FACT SHEET
Resourcing Strategy

WHAT IS IT?

The Resourcing Strategy explains the time, money, assets, and people the Council needs to carry out the strategies in the Delivery Program and achieve our community goals.

It includes three main parts:

- **Long Term Financial Plan (LTFP)** - (10 years)
- **Workforce Management Strategy (WMS)** - (4 years) strategy
- **Asset Management Strategy (AMS)** - (10 years)

LONG TERM FINANCIAL PLAN (LTFP)

The LTFP helps assess Council's financial ability to meet community needs over the next 10 years.

The LTFP is reviewed annually and undergoes a major review alongside the Community Strategic Plan to keep financial decisions aligned with community priorities.

The LTFP is based on the following six principles:

- **Responsible**: Council will spend wisely, balance income and expenses, manage loans, and maintain community assets.
- **Equitable**: Financial decisions will be fair for both current and future generations.
- **Value Driven**: Council will get the best value for money, find ways to save, and explore new income opportunities.
- **Community Led**: Services will be planned based on community needs and kept affordable and sustainable.
- **Transparent**: Financial information will be clear, accessible, and easy to understand.
- **Adaptable**: Plans will stay flexible to respond to new opportunities and changing needs.

Our financial sustainability strategy centres around four focus areas:

- **Sustainable Services**: Council balances revenue and costs to maintain services without burdening future generations.
- **Commercial Investment and Management**: Income from ventures like Shellharbour Airport helps reduce reliance on rates.
- **Asset Management and Infrastructure Investment**: Strategic planning ensures infrastructure is maintained and upgraded efficiently.
- **Financial Position**: Council maintains strong finances and seeks grants to reduce costs for ratepayers.

WHY THE LFTP MATTERS

- Assists Council in decision making which supports financial sustainability.
- Balances community expectations, sound financial management, and long-term planning.
- Helps maintain community assets to prevent future financial burdens and promote intergenerational equity.

WHAT THE LFTP INCLUDES

- **Financial Planning Assumptions**: The key factors shaping Council's financial future.
- **Projected Income & Expenses**: Includes a balance sheet and cash-flow statement.
- **Sensitivity Analysis**: Assesses financial risks and possible impacts.
- **Performance Monitoring**: Measures and tracks financial sustainability overtime.

WORKFORCE MANAGEMENT STRATEGY(WMS)

The Workforce Management Strategy (WMS) helps Council attract, support, and retain the right people to deliver quality services for the community. It considers current workforce trends, external influences, and future staffing needs.

The WMS sets out Council's approach to developing and supporting a capable, resilient, and diverse workforce.

WHY THE WMS MATTERS

- Ensures Council has a skilled, diverse, and resilient workforce.
- Focuses on employee development, engagement, and wellbeing.
- Aligns workforce strategies with community needs and strategic goals.

The WMS is guided by three key pillars:



- These pillars are driven by seven key themes which will guide our actions and strategic direction:
  - Attraction and retention
  - Workforce development
  - Technology and digital innovation
  - Strategy workforce planning
  - Operational efficiency
  - Workplace culture
  - Diversity, equity, inclusion and wellbeing

FACT SHEET
Resourcing Strategy

ASSEST MANAGEMENT STRATEGY (AMS)

The AMS outlines how Council plans to manage and maintain community infrastructure assets efficiently and sustainably over the next 10 years, in alignment with the Community Strategic Plan.

It helps guide funding decisions and support Council to deliver services that meet the community's expectations.

WHERE THE AMS FITS



WHY THE AMS MATTERS

- Plans for community infrastructure assets to meet service standards in a cost-effective way.
- Helps Council plan for long-term financial sustainability and regulatory compliance.
- Balances community needs with funding available through the Long Term Financial Plan.
- Plans to manage assets responsibly for current and future generations.

WHAT THE AMS INCLUDES

- Outlines maintenance and renewal strategies to keep assets in good condition.
- Advises Council and the community on how much it would cost to keep infrastructure assets in good condition.
- Data on Council's $1.6 billion of infrastructure assets, across nine asset classes:

Buildings & Aquatics

Open Spaces

Stormwater

Transport

Shell Cove

Shellharbour Airport

Shellharbour Beachside Holiday Park

The Links

Dunmore Recycling and Waste Disposal Depot

HOW IT FITS WITHIN OUR PLANS

