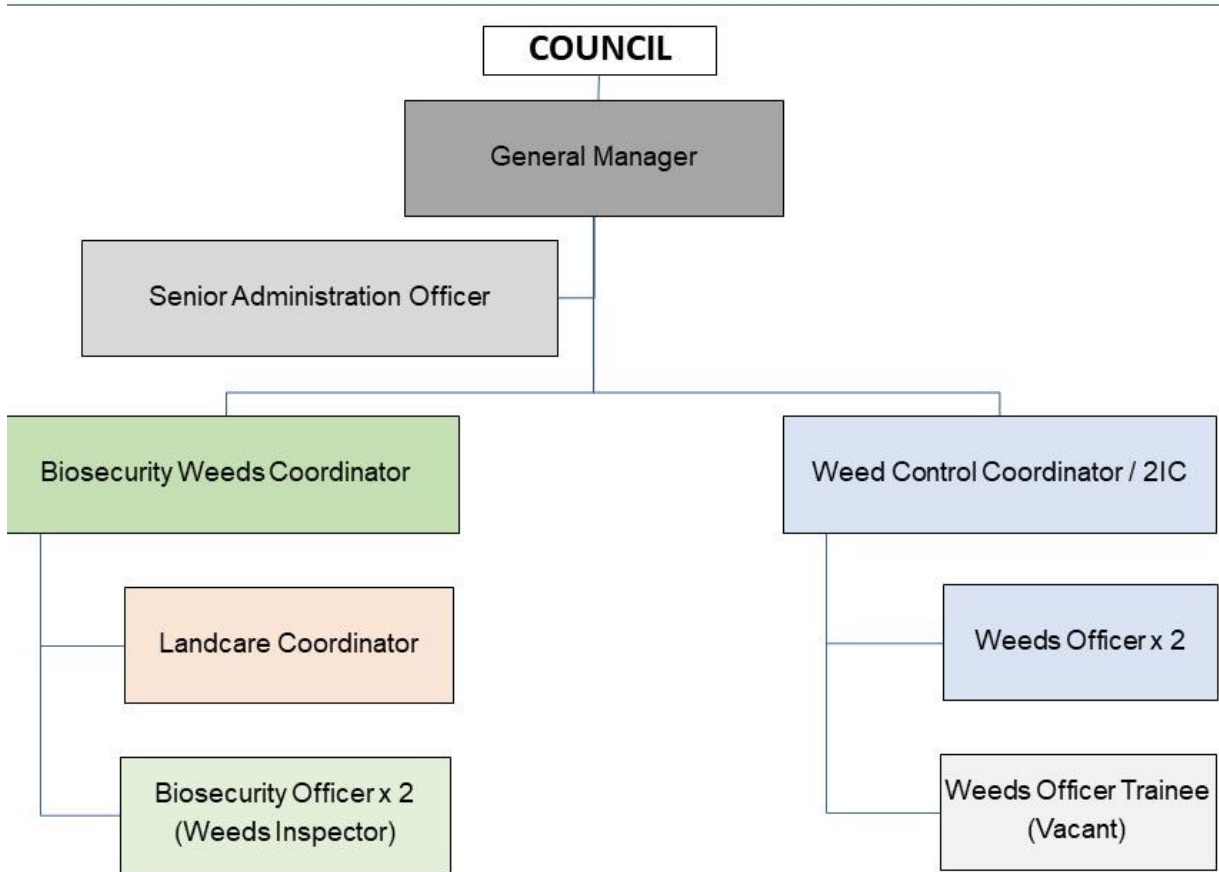
Public information requests	Nil
Public information results	Nil

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

We published our 'Publication Guide' on our website in line with the guidelines of the Act.

This guide navigates public access to Council information.

Our Organisational Structure



Planning and Policy Documents

We participate in the discharge of the following legislation, policy and plans:

State Legislation	<p>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)</p>
State weeds strategies	<p>NSW Invasive Species Plan 2017-2022 Greater Sydney Regional Weeds Plan</p>
Council policies	<p>Code of Conduct 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 Employee Assistance Program Pandemic Response Policy</p>
Local procedures and plans	<p>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 2022-2026 Operational Plan 2022/2023 Minutes of Council and Committee Meetings Minutes of All Staff Meetings Authorised Officers Manual – Authority and Powers of Entry Pecuniary Interest Disclosures – Members, General Manager, Authorised Officers Register of Investments Summary and Statement of Affairs Process for Inspection of Private Properties Pandemic Response Plan</p>
Employee management	<p>Personal files Values Statement Equal Employment Opportunity Work Health and Safety System Special Leave for Emergencies and Fire Fighting Staff Recruitment & Procedures Employee Policies and Procedures Register Workforce Management Strategy</p>

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

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 Danielle Wheeler
87 King Road
WILBERFORCE 2756
0419 910 967

Penrith City Council



Clr Marlene Shipley
2/77 Nepean Avenue
PENRITH 2750
0407 290 537



Clr Karen McKeown
52 Leonay Parade
LEONAY 2750
0401 995 945

The Hills Shire Council



Clr Jessica Brazier
c/- Hills Shire Council
0400 460 504



Clr Jerome Cox
c/- Hills Shire Council
0400 499 157

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, every two years.

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



Financial Summary 2022/2023

Our audited financial results are presented in the form of General Purpose Financial Statements in accordance with the Local Government Act 1993 and Regulations 2005.

The full Audited Financial Statements, including all notes, signatures and auditor's report is available on our website:











<https://hrcc.nsw.gov.au/documents/>










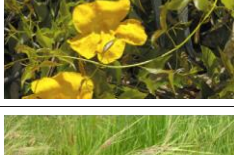

The results are summarised below:











	2023		2022
Results from Operations	\$,000		\$,000
Revenue	1,227		1,571
Expenses	1,342		1,284
Net Result	(115)		287
Financial Position			
Current Assets	1,581		1,622
Current Liabilities	426		437
Total Equity	2,932		2,968
		TCorp Benchmark	
Operating Performance Ratio	-9.37%	0%	14.63%
Unrestricted Current Ratio	13.80x	1.50x	9.14x
Cash Expense Cover Ratio	12.37mths	3.00mths	14.33mths












Appendix 1: Priority Weed List September 2020








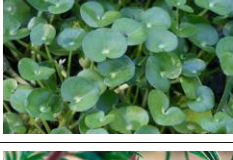


T = Terrestrial Weed (land based) A=Aquatic Weed












Common Name	Botanical Name	Image	Objective	Listing
African boxthorn ^T	<i>Lycium ferocissimum</i>		ASSET	STATE
African milk bush ^T	<i>Synadenium grantii</i>		ERADICATION	LOCAL
African olive ^T	<i>Olea europaea subsp. cuspidata</i>		CONTAINMENT	REGIONAL
Alligator Weed ^A	<i>Alternanthera philoxeroides</i>		CONTAINMENT	STATE
Anchored water hyacinth ^A	<i>Eichhornia azurea</i>		PREVENTION	STATE
Arrowhead ^A	<i>Sagittaria calycina var. calycina</i>		CONTAINMENT	LOCAL
Asparagus fern ^T	<i>Asparagus virgatus</i>		CONTAINMENT	LOCAL
Asparagus weeds ^T	<i>Asparagus aethiopicus</i>		ASSET	STATE
Bellyache bush ^T	<i>Jatropha gossypifolia</i>		ASSET	STATE
Bitou Bush ^T	<i>Chrysanthemoides monilifera subsp. rotundata</i>		CONTAINMENT	STATE

Common Name	Botanical Name	Image	Objective	Listing
Black knapweed ^T	<i>Centaurea x moncktonii</i>		PREVENTION	STATE
Black willow ^A	<i>Salix nigra</i>		ERADICATION	REGIONAL
Blackberry ^T	<i>Rubus fruticosus</i> species aggregate. (Except thornless varieties)		ASSET	STATE
Boneseed ^T	<i>Chrysanthemoides monilifera</i> subspecies <i>monilifera</i>		ERADICATION	STATE
Bridal veil creeper ^T	<i>Asparagus declinatus</i>		PREVENTION	STATE
Broadleaf pepper tree ^T	<i>Schinus terebinthifolius</i>		ERADICATION	LOCAL
Broomrape ^T	<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 ^A	<i>Cabomba caroliniana</i>		ASSET	STATE
Cape/Montpellier broom ^T	<i>Genista monspessulana</i>		ASSET	STATE
Cat's claw creeper ^T	<i>Dolichandra unguis-cati</i>		ASSET	STATE
Chilean needle grass ^T	<i>Nassella neesiana</i>		ASSET	STATE












Common Name	Botanical Name	Image	Objective	Listing
Chinese celtis ^T	<i>Celtis sinensis</i>		CONTAINMENT	LOCAL
Chinese knotweed ^T	<i>Persicaria chinensis</i>		ERADICATION	REGIONAL
Chinese violet ^T	<i>Asystasia gangetica subsp. micrantha</i>		PREVENTION	REGIONAL
Climbing asparagus ^T	<i>Asparagus africanus</i>		ERADICATION	REGIONAL
Coolatai grass ^T	<i>Hyparrhenia hirta</i>		ERADICATION	LOCAL
Coral creeper ^T	<i>Barleria repens</i>		PREVENTION	REGIONAL
Corky passionfruit ^T	<i>Passiflora suberosa</i>		CONTAINMENT	LOCAL
Crofton weed ^T	<i>Ageratina adenophora</i>		ASSET	LOCAL
East Indian hygrophila _A	<i>Hygrophila polysperma</i>		PREVENTION	REGIONAL
Eurasian water milfoil ^A	<i>Myriophyllum spicatum</i>		PREVENTION	STATE
Fireweed ^T	<i>Senecio madagascariensis</i>		ASSET	STATE












Common Name	Botanical Name	Image	Objective	Listing
Flax-leaf broom ^T	<i>Genista linifolia</i>		ASSET	STATE
Frogbit / Spongeplant ^A	<i>Limnobium spp. (all species)</i>		PREVENTION	STATE
Giant devil's fig ^T	<i>Solanum chrysotrichum</i>		PREVENTION	REGIONAL
Giant rats tail grass ^T	<i>Sporobolus pyramidalis</i>		PREVENTION	REGIONAL
Giant reed ^T	<i>Arundo donax</i>		ASSET	REGIONAL
Glory lily ^T	<i>Gloriosa superba</i>		ERADICATION	REGIONAL
Gorse ^T	<i>Ulex europaeus</i>		ASSET	STATE
Green cestrum ^T	<i>Cestrum parqui</i>		ASSET	REGIONAL
Grey sallow ^A	<i>Salix cinerea</i>		ERADICATION	REGIONAL
Groundsel bush ^T	<i>Baccharis halimifolia</i>		ERADICATION	LOCAL
Hawkweed ^T	<i>Hieracium spp (all species)</i>		PREVENTION	STATE



Common Name	Botanical Name	Image	Objective	Listing
Holly-leaved senecio ^T	<i>Senecio glastifolius</i>		CONTAINMENT	REGIONAL
Honey locust ^T	<i>Gleditsia tricanthos</i>		CONTAINMENT	LOCAL
Horsetails ^T	<i>Equisetum spp.</i>		CONTAINMENT	REGIONAL
Hydrocotyl/Water pennywort ^A	<i>Hydrocotyle ranunculoides</i>		PREVENTION	STATE
Hygrophila ^T	<i>Hygrophila costata</i>		ERADICATION	REGIONAL
Hymenachne ^T	<i>Hymenachne amplexicaulis</i>		ASSET	STATE
Karoo acacia ^T	<i>Vachellia karroo</i> (syn. <i>Acacia karroo</i>)		PREVENTION	STATE
Kei apple ^T	<i>Dovyalis caffra</i>		ERADICATION	REGIONAL
Kidney leaf mud plantain ^A	<i>Heteranthera reniformis</i>		ERADICATION	REGIONAL
Kochia ^T	<i>Bassia scoparia</i> (excluding subsp. <i>trichophylla</i>)		PREVENTION	STATE
Koster's curse ^T	<i>Clidemia hirta</i>		PREVENTION	STATE

Common Name	Botanical Name	Image	Objective	Listing
Kudzu ^T	<i>Pueraria lobata</i>		ERADICATION	REGIONAL
Lagarosiphon ^A	<i>Lagarosiphon major</i>		PREVENTION	STATE
Lantana ^T	<i>Lantana camara</i>		ASSET	STATE
Leaf cactus ^T	<i>Pereskia aculeata</i>		ERADICATION	REGIONAL
Lippia ^T	<i>Phyla canescens</i>		ERADICATION	LOCAL
Long leaf willow primrose ^A	<i>Ludwigia longifolia</i>		CONTAINMENT	LOCAL
Madeira vine ^T	<i>Anredera cordifolia</i>		ASSET	STATE
Mesquite ^T	<i>Prosopis spp.</i>		ASSET	STATE
Mexican feather grass ^T	<i>Nassella tenuissima</i> (syn. <i>Stipatenuissima</i>)		PREVENTION	STATE
Miconia ^T	<i>Miconia spp. (all species)</i>		PREVENTION	STATE
Mikania vine ^T	<i>Mikania micrantha</i>		PREVENTION	STATE

Common Name	Botanical Name	Image	Objective	Listing
Mimosa ^T	<i>Mimosa pigra</i>		PREVENTION	STATE
Ming fern ^T	<i>Asparagus macowanii</i> var. <i>zuluensis</i>		ERADICATION	REGIONAL
Mother of millions ^T	<i>Bryophyllum species</i>		ASSET	LOCAL
Mysore thorn ^T	<i>Caesalpinia decapetala</i>		ERADICATION	REGIONAL
Nodding thistle ^T	<i>Carduus nutans</i>		PREVENTION	REGIONAL
Opuntia ^T	<i>Opuntia spp.</i>		ASSET	STATE
Ox eye daisy ^T	<i>Leucanthemum vulgare</i>		ERADICATION	LOCAL
Pampas grass ^T	<i>Cortaderia jubata</i>		ASSET	REGIONAL
Paper mulberry ^T	<i>Broussonetia papyrifera</i>		PREVENTION	LOCAL
Parkinsonia ^T	<i>Parkinsonia aculeata</i>		ERADICATION	STATE
Parthenium Weed ^T	<i>Parthenium hysterophorus</i>		PREVENTION	STATE

Common Name	Botanical Name	Image	Objective	Listing
Pond apple ^T	<i>Annona glabra</i>		PREVENTION	STATE
Prickly acacia ^T	<i>Vachellia nilotica (syn. Acacia nilotica)</i>		PREVENTION	STATE
Rattlepod ^T	<i>Crotolaria lunata</i>		ASSET	LOCAL
Rubber vine ^T	<i>Cryptostegia grandiflora</i>		PREVENTION	STATE
Sagittaria ^A	<i>Sagittaria platyphylla</i>		ASSET	STATE
Salvinia ^A	<i>Salvinia molesta</i>		ASSET	STATE
Scotch/English broom ^T	<i>Cytisus scoparius subsp. scoparius</i>		ASSET	STATE
Sea spurge ^A	<i>Euphorbia paralias</i>		CONTAINMENT	REGIONAL
Senegal tea ^A	<i>Gymnocoronis spilanthoides</i>		CONTAINMENT	REGIONAL
Serrated tussock ^T	<i>Nassella trichotoma</i>		ASSET	STATE
Siam weed ^T	<i>Chromolaena odorata</i>		PREVENTION	STATE

Common Name	Botanical Name	Image	Objective	Listing
Sicilian sea lavender ^T	<i>Limonium hyblaenum</i>		ERADICATION	REGIONAL
Sicklethorn ^T	<i>Asparagus falcatus</i>		ERADICATION	REGIONAL
Silverleaf nightshade ^T	<i>Solanum elaeagnifolium</i>		ASSET	STATE
Singapore daisy ^T	<i>Sphagneticola trilobata</i>		ASSET	REGIONAL
Skunk vine ^T	<i>Paederia foetida</i>		ERADICATION	REGIONAL
Spanish broom ^T	<i>Spartium junceum</i>		PREVENTION	REGIONAL
Spotted knapweed ^T	<i>Centaurea stoebe subsp. australis</i>		PREVENTION	STATE
Tropical soda apple ^T	<i>Solanum viarum</i>		ERADICATION	STATE
Water caltrop ^A	<i>Trapa spp. (all species)</i>		PREVENTION	STATE
Water hyacinth ^A	<i>Eichhornia crassipes</i>		CONTAINMENT	STATE
Water lettuce ^A	<i>Pistia stratiotes</i>		PREVENTION	REGIONAL

Common Name	Botanical Name	Image	Objective	Listing
Water poppy ^A	<i>Hydrocleys nymphoides</i>		CONTAINMENT	REGIONAL
Water primrose ^A	<i>Ludwigia peruviana</i>		ASSET	REGIONAL
Water soldier ^A	<i>Stratiotes aloides</i>		PREVENTION	STATE
Water star grass ^A	<i>Heteranthera zosterifolia</i>		PREVENTION	REGIONAL
White blackberry / Mysore raspberry ^T	<i>Rubus niveus</i>		PREVENTION	REGIONAL
Willows ^T	<i>Salix spp. (excludes S.babylonica)</i>		ASSET	STATE
Witchweed ^T	<i>Striga spp. (except the native S. parviflora)</i>		PREVENTION	STATE
Yellow bells ^T	<i>Tecoma stans</i>		ERADICATION	LOCAL
Yellow burrhead ^T	<i>Limnocharis flava</i>		PREVENTION	STATE

This report has been designed, written and produced by Hawkesbury River County Council. Copyright ©

Disclaimer: Any representation, statement, opinion, or advice expressed or implied in this publication is made in good faith but on the basis that the Council is not liable (whether by reason of negligence, lack of care or otherwise) to any person for any damages/loss whatsoever which has occurred or may occur in relation to that person taking or not taking (as the case may be) action in respect of any representation, statement, or advice referred to above.

