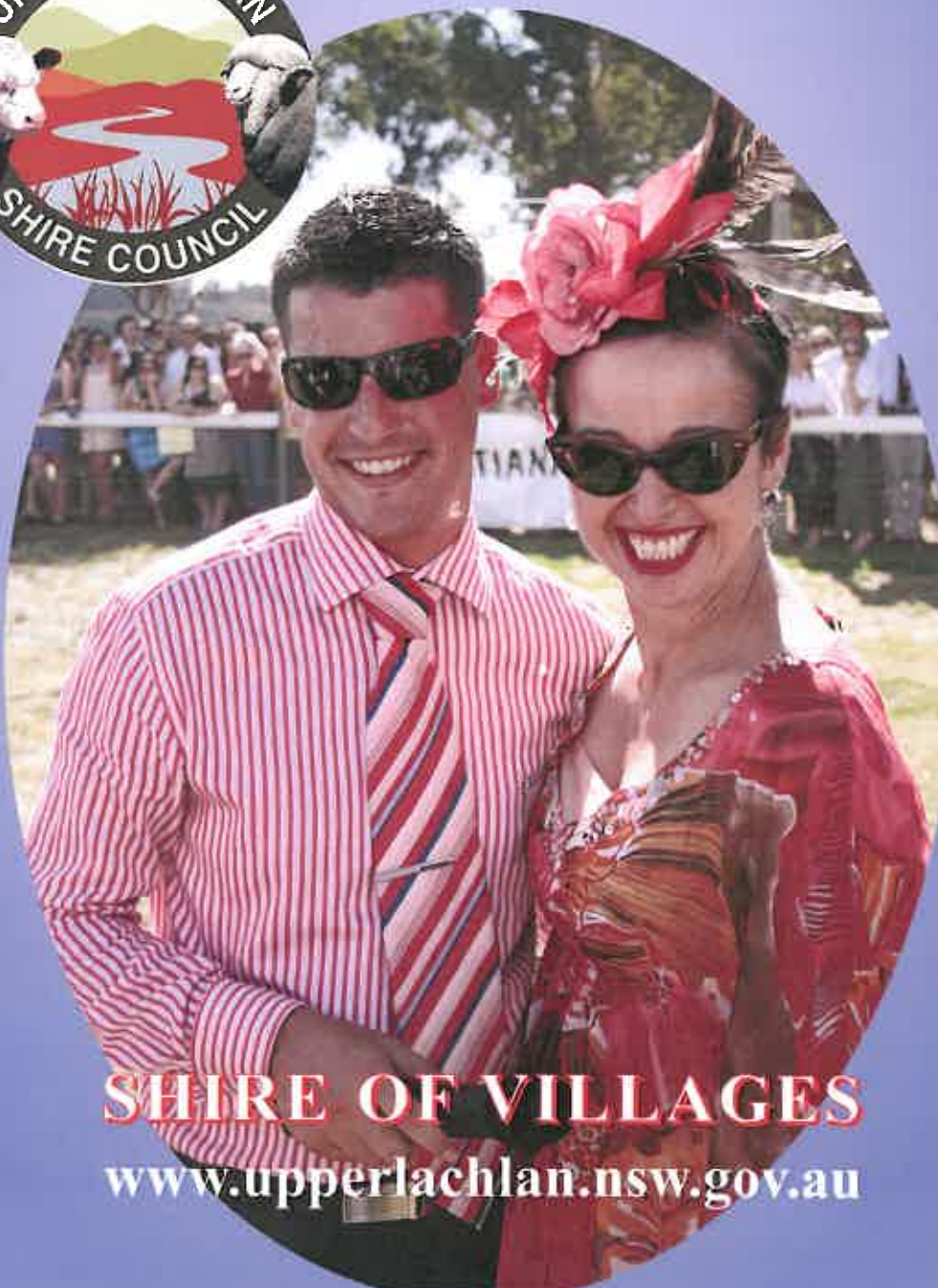


COMMUNITY STRATEGIC PLAN VISION 2023



SHIRE OF VILLAGES

www.upperlachlan.nsw.gov.au

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Reference: - Resource Strategy documentation

Appendix 1: - Upper Lachlan Shire Council Community Survey 2014/2015

Appendix 2: - Upper Lachlan Shire Community Economic Portrait 2013

Message from the Mayor



Welcome to Upper Lachlan Shire Council's Community Strategic Plan (CSP). The CSP pulls together extensive consultation that Council has undertaken with our community in recent years to provide a document that identifies the community's priorities and expectations for the next ten years and to plan strategies to achieve those goals.

The decisions we make as a community contribute in significant ways to what our lives will be like in 2023. The benefits of having a document such as the CSP is that it helps us make decisions that will take us closer to the future we strive for. As a Council, we have limited resources, however by carefully planning for the future we can aim to maximise the community benefit received from those resources. The CSP will also help Council to engage with other levels of government, the business sector and the broader community to ensure that there is a level of co-operation and commitment to achieving our goals. The next decade will be critical for the Upper Lachlan Shire as we plan for increased population growth and climate change. As a rural shire we have many natural and built attractions that provide a wonderful lifestyle.

There are, however, major shifts occurring in agriculture with the introduction of new farming methods and diversification of many land holdings toward new ventures such as olive growing, alpaca wool and vineyards. Furthermore, Upper Lachlan Shire is becoming a popular destination for retirees and people wishing to leave large cities for a lifestyle change. The economic base of the Shire is also changing, with tourism becoming the third major industry in the Shire, behind the traditional agricultural industries and retail.

The CSP recognises this and identifies the strategies to deal with these issues and many other variables to ensure that we continue to provide a Shire that is a fantastic place to work and live. I hope you enjoy reading the CSP as it is important that we all share our desires and goals for the future.

A handwritten signature in black ink, which appears to read 'John Shaw'.

John Shaw
Mayor
Upper Lachlan Shire Council

Message from the General Manager



The Community Strategic Plan should be read in conjunction with a suite of accompanying documents which consists of a Delivery Program and an Operational Plan. As noted, the Community Strategic Plan sets out the community's main priorities and aspirations over the next ten years. This plan includes a community Vision Statement, a series of Aspirations of the community, and Strategic Objectives for the community to achieve. It also sets out a range of strategies for achieving each Strategic Objective. In Upper Lachlan's case five Strategic Objective areas have been identified consisting of: Social,

Environmental, Economic, Governance, and Infrastructure, Access and Transport.

Sitting beneath the Community Strategic Plan is the Delivery Program. This program details the activities Council will undertake over the next 4 years to achieve the Strategic Objectives identified by the Community Strategic Plan. A sub-Plan of the Delivery Program is the Operational Plan. The Operational Plan looks at the specific principal activities which will be undertaken by Council within the current financial year to achieve the commitments outlined in the Delivery Program. The Operational Plan identifies the projects, programs and activities that Council will undertake within the financial year towards addressing actions outlined in the Delivery Program.

The goals in implementing this approach are quite simple:

- We want the Upper Lachlan community to be able to easily identify what the community's Aspirations are for the Council area;
- We want the community to be able to see how we will be funding the Aspirations and programming them into Council's activities in the long, medium and short term; and
- We want the community to see what will be happening in the long term (10 years), in the medium term (4 years) and in the short term (annually).

The outcome of this approach will see Council's programs and activities better reflecting what the community as a whole wants. The CSP was made available on public exhibition for a five week period which allowed further community feedback. The CSP is available for viewing at Council's three administration offices, Council's website, Council FaceBook page, and two library branches.

Many pre-planning submissions have been received and their comments have been integrated into the CSP and other supporting documents where appropriate. Council thanks those members of the community who took time to provide us with their feedback; it has proved most valuable in the production of all of the integrated plans.

A handwritten signature in dark ink, appearing to read 'JK Bell', written over a large, light-colored oval shape.

JK Bell
General Manager
Upper Lachlan Shire Council

Upper Lachlan Shire Council Profile



Upper Lachlan is located on the Southern Tablelands 45 kilometres west of Goulburn, 60 kilometres north of Canberra and 130 kilometres south-east of Bathurst. It is an area that is known for its fine wool and potato production, history and picturesque countryside.

7,193 people live in the Shire, 2,507 people living in the major centre of Crookwell with the remaining majority living in the smaller towns (Gunning, Collector and Taralga) and villages (Dalton, Binda, Bigga, Laggan, Jerrawa, Grabben Gullen, Breadalbane and Tuena) or on rural properties.

Despite its proximity to major centres, Upper Lachlan Shire is strongly rural in its character. Agricultural endeavour has been a feature of the economic and social fabric of the Shire.

ABS area - Upper Lachlan (A) (LGA 17640)



ABS Map

Area and Population

Upper Lachlan Shire is a rural Council in New South Wales with an area of 7,243 square kilometres. Upper Lachlan Shire has a population of 7,193. The Census data from August 2011, showed a population increase of Upper Lachlan by 2% over the five year period from August 2006. This population increase equates to a 0.4% annual increase. The Upper Lachlan population has a median age of 46 years.

The Australian Bureau of Statistics (ABS) Regional Population Growth released on 31 March 2015 indicates Upper Lachlan is experiencing moderate population growth with the estimated resident population of Upper Lachlan Shire Council at June 2014 was 7,761. Upper Lachlan Shire had the fastest rate of growth (2.10% or 161 people) in the South East and Tablelands region in 2013/2014.

Upper Lachlan has a population density of 1.1 persons per square kilometre (compared to 4.1 over South-East NSW). The table below summarises the latest ABS population data comparisons of 2011 Census to 2006 Census.

Population of Upper Lachlan	People in Upper Lachlan Shire						Upper Lachlan Shire 2011		
	2011	2006	change 2006 2011	% of residents	% in NSW		Males	Females	Ratio
At home on Census Night	6,719	6,598	up 121	93.4%	95.7%	2.3% less	3,344	3,375	1.01 F:M
Away on Census Night	453	383	up 70	6.3%	4.1%	2.2% more	248	204	1.21 M:F
Away from home (but local)	22	72	down 50	0.3%	0.2%	0.1% more	12	10	1.23 M:F
counted residents	7,193	7,054	up 139	100%	100%	up 2.0%	3,604	3,589	1.00 M:F

The ABS statistics comparison of 2011 to 2006 Census detailing the ages of males and females is shown below. This data is illustrated in the Age Tree graph, which shows, in the darker bars, the proportions of men (right) and women (left) in each age group. This Age Tree illustrates the population's age profile, with each branch representing an age group; older age groups being higher up the tree. The length of each branch is proportional to the number of people in that age group – the shorter branches near the top of the tree show there are fewer older people.

Population Age Profile Quick Stats

- The Upper Lachlan Shire population is much older than found in NSW with a different age structure. The median age in Upper Lachlan Shire was 46 years, which was 8 years older than NSW.
- The largest age groups in Upper Lachlan Shire in 2011 were people 45–49, 50–54 and 60–64 years old.
- Compared with NSW, Upper Lachlan Shire had relatively more people aged 60–64, 65–69 and 70–74 years, but fewer people aged 20–24, 25–29 and 30–34 years.
- Over 2006 to 2011, the Upper Lachlan Shire age groups that increased most were 65–69, 75–79 and 60–64 years-old, while the 40–44, 30–34 and 5–9 years-old age groups fell most as a proportion of the population.
- Over 2006 to 2011, the oldest (70+ years) life stage grew most, as a proportion of the Shire's residents, gaining another 2% of the population, with the retiring (55–69 years) group also growing, up by 1.4%.

- Upper Lachlan Shire is currently undergoing noticeable generational change with Generation X (aged 35–49) and the Baby-boomers (aged 50–64) increasing their share of the population, mostly at the cost of Generation Y (aged 20–34).

Households of Upper Lachlan Shire

Households are the fundamental unit of a community, with three broad types - families, lone persons, and shared households. The Australian trend is towards more single-person households, but locally the types of households are often a reflection of the sizes of dwellings available.

- In 2011, 2,799 households were counted in Upper Lachlan Shire, up by 168 since 2006.
- Of the households, 71% were families, 28% were single persons and 1% was shared or group households.
- The average size of all households was 2.37 persons, which was 0.16 smaller than in NSW.
- In Upper Lachlan Shire, 51% of residents lived as partners in a couple, with one in every ten being de facto couples. Sole parents were 4% of residents.
- Most people live in families, and the types of families in a community affect its characteristics and needs. Families with high proportions of dependents, such as one-parent families and large families, tend to have lower disposable incomes and live in areas with cheaper housing.

Type of Families	Upper Lachlan Shire 2011				Upper Lachlan Shire 2006			Upper Lachlan Shire 2006	
	families	% families	% in NSW	U.Lach's difference	families	change	change	% families	change in %
couples without children	964	48%	37%	11% more	882	up 82	up 9%	46%	up 2%
couples with children	783	39%	45%	7% less	807	dn 24	dn 3%	42%	dn 3%
one-parent families	245	12%	16%	4% less	216	up 29	up 13%	11%	up 1%
other families	30	1%	2%	same	26	up 4	up 15%	1%	up 0%
Residents	2,022	100%	100%		1,931	up 91	up 5%	100%	

Note: this count excludes family members temporarily absent on Census Night. In the Census, a family is a group of related people living in the same dwelling.



Production in Upper Lachlan Shire

In the Census, people provide information on where and how they work. From their responses, the ABS publishes a set of tables, the Working Population Profile, on the workforce of each locality in Australia – those who had jobs there. These tables provide a great deal of information about local economies, for they reveal features and changes among local industries.

Census statistics are supplemented by data from the Australian Taxation Office published by the ABS in its National Regional Profile series. The 2013 Upper Lachlan Community Portrait is Appendix 2 to this Plan. Information indicated that 2,129 people are employed in the local workforce. This is the number of filled jobs there were in Upper Lachlan.

Industries are classified into 19 main sectors. In Upper Lachlan Shire, the largest industries by employment, with their counted size and share of the workforce, were:

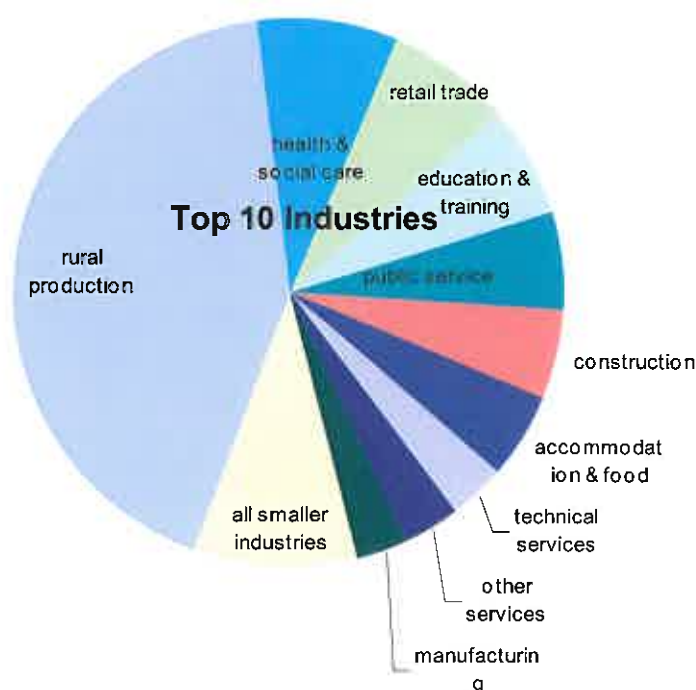
- Rural Production, with 885 jobs (41%)
- Health and social care, with 194 jobs (9%)
- Retail trade, with 152 jobs (7%)
- Education and training, with 153 jobs (7%)
- Accommodation and food, with 122 jobs (6%)
- Public service, with 110 jobs (5%)

The next largest industries were:

- Construction, with 96 jobs (4%)
- Other services, with 83 jobs (4%)
- Technical services, with 71 jobs (3%)
- Manufacturing, with 65 jobs (3%)

Compared with South-east NSW, the industry that was noticeably larger in Upper Lachlan was Rural Production with 39% more of the workforce.

Chart showing



Community Strategic Plan and How It Will Be Used

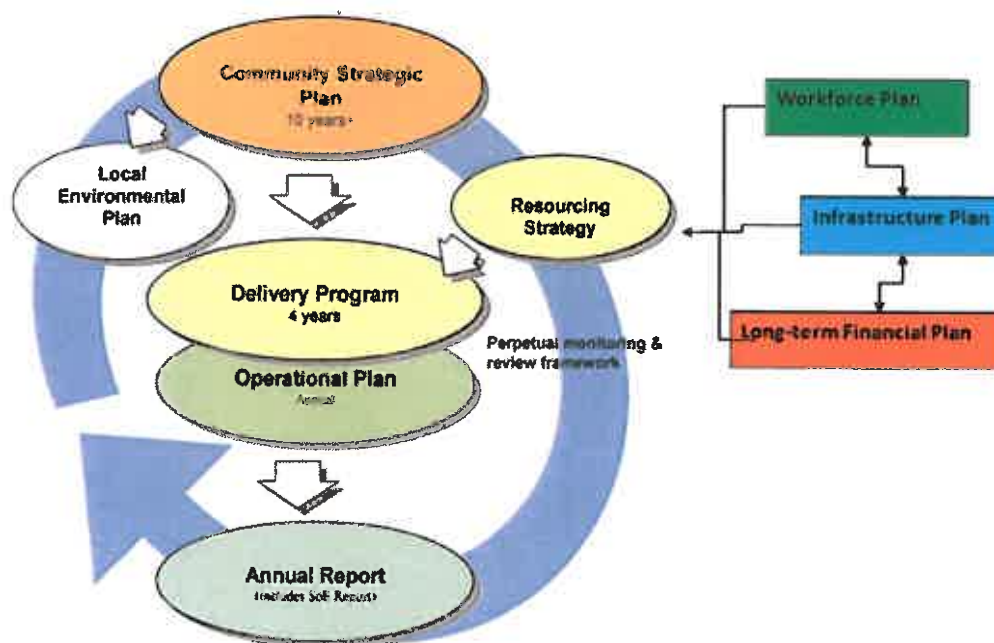
The Community Strategic Plan (CSP) is intended to be used in several ways:

- To guide Council priority-setting and decision-making;
- To inform the decision-making of other agencies and organisations, including community and State Government;
- To provide a rationale for any organisation pursuing grants and other resources for specific projects that can be shown to fit within the strategic direction outlined in the Community Strategic Plan;
- To inform residents and potential developers of the ways in which the community wants future people and development to contribute to the Shire's future;
- To be a mechanism for the on-going integration of local planning initiatives; and
- To provide a framework for monitoring progress towards the creation of a more sustainable Upper Lachlan Shire. The CSP also forms part of the Office of Local Government, Department of Premier and Cabinet's Integrated Planning and Reporting framework. This means that the CSP is the highest level plan that a Council will prepare.

The framework has four key elements:

- A 10-year Community Strategic Plan, which outlines our broad vision for the future;
- A 4-year Delivery Program, accompanied by a full budget, which details exactly what we will do to implement the Community Strategic Plan;
- A Operational Plan, which will record the planned activity and expenditure for each year; and
- An Annual Report, which provides the community with a detailed account of what we have achieved each year and the progress made towards the implementation of the Delivery Program and CSP.

The following diagram provides an overview as to how these documents interact.



Role of the Council

Council has two primary roles to play:

1. To actively consider how its decisions in its areas of control or influence contribute to creating the preferred future; and
2. To champion the ideals and aspirations of the Shire community, taking a leadership role in harnessing resources from public and private sectors to promote desired outcomes.

Upper Lachlan Shire Council will be seeking to influence the decisions of other organisations and individuals whose activities affect the Shire and looking for partners, in the public, community and private sectors, to create a more sustainable future.

As many of the things are outside our control it is important to identify, as far as possible, who does have responsibilities and interests in those areas we wish to change. It must be recognised, however, that outside factors will both contribute to and against our best efforts. The strategies we have provided and the identification of who might be involved are not meant to be exhaustive.

Over time there will be many opportunities and challenges that make other strategies more likely to contribute to our vision. Similarly, the organisations involved will change as responsibilities, resources, and community expectations change.

What we can see from the detail about who could be involved is that the Council activities are potentially more important for achieving our visions of a built environment contributing to health and wellbeing and diverse and balanced land use than for other visions. Similarly, the community and private sector are potentially very important players if we are to achieve our visions of a diverse and prosperous economy and resilient and adaptable communities.

Given that the visions and aims represent what we want for a more sustainable Upper Lachlan Shire, how will we know we are actually creating this future for ourselves?

We will need evidence so that we can:

- Monitor progress towards our vision in a systematic way;
- Inform policy and decision-makers in a sound and credible way;
- Focus attention on trends of concern;
- Modify efforts where actions are not leading to the anticipated results;
- Show linkages between different activities; and
- Promote adaptive management and continuous learning.

The CSP will assist in providing this evidence.

How the Community Strategic Plan was developed

In 2010, as part of the initial preparation of Council's first Community Strategic Plan, Council forwarded 5,169 consultation survey forms to the community. This strategy was designed to provide an opportunity for all residents and ratepayers to have their say about issues and services provided by the Council. This method of engagement was used to ensure that all members of the Upper Lachlan Shire were involved; these groups included but were not limited to:

- Children and Families
- Young People
- Older People
- People with a Disability
- People from Culturally and Linguistically diverse backgrounds
- Local Businesses
- Government Agencies and stakeholders
- Community and sporting groups
- Advisory committees

The Social Justice principles of equity, access, participation and rights from the NSW Government's social justice strategy underpinned the development of Councils Engagement Strategy.

The Community Strategic Plan community consultation survey was posted to all ratepayers within the Shire in late 2009. There were 134 responses received in relation to the community survey. The results of the survey feedback were collated and reported to the August 2010 Council Meeting.

The community consultation surveys data was collated and feed directly into the Community Strategic Plan and reflect the community's Aspirations. Also, the community priorities as outlined through the community engagement process are detailed in the Delivery Program Actions and Performance Measures.

In addition to undertaking the community consultation survey there were also community outreach meetings held in the following locations; Crookwell, Taralga, Gunning, Bigga, Collector and Big Hill.

In preparation of all the plans outlined in the Integrated Planning and Reporting legislation, Upper Lachlan Shire Council publicly advertised for community submissions to the planning process in November and December 2010. There were 82 submissions to the Operational Plan and 37 submissions to the Delivery Program. These submissions were all considered by Council in a strategic planning workshop on 31 March 2011.

Since the inception of the Integrated Plans, each year in May, Council organise and facilitate community engagement outreach meetings throughout the Shire to allow the community the opportunity for input into the plans which are then public advertised and exhibited in accordance with the Local Government Act 1993 requirements.

The following meetings were held in May 2015 during the public exhibition period:-

Location	Date	Venue	Attendance
Bigga	5 May 2015	Bigga Golf Club	25
Crookwell	6 May 2015	Crookwell Chambers	52
Gunning	12 May 2015	Gunning Chambers	21
Taralga	19 May 2015	Taralga Sports Club	31

Community Survey 2015

After the September 2012 local government elections Council engaged Piazza Research to conduct the inaugural community survey by utilising a telephone survey, supported by a secure online survey, of community members, to allow community input into the review of Council's Community Strategic Plan and Delivery Program. The survey was conducted in November 2012. A total of 215 surveys were completed or 3% of the Upper Lachlan population. The community survey findings demonstrated overall satisfaction with Council services was high with 74% of respondents being satisfied and 21% being dissatisfied.

Following on from the initial community survey, Piazza Research completed a new telephone survey in February 2015. A total of 211 surveys were completed. This sample equates to 3% of the population in the Shire. The community survey findings demonstrated overall satisfaction with Council services was high with 68% of respondents being satisfied and 29% being dissatisfied. The detailed analysis overwhelming showed satisfaction with services provided by Council, however also showed age demographics where Council will need to further engage with the community where there is some dissatisfaction evident.

Council will continue to annually facilitate community outreach meetings in accordance with Council's Community Engagement Strategy to allow feedback and community input to be utilised in conjunction with the community survey.

The Upper Lachlan Shire Council Community Survey 2014-2015 is Appendix 1 to this Community Strategic Plan. The community survey has provided valuable input into Council's review of each Strategic Objective and the strategies and actions linked to each function or service provided by Council.



Sustainability

Sustainability has been defined in many ways. One of the simplest and most widely used definitions is “meeting the needs of present generations without compromising the capacity of future generations to meet their own needs”. In Australia, sustainability is talked about in terms of ecologically sustainable development (ESD).

The three core objectives for ESD in Australia are:

1. To enhance individual and community wellbeing and welfare by allowing a path of economic development that safeguards the welfare of future generations,
2. To provide for equity within and between generations, and
3. To protect biological diversity and maintain essential ecological processes and life-support systems.



These core objectives are supported by guiding principles, namely:

- Decision making processes should effectively integrate both long and short-term economic, environmental, social and equity considerations.
- Where there are threats of serious or irreversible environmental damage, lack of full scientific certainty should not be used as a reason for postponing measures to prevent environmental degradation.
- The global dimension of environmental impacts of actions and policies should be recognised and considered.
- The need to develop a strong, growing and diversified economy which can enhance the capacity for environmental protection should be recognised.
- The need to maintain and enhance international competitiveness in an environmentally sound manner should be recognised.
- Cost effective and flexible policy instruments should be adopted, such as improved valuation, pricing and incentive mechanisms.
- Decisions and actions should provide for broad community involvement on issues which affect them.

It is important that we as a community and Council as an organisation consider ESD in all aspects of our activities.

NSW State Government Plans

In recent years the NSW Government has developed a number of key Plans that shape and guide not only our Region, but also the Upper Lachlan Shire.

The NSW 2021 Plan

The NSW 2021 Plan “A plan to make NSW number one” is a 10 year strategic business plan which replaces the former Labor State Government’s NSW State Plan. The NSW 2021 Plan sets immediate priorities for action and guides the NSW State Government resource allocation in conjunction with the State budget.

The NSW 2021 Plan has been developed to guide a coordinated approach to services, infrastructure and community support at a state-level. The NSW 2021 Plan outlines a vision for the future of NSW which is underpinned by 5 Long Term Strategies as detailed below:-

1. Rebuild the Economy;
2. Return Quality Services;
3. Renovate Infrastructure;
4. Strengthen Our Local Environment and Communities; and
5. Restore Accountability to Government.

The NSW 2021 Plan has identified 32 Goals and 180 targets which are linked to the 5 Long Term Strategies. There are priority actions to support the achievement of each target. There will be an annual community and business leader’s forum to discuss progress and identify new initiatives to pursue in the future short term strategies.

The NSW 2021 Plan is designed to deliver change to NSW. There is short term plans entitled “Regional Action Plans” which are a subset of the NSW 2021 Plan. The relevant plan to Upper Lachlan is the NSW State Government, Southern Highlands and Tablelands Regional Action Plan. This Regional Action Plan outlines partnerships with local Councils and other government agencies in delivering actions and addressing priorities raised by communities in the region covering the next two year period.

Council has addressed the strategies and goals of the NSW 2021 Plan and the Council Delivery Program details the Future Directions Action Plan linkages to each goal in the State Plan.



Sydney – Canberra Corridor Regional Strategy

The Sydney – Canberra Corridor Regional Strategy applies to the local government areas of Wingecarribee, Goulburn Mulwaree, Upper Lachlan, Yass Valley, Palerang and Queanbeyan, and is one of a number of regional strategies prepared by the Department of Planning. The Sydney–Canberra Corridor Regional Strategy builds on previous planning work, including the 1995 Sydney – Canberra Corridor Strategy as well as the Australian Capital Territory (ACT) and Sub region Planning Strategy.

The Sydney – Canberra Corridor Regional Strategy represents an agreed NSW Government position on the future of the Sydney – Canberra Corridor. It is the pre-eminent planning document for the Sydney – Canberra Corridor Region and has been prepared to complement other relevant State and local strategies and planning instruments. Many parts of the Sydney–Canberra Corridor Region continue to experience significant growth given the strategic location of the Region between two capital cities, although in other parts of the Region there is less immediate demand for growth. The primary purpose of the Regional Strategy is to accommodate and manage growth while ensuring that the rural landscapes and environmental settings that define the Region's character are not compromised.

It will do this by ensuring that land is available and appropriately located to sustainably accommodate the projected population growth and associated housing, employment and environmental needs over the period until 2031. The Strategy acknowledges the importance of a coordinated approach to settlement, whilst taking into account demand for different types of housing and the adequacy of supply. The broad elements of the Strategy are represented on the Regional Strategy Map, which identifies the overall structure of the Region. In accordance with the memorandum of understanding between the NSW and ACT governments on settlement, the Strategy recognises the importance of working cooperatively with the ACT and represents the NSW Government's position on settlement within the Cross-Border Region.

The Regional Strategy incorporates the specific regional infrastructure requirements identified in the State infrastructure strategy 2008–09 to 2017–18 New South Wales (NSW Treasury 2008). The Regional Strategy will continue to inform future infrastructure priorities for the Sydney–Canberra Corridor. Infrastructure planning will take into account the broad planning framework identified in the Regional Strategy, to ensure that future population growth is supported by required services and associated infrastructure. The NSW 2021 Southern Highlands and Tablelands Regional Action Plan identifies the Sydney – Canberra Corridor Regional Strategy is to be reviewed with a discussion paper and community consultation commencing in 2015.



Aerial view of Crookwell

Our Vision, Mission and Values

The world in which we live is fast-paced and changing. As individuals and as communities we are faced with challenges that have local, regional, national, and global origins. The only way we will find ourselves in a situation we prefer in 2023 is by identifying what we want our lived experience and our natural environment to be like and to make decisions consistent with that vision.

The Vision for our future is:

To be a diverse local government area that provides various lifestyle, business enterprise, leisure and recreation alternatives, whilst ensuring environmental sustainability, preservation of our history and a sense of belonging in our community.

Mission Statement:

To provide services and facilities to enhance the quality of life and economic viability within the Council area.



Our Aspirations

To achieve the Vision, eight Aspirations are identified which interrelate to the five Strategic Objectives identified by Council and the community. The Community Aspirations are as follows:

- A built environment enhancing the lifestyle of a diverse community;
- Community liaison to preserve and enhance community facilities;
- A healthy natural environment;
- A prosperous economy with the balanced use of our land;
- People attaining health and wellbeing;
- Resilient and adaptable communities;
- Responsible and efficient use of resources; and
- Transparent and accountable governance.

Quadruple Bottom Line

The Strategic Objectives of the CSP have been broadly grouped into a Quadruple Bottom Line framework of Economic, Social, Environmental and Governance. As Upper Lachlan Shire Council is inherently rural in character and has significant transport routes and water supply, sewerage and other infrastructure services for our communities, it was important that a fifth Strategic Objective was included, which is Infrastructure, Access and Transport. The quadruple bottom line approach has been developed further in Council's Delivery Program and Operational Plan.

Aspirations		Social	Economic	Environmental	Infrastructure Access and Transport	Governance
	<i>A built environment enhancing the lifestyle of a diverse community</i>	x		x	x	
	<i>Community liaison to preserve and enhance community facilities</i>	x	x	x	x	
	<i>A healthy natural environment</i>			x	x	
	<i>A prosperous economy with the balanced use of our land</i>		x	x	x	
	<i>People attaining health and wellbeing</i>	x	x			
	<i>Resilient and adaptable communities</i>	x				x
	<i>Responsible and efficient use of resources</i>		x		x	x
	<i>Transparent and accountable governance</i>		x			x

Community Engagement Strategy

Upper Lachlan Shire Council's Community Engagement Strategy is to:-

1. Consult with the community;
2. Inform the community, and where appropriate; and
3. Involve and gain active participation from the community.

Full details of Council's Community Engagement Strategy and the methods that will be utilised are available on Council's website www.upperlachlan.nsw.gov.au.

Council's 10 Principles for community engagement includes:-

1. Informing the community using plain English;
2. Talk to the community before decisions are made, and if a decision has been made inform the community of the reasons why the decision has been made;
3. Being clear about Council's intentions, the outcome Council needs, how Council intends to achieve it and to be open about the issues Council is facing;
4. Always have a transparent process;
5. Communicate regularly to keep the communities informed on project progress;
6. Council and Council staff have specialist knowledge and expertise, and the community also has local knowledge and views which will be included in the process;
7. Council will provide feedback to the community after consulting with them;
8. Council will evaluate the process to see what it did well and / or what things could be improved in the future;
9. Council will not over-consult and will try to manage expectations, engagement can raise unrealistic expectations of both Council and the community; and
10. Council and senior management aim for active participation to involve a representative sample of the various local communities.

Community Outreach Meetings

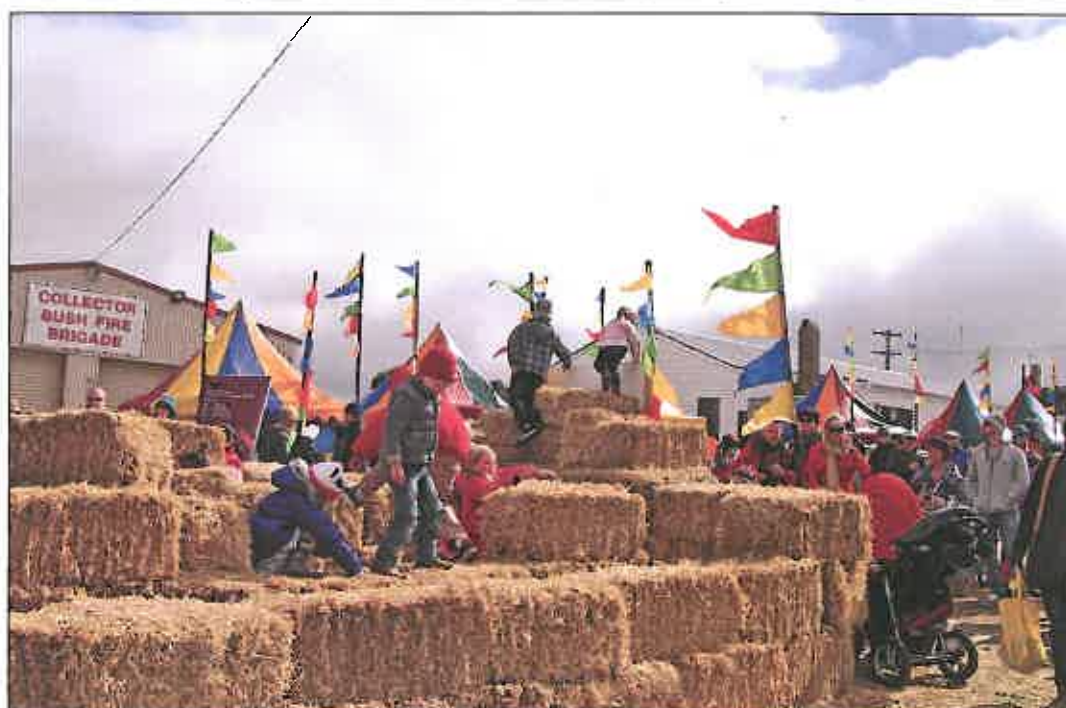
To ensure that suitable and appropriate means of communicating with residents in the villages and surrounding rural areas is implemented, Council will annually hold Community Outreach Public Meetings, in towns and villages in the Shire, to discuss local issues and address community concerns regarding operational and strategic items. Council will provide a generic agenda for the meetings.

Evaluation and Feedback

- Council will utilise technological advanced methods of gaining feedback from the community; i.e. through use of community surveys and FaceBook page communiqué;
- Council will provide feedback to community members involved in the process of the Community Engagement; and
- Council will ask participants what could be done differently next time.

Our Strategic Objectives – Social

Strategy	Actions	Performance Measures
<ul style="list-style-type: none"> To cater for a diverse community. To engage and include all sections of the community. To embrace cultural and historic heritage. 	<ul style="list-style-type: none"> Assist in the implementation of a strategy for an ageing population. The views of young people are taken into account on matters affecting young people. Services are provided to aged, youth, Aboriginal, children, people with disability, women, men, and people from culturally and linguistically diverse backgrounds in accordance with the Social and Community Plan. Identify, protect and enhance all significant heritage sites while promoting heritage events and festivals to celebrate the diverse history of the Shire. 	<ul style="list-style-type: none"> Strategy implemented. Number of consultations held with young people. Number of actions of the Social and Community Plan and Cultural Plan are implemented. Number of heritage sites receiving funding and events and festivals being held in the Council area.



Our Strategic Objectives – Environmental

Strategy	Actions	Performance Measures
<ul style="list-style-type: none"> To protect and enhance the environment. Implement environmental and planning regulations and controls to maximise health and safety. 	<ul style="list-style-type: none"> Reduce the amount of waste going to landfill. Manage waste systems in commercially, environmentally and socially responsible ways. Report on environmental issues that impact on landscape and local amenity of the Shire. Ensure that development integrates the principles of ESD and is compatible with identified land use constraints. Ensure the water quality of drinking water within the towns and villages of the Shire meets relevant standards. Maintain the landscape qualities of the Upper Lachlan Shire. 	<ul style="list-style-type: none"> Quantity of material going to landfill. Quantity of recycled material collected. A State of the Environment Report (SOE) is prepared and reported to Council annually. Identify developments not compatible with identified land use constraints. Water quality complies with relevant standards. Development does not adversely affect landscape qualities.



Our Strategic Objectives – Economic

Strategy	Actions	Performance Measures
<ul style="list-style-type: none"> To provide employment opportunities. Financial Viability and sustainable work practices utilised. To plan strategically for development. Expansion of regional tourism and visitation is actively encouraged and facilitated. 	<ul style="list-style-type: none"> Support the expansion and diversification of existing business and industry groups within the Shire. Attract new and creative businesses that add to the diversity of the Shire's economy. Triple bottom line practices adopted for management of all projects. Resources are provided to prepare Strategic Plans that: <ul style="list-style-type: none"> Ensure development takes place at a sustainable rate and is relevant to the Shire's capacity to service that development. Ensure, encourage and promote development that uses best practice energy and water saving designs. Actively participate in regional tourism and marketing promotions that will benefit Upper Lachlan business partners. 	<ul style="list-style-type: none"> Number of contacts with existing businesses. Number of Business Promotions. Unrestricted Current Ratio of assets to liabilities is greater than 2:1. Debt Service Ratio less than 10%. Operating Performance Ratio above benchmark. Strategic plans are implemented. The Upper Lachlan Tourism Strategic Plan is reviewed annually. Visitation numbers and other related tourism statistics reported to the Tourist Association.

Our Strategic Objectives – Infrastructure, Access and Transport

Strategy	Actions	Performance Measures
<ul style="list-style-type: none"> To provide infrastructure and services required by the community. To plan for infrastructure and service provision. Asset Management - to continually upgrade infrastructure and services. 	<ul style="list-style-type: none"> Implement Road Hierarchy and survey community to identify priorities. Implementation of Council's Ten Year Infrastructure Plan. Works Schedules prepared for the provision of infrastructure are adopted by Council each year. Provide resources to adequately provide and maintain infrastructure. Borrow funds where necessary to pay for capital infrastructure. Have Section 94 and 64 plans in place to provide developer contributions to infrastructure provision. Pursue a user pays policy wherever possible. Seek grants from both State and Commonwealth Government for infrastructure works. 	<ul style="list-style-type: none"> Roads and bridges assets are maintained to a satisfactory standard. Strategic Infrastructure Plan is developed and reviewed annually. Works program adopted by Council prior to 30 June each year. Level of resources allocated on an annual basis. % of capital budget financed by loan funds. % of capital budget funded by Section 94, 94A and 64 funds. % of budget funded by user charges. % of budget funded by Grant Funds.



Our Strategic Objectives – Governance (Civic Leadership)

Strategy	Actions	Performance Measures
<ul style="list-style-type: none"> To become a Council of excellence. To have genuine open communication with the community. To provide civic leadership and guidance for the community. To maximise Council access to external grant funds. 	<ul style="list-style-type: none"> Participate with other Councils in resource sharing projects to gain savings in operational costs and as a means of extending services to Upper Lachlan Shire ratepayers. Have membership of and participate in Regional Organisations of Councils such as CENTROC, CANBERRA REGION JO and Regional Library Cooperative. Annual Community Outreach meeting in towns throughout the Shire. Community Survey undertaken every 4 years. Actively lobby other levels of Government or support organisations that actively lobby other levels of Government to maintain service levels in the Upper Lachlan Shire. To actively pursue external funding for projects that will enhance or rejuvenate existing infrastructure and assets. 	<ul style="list-style-type: none"> Number of resource sharing initiatives adopted. Enter into Service Level Agreements / Memorandum of understanding. Number of meetings attended. Survey results collated, reported to Council and used in compiling future strategies. Number of deputations to State and Commonwealth Government. That new external grant funding is reported to Council annually.

Ensuring Success

As indicated at the commencement of this document this CSP belongs to the Shire community. It is not just a Council Plan, and it does not just rely on Council alone for its actions to be achieved.

At the same time the Council clearly recognises and understands that it has a responsibility on behalf of the community to bring to life many of the strategies outlined above. This includes making representations on behalf of the community to State and Federal Governments to address those strategies and issues under their responsibility – such as school education, health services, telecommunication services and emergency services.

Upper Lachlan Shire Council has a number of statutory responsibilities to implement the CSP and to report to the community on progress:

The 4 Year Delivery Program

The Delivery Program contains details of all actions to be taken by the Council to implement the CSP during a 4 year period. The Delivery Program details the Principal Activities that Council will undertake and the strategies that will be implemented to achieve the Strategic Objectives.

The 1 Year Operational Plan

The Operational Plan directly addresses the Delivery Program and identifies Actions and Performance Indicators for each Program Action. Key Activities are identified for each CSP Strategic Objective and management responsibility is allocated to each Principal Activity. The Operational Plan details the Council's annual operating and capital budget and Revenue Policy for the activities that will be funded each year.

Annual Progress Review

Upper Lachlan Shire Council will report to the community every year on progress in implementing the Strategic Objectives outlined in the CSP in Council's Annual Report.

Council will report each six months on the progress in implementing the Delivery Program and will report each quarter on implementation of Operational Plan actions and progress on achievement of key performance indicators.

Promote a rural lifestyle and improve the well being of all community members using the following 4 principles:

Equity – involving fairness in decision making, prioritizing and allocation of resources, particularly for those in need.

Access – having fair access to services, resources and opportunities to improve quality of life.

Participation – the maximum opportunity to genuinely participate in decisions which will affect their lives.

Rights – equal rights established and promoted, with opportunities provided for people from diverse linguistic, cultural and religious backgrounds to participate in community lifestyle.

Our Score Card

In order to measure how successful the community has been in addressing the strategies and achieving the type of community and lifestyle outlined in the Vision Statement, two measures are proposed:

1. Key Performance Measures
2. Community Satisfaction with Progress

1. Key Performance Measures

The Strategic Objectives and Strategies outlined in the above plan will need to be pursued over the life of the plan, a 10 year period. In order to gauge whether the strategies have been achieved, a simple reporting format is proposed. The report would identify the significant changes made over the period to bring to life the themes and strategies.

The Council will gather information and report to the Upper Lachlan Shire community on the progress and results in implementation of the CSP. The report will also identify whether a change in direction is necessary based on the analysis.

As an example, measures that could be adopted by the Council to monitor success in achieving a sustainable economy are:

- Increase in population
- Number of tourists staying in the Shire each year
- Number and value of Development Applications approved
- Percentage of sealed road length sustained
- Achieving financial sustainability and efficiency benchmarks

2. Community Satisfaction with Progress

Whilst some performance measures can be clearly quantified, it does not necessarily mean the community is aware of, or fully appreciates, or is fully satisfied with the extent of the progress made.

A community survey will be undertaken every two years to gauge whether the Shire community is satisfied with our progress and where priorities could or should be assigned to particular areas in the future. The community survey was conducted in February 2015 by an independent consultant, Piazza Research, using a telephone survey method supported by secure webpage log-in survey.

Other Upper Lachlan Strategic Plans

- Delivery Program
- Operational Plan
- Workforce Plan
- Long-Term Financial Plan
- Infrastructure Plan
- Social and Community Plan
- Positive Ageing Strategy
- Community Engagement Strategy
- Tourism Strategic Plan
- Cultural Plan
- Upper Lachlan Local Environmental Plan
- Climate Change Adaption Strategy
- Equal Employment Opportunity Plan
- Information Technology Strategic Plan
- Business Continuity Plan



Resourcing Strategy

The Community Strategic Plan provides a vehicle for expressing long-term community aspirations. However, these aspirations cannot be achieved if there are insufficient resources such as funding, assets and people with suitable skills to actually carry them out. To ensure that Upper Lachlan Shire Council addresses the community aspirations, as identified in the Community Strategic Plan, a Resourcing Strategy has been prepared.

The Resourcing Strategy consists of three components:

1. Infrastructure Plan (incorporates Asset Management Plan);
2. Human Resources Workforce Plan (4 year time-frame); and
3. Long Term Financial Plan (10 year time-frame).

The above documents give consideration of the capacity of Council to deliver on items identified in the Community Strategic Plan. Council prioritise items within that plan into a four-yearly Delivery Program created with reference to underlying resourcing plans that determine Council's timing and delivery within the available resourcing constraints.

The Infrastructure Plan examines all asset classes under the Council's ownership and / or control and contains long term (10 year) projections of their maintenance, rehabilitation and replacement costs. The Plan is informed from Council's Asset Management Policy and Strategy.

The Workforce Plan addresses the human resourcing requirements for Council to deliver the programs and projects identified in its 4 year Delivery Program.

The Long Term Financial Plan sets out the Council's projected income and expenditure, balance sheet and cash flows for the coming 10 years, incorporating key assumptions and planning principles and outlines methods of monitoring financial performance.

The intention of the Long Term Financial Plan is to identify issues that Council will need to address into the future and identify the impact of certain decisions on the financial position of the Council. In considering long term plans certain assumptions are made to enable the financial predictions over 10 years such as:

- Interest Rates for investment;
- Borrowing Rates;
- Level of rate pegging;
- Consumer Price Index (CPI) or inflation rate;
- Local Government Cost Index (LGCI); and
- Population growth rate.

One area that has received considerable attention over the last five years is Council's ability to replace existing infrastructure when needed and this is expressed as a percentage of depreciation. Depreciation is seen as a measure of the deterioration of Council's infrastructure based on its life cycle. The Long Term Financial Plan identifies the level of expenditure required to maintain and renew its infrastructure and what is the optimal time to intervene in the asset life cycle.

In developing the Community Strategic Plan, Council has engaged engineering consultants, JRA Consultants, to ensure more rigour and accuracy in the asset management data. Once the detailed asset data is produced it will be included in the Infrastructure Plan and Long Term Financial Plan and will assist in more informed decision making by Council.

Conclusion

As a community, we should strive to achieve all the outcomes outlined in the CSP and work with agencies and each other to achieve a positive future for our Shire.

Many of the outcomes identified within the Plan will be relatively simple to achieve and work on a number of strategies already underway. Some outcomes, however, will be much more difficult to achieve and it may take some time before we see real improvement. The community and Council need to understand that the Community Strategic Plan is a 10 year forward plan.

Upper Lachlan Shire's Plan is a living document. Under the new Integrated Planning and Reporting legislation, Community Strategic Plans must be reviewed every four years. Each newly elected Council must review the plan by 30 June in the year following the local government elections. This CSP has been reviewed and amended following the Local Government Election in September 2012.

Council looks forward to working with the community, government departments, businesses and organisations to ensure the future of Upper Lachlan is prosperous and healthy and is a Shire which is a vibrant place to live, work and visit.



Upper Lachlan Shire Council Community Survey 2014-2015

March 2015



Piazza Research

Canberra Office: (02) 6282 4963

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Upper Lachlan Shire Council Community Survey 2014-2015

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Upper Lachlan Shire Council Community Survey 2014-2015

BACKGROUND AND METHODOLOGY

The Upper Lachlan Shire Council regularly monitors community satisfaction with Council services. In February 2015, the Council selected Piazza Research, an independent ISO 20252 quality certified market and social research firm, to conduct a community survey to measure community opinions and satisfaction.

Methodology

Data collection

Upper Lachlan Shire Council management worked with Piazza Research to construct a set of survey questions to obtain feedback from the community regarding various aspects of their services during the past year. The phone survey was conducted using computer-assisted telephone interviewing (CATI). The data collected during February 2015.

Sample Design

A total of 211 responses were achieved. For the 95% confidence interval, this sample size will provide results accurate to within a +/- 7% margin of error for overall results, which is considered reliable for this type of research.

Data Processing and Analysis

Piazza Research used its own statistical software, 'Q', and Excel to analyse survey results. Software validation and post data-entry checks were conducted to ensure data integrity before analysis.

A descriptive analysis was performed producing graphs, tables and frequency counts. For simplicity of describing results in the written commentary, overall satisfaction trends were often described by grouping satisfied and very satisfied together (or dissatisfied or very dissatisfied).

Demographic breakdowns – The analysis of some questions were broken down by different demographic categories to provide a more detailed understanding of the public opinions regarding specific issues.

Rounding error – Percentage results have been rounded to the nearest whole per cent. Percentages in some graphs may total slightly more or less than 100%.

Upper Lachlan Shire Council Community Survey 2014-2015

SUMMARY OF MAIN FINDINGS

- **General municipal service** - seventy per cent (70%) of residents were satisfied or very satisfied with community centres and public halls; 74% were overall satisfied with tourism promotion and community events; and the quality of and maintenance of main streets and shopping areas satisfied 71% of residents overall.

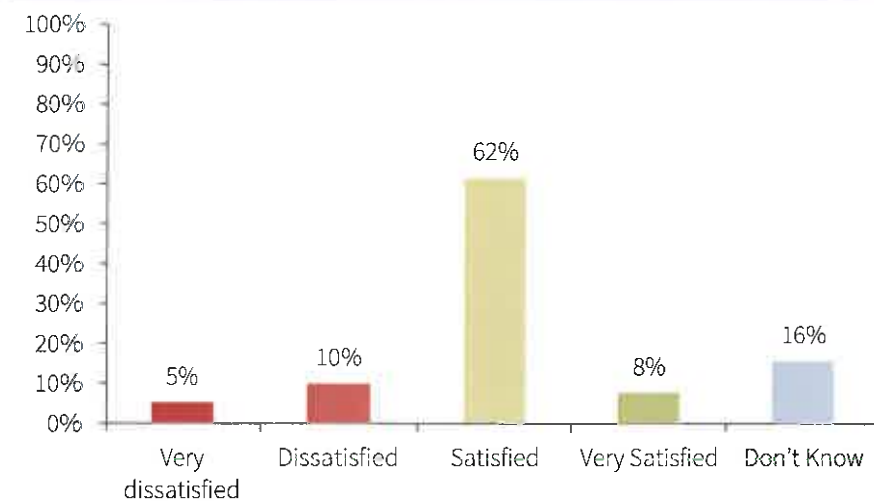
Forty-three per cent (43%) of residents were overall dissatisfied with development and building application services (although 31% selected “don’t know” indicating those not using the service). General road maintenance also suffered a high overall dissatisfaction rate with 59% dissatisfied overall.
- **Support for council’s propositions** - a total of 94% (74% strongly support plus 20% somewhat support) support an increased level of service on the local road network, and 95% would not accept a decreased level of service on road maintenance, re-sheeting and repair. While 40% of residents support a special rate variation to fund local road works, 60% do not.
- **State government proposed local government reform** – Seventy-nine per cent (79%) of local residents would prefer Upper Lachlan Shire Council to remain as a stand-alone council although a fifth (21%) agreed with merging with another council.
- **Council Management** – The largest group (45%) of residents were satisfied with the way Council manages its finances, 26% were dissatisfied overall; 54% of residents were overall dissatisfied with the quality of services for the rates paid, although 41% were satisfied overall. Most residents 59% are satisfied overall that Council is heritage conscious and 59% were also satisfied with the degree to which Council encourages community participation and open government. Forty-one per cent (41%) were overall dissatisfied about the adequacy of council assistance in creating employment opportunities although a similar proportion (37%) was satisfied overall.
- **Perceptions of life in area/atmosphere** – In total, 88% of local residents were either very satisfied (52%) or satisfied (36%) with the quality of life in the area. Most residents are also satisfied (63%) with Council’s efforts in encouraging arts, community and culture.
- **Council communication** – The majority of residents (54%) had been in contact with the council over the past 12 months and 39% were satisfied while 22% were dissatisfied (a high proportion could not comment or remember their satisfaction with their interaction with Council 40%. The Council website was used by 28% of residents during the past 12 months. Only 2% of residents used the Facebook page.
- **Environmental Management** – Forty-nine per cent (49%) of the residents were overall satisfied about the waste removal strategies and recycling, although a similar proportion (48%) were dissatisfied. Most of the population (60%) were satisfied with the town water supply quality.
- **Overall satisfaction level** – All things considered, most respondents were satisfied with their local government (68%), 29% were dissatisfied.

Upper Lachlan Shire Council Community Survey 2014-2015

DETAILED RESULTS

GENERAL MUNICIPAL SERVICE

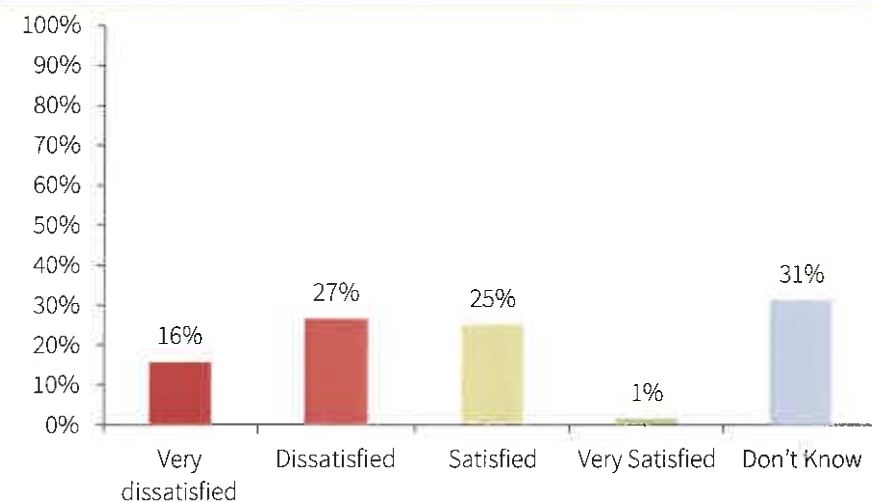
Q1. Community centres and public halls



Sixty-two per cent (62%) of the council population were satisfied with community centres and public halls. Fifteen per cent (15%) were dissatisfied overall.

Base = 211

Q2. Development and building application services



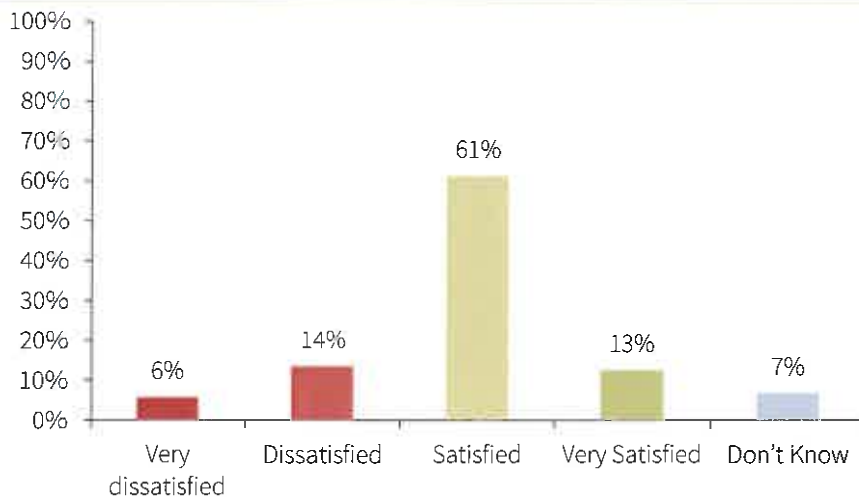
A total of forty-three per cent (43%) were overall dissatisfied with development and building application services.

Twenty-six per cent (26%) were satisfied, while 31% did not know.

Base = 211

Upper Lachlan Shire Council Community Survey 2014-2015

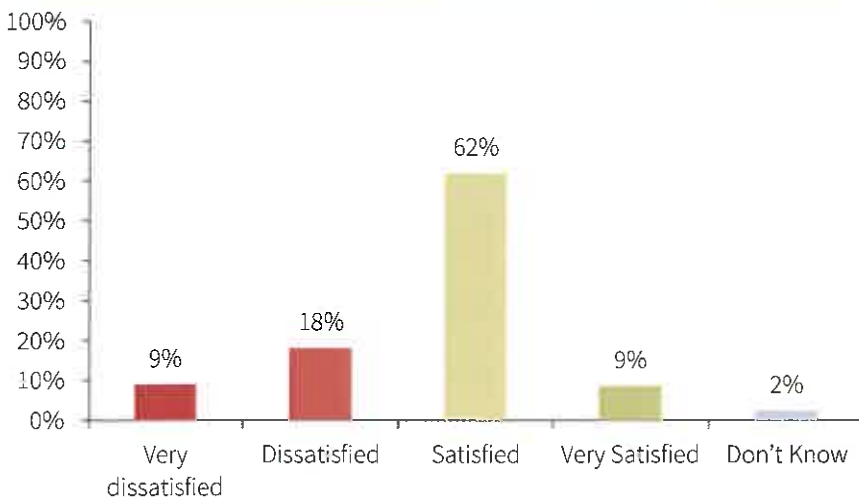
Q3. Tourism promotion and community events



Seventy-four per cent (74%) of respondents were overall satisfied with tourism promotion and community events. Twenty per cent (20%) showed dissatisfaction.

Base = 207

Q4. The quality and maintenance of main streets and shopping areas

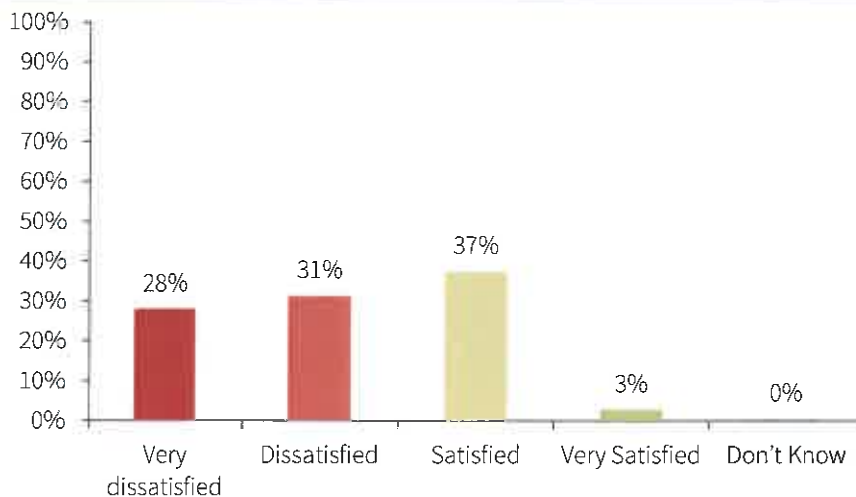


Sixty-two per cent (62%) of residents commented they were satisfied with the quality and maintenance of main streets and shopping areas, with an additional 9% very satisfied. Eighteen per cent (18%) of people were dissatisfied and 9% very dissatisfied.

Base = 210

Upper Lachlan Shire Council Community Survey 2014-2015

Q5. General road maintenance

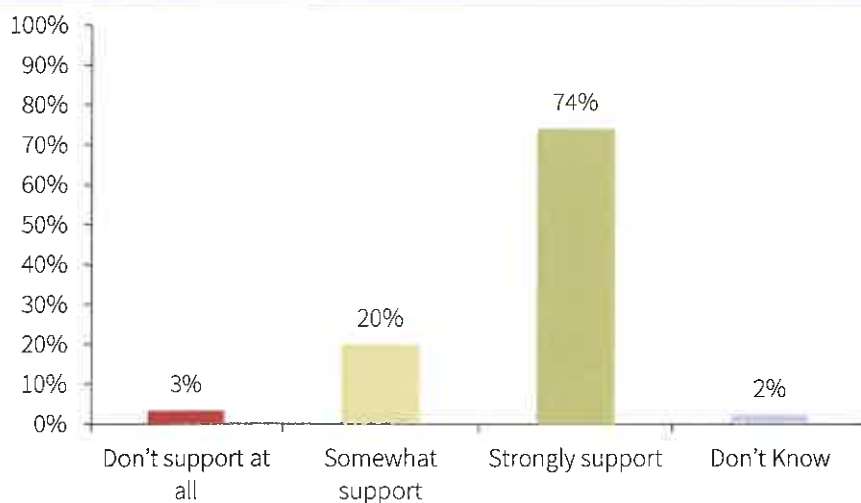


Community dissatisfaction with general road maintenance was high with 59% being dissatisfied overall. Forty per cent (40%) of people were satisfied.

Base = 211

SUPPORT FOR COUNCIL'S PROPOSITIONS

Q6. Do you want an increased level of service on the local road network including road maintenance, repair, gravel re-sheeting and resealing?

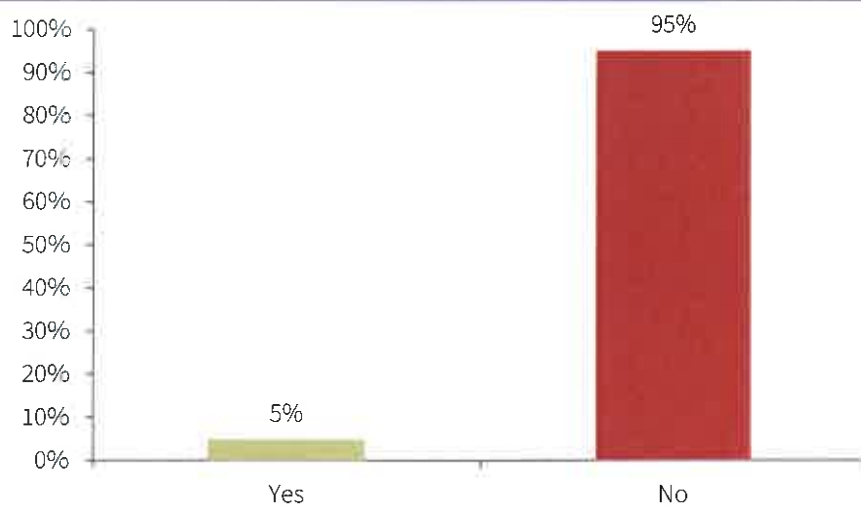


The majority (74%) of residents strongly supported an increased level of road services such as maintenance, repair, re-sheeting and re-sealing. A further 20% were somewhat supportive. Only 3% did not support this at all.

Base = 209

Upper Lachlan Shire Council Community Survey 2014-2015

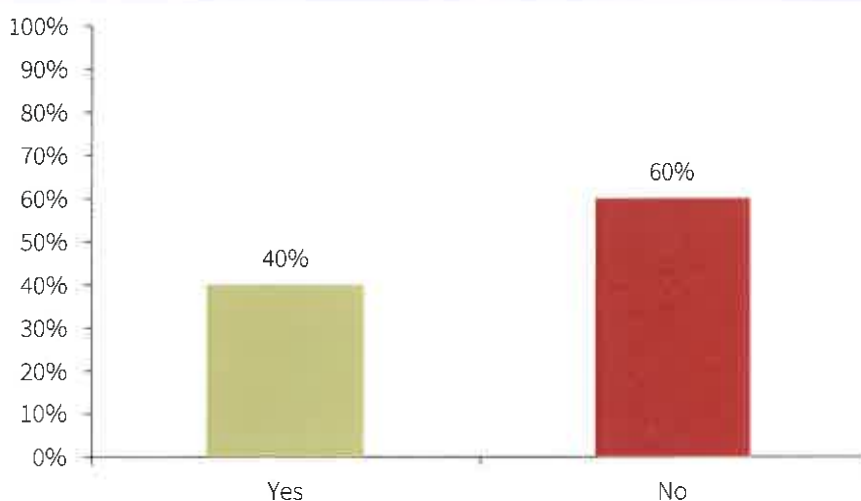
Q6A. Are you prepared to accept a decreased level of service on the local road network including road maintenance, repair, gravel re-sheeting and resealing?



Almost all residents (95%) were not prepared to have a decrease in the local road network service.

Base = 210

Q7. Do you support a special rate variation increase to fund local road works including road maintenance, repair, gravel re-sheeting and resealing?



While support for improved road services was high, 60% of residents did not support a special rate variation to fund this. Forty per cent (40%) were supportive of a special rate variation.

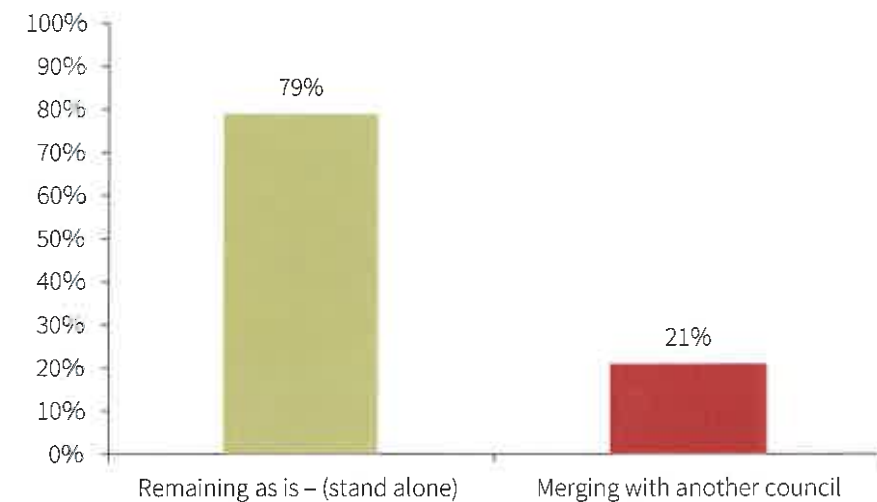
Residents who have lived in the LGA for between 6 and 10 years were more opposed (82%) than those who had lived there for less than 6 years and those who had live in the LGA for more 11 years or more (53%-63%).

Base = 210

Upper Lachlan Shire Council Community Survey 2014-2015

STATE GOVERNMENT PROPOSED LOCAL GOVERNMENT REFORM

Q8. With respect to proposed reform of local government do you support Upper Lachlan Shire Council:

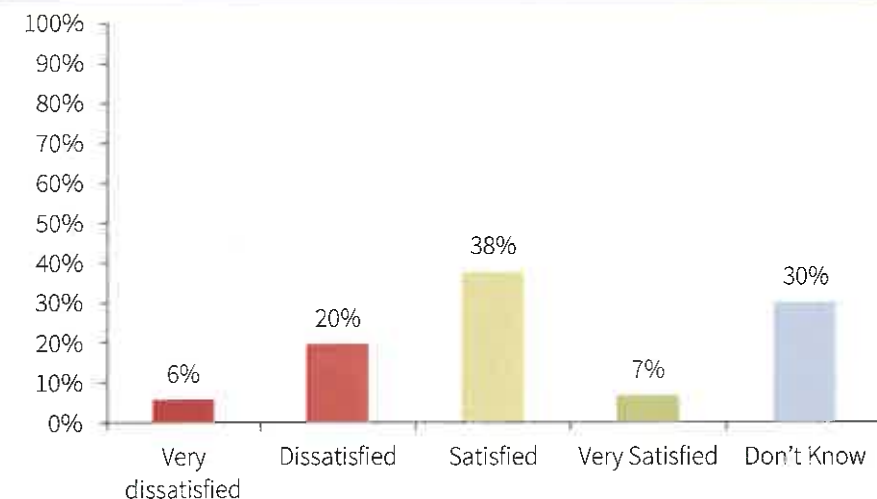


The majority of the council residents (79%) would like the council to remain as a standalone council, 21% agreed with a merger.

Base = 210

COUNCIL MANAGEMENT

Q9. Satisfaction with the way in which the council manages its finances

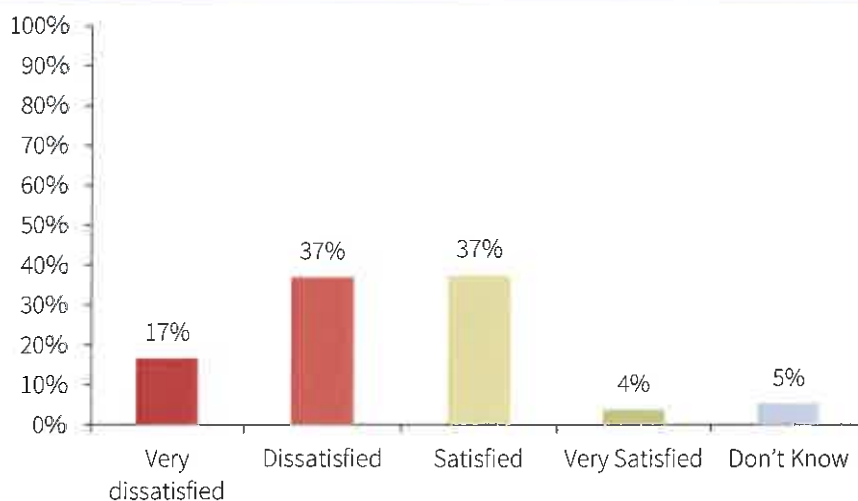


The highest proportion of the population (45%) was satisfied with the council's management of finances, 26% were dissatisfied, and 30% could not comment.

Base = 209

Upper Lachlan Shire Council Community Survey 2014-2015

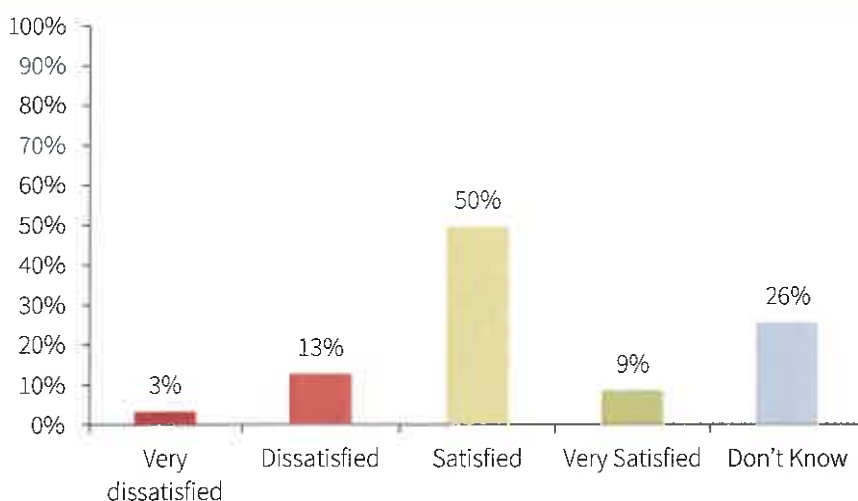
Q10. The quality of the services that the council provides for the rates that you pay



Over half (54%) of residents were dissatisfied about the quality of services they received from the council, considering the rates they paid. Thirty-seven per cent (37%) were satisfied, and 4% were very satisfied.

Base = 211

Q11. The degree to which the council is heritage-conscious

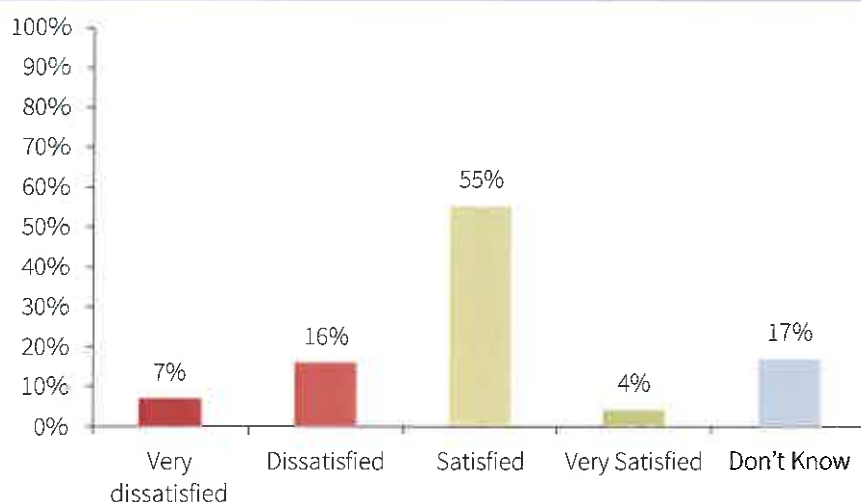


Most residents (59%) were overall satisfied about the heritage-consciousness of the council. Only 16% were dissatisfied, while 26% did not know.

Base = 211

Upper Lachlan Shire Council Community Survey 2014-2015

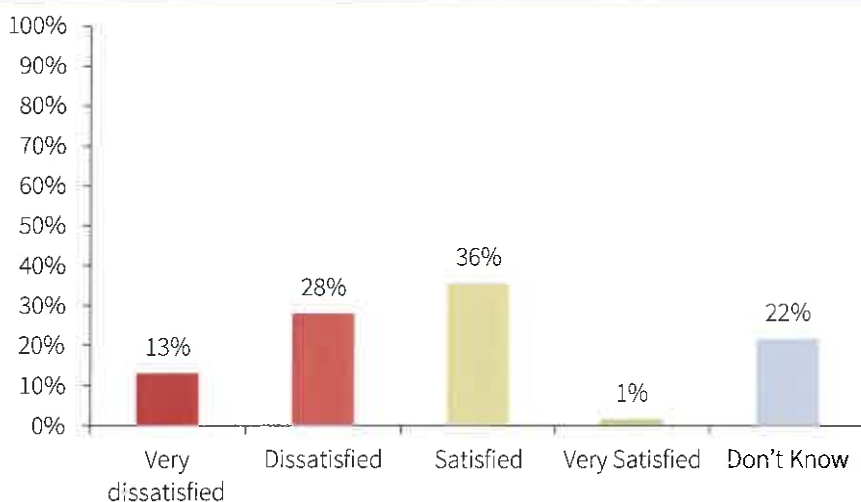
Q12. The degree to which the council encourages community participation and open government



A total of 59% of council residents were satisfied with the degree that the council encouraged community participation and open government. Twenty-three per cent (23%) were dissatisfied overall, and 17% did not know.

Base = 211

Q13. The degree to which the council adequately assists in creating employment opportunities in the local community



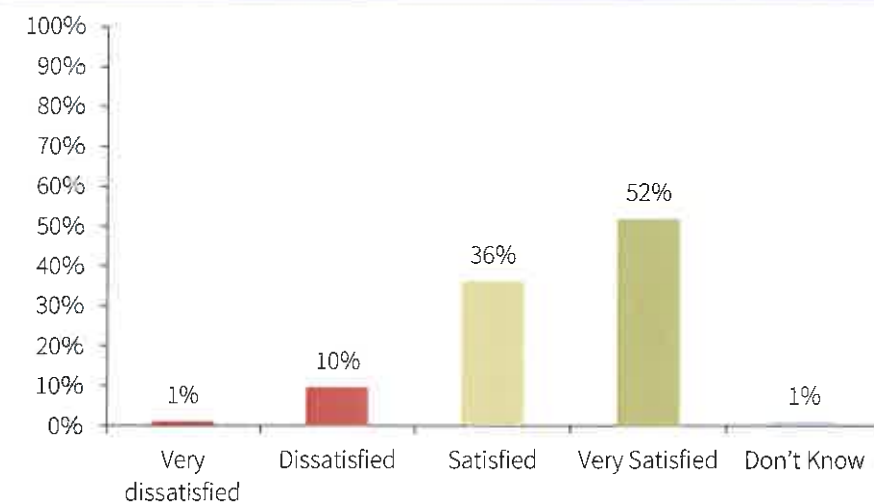
Forty-one percent (41%) of residents were overall dissatisfied about the adequacy of Council assistance in creating employment opportunities. Thirty-seven per cent (37%) were satisfied. Just over a fifth was unaware of Council efforts (22%) in this regard.

Base = 207

Upper Lachlan Shire Council Community Survey 2014-2015

PERCEPTIONS OF LIFE IN AREA / ATMOSPHERE

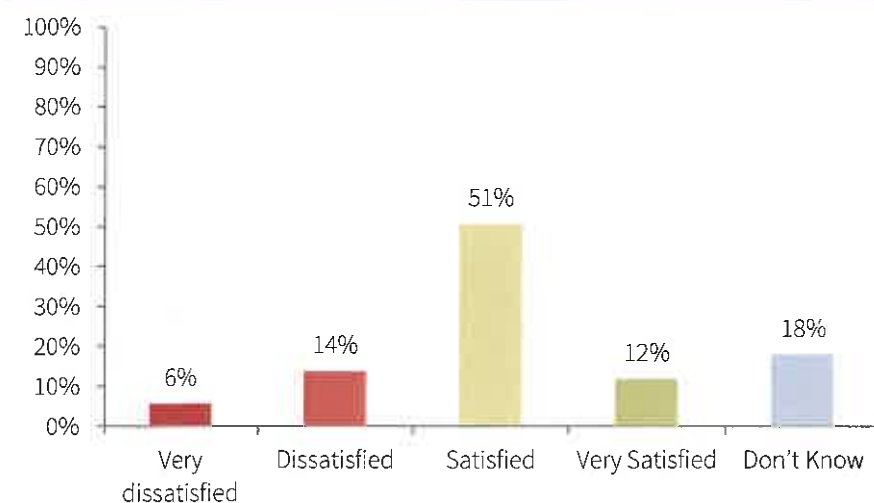
Q14. How satisfied are you with the quality of life where you live?



A very high proportion (88%) of residents are satisfied or very satisfied with the quality of life in the LGA. Only 11% showed dissatisfaction.

Base = 206

Q15. How satisfied are you with the degree to which arts, community and culture are fostered and encouraged by your council?



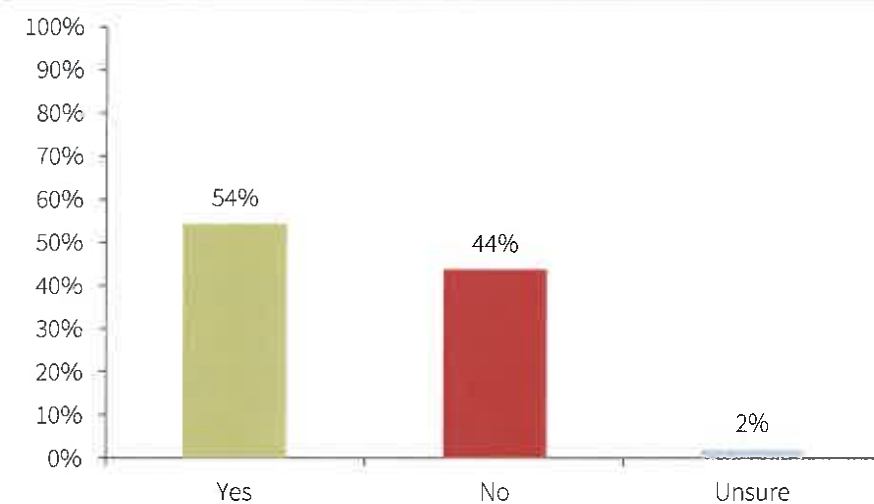
Over half (63%) of respondents were satisfied with the council's encouragement of arts, community and culture. Twenty per cent (20%) were either dissatisfied or very dissatisfied. Eighteen per cent (18%) did not know.

Base = 211

Upper Lachlan Shire Council Community Survey 2014-2015

COUNCIL COMMUNICATION

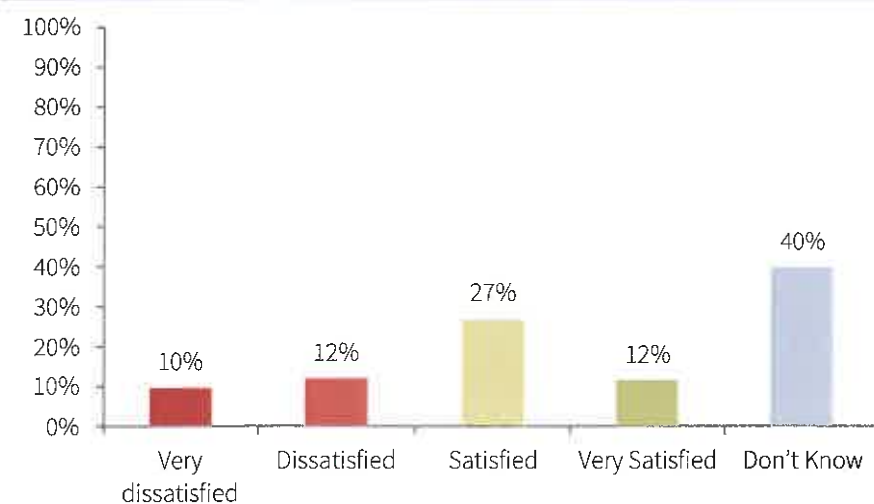
Q16. Have you been in communication with the council in the last 12 months? (i.e. contacted by the council, or you contacted the council)



In the last 12 months, 54% of residents had been in contact with the Council.

Base = 210

Q17. How satisfied were you with the council's customer service and communication?

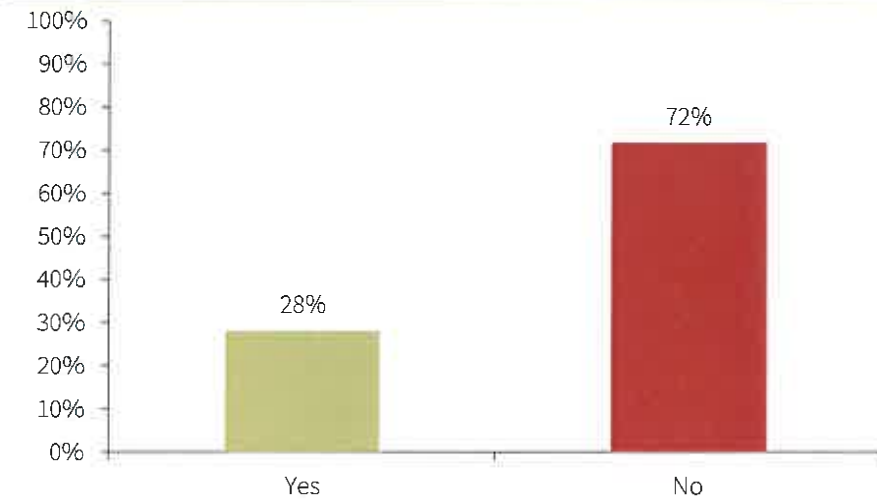


Thirty-nine per cent (39%) of residents were satisfied with the customer service of the council (27% satisfied plus 12% very satisfied). Twenty-two per cent (22%) showed dissatisfaction, and 40% could not comment.

Base = 208

Upper Lachlan Shire Council Community Survey 2014-2015

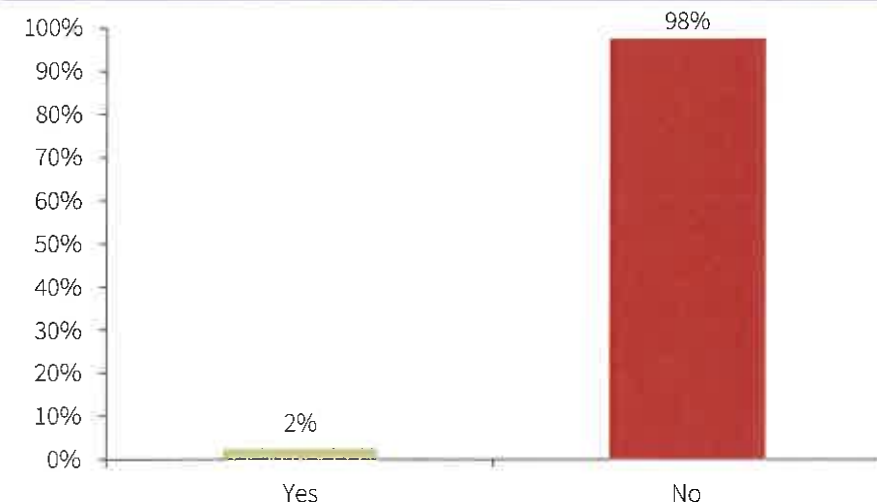
Q18. In the last 12 months, have you used the council website?



Over a quarter (28%) of Council residents had used the Council website in the past 12 months.

Base = 210

Q19. Do you use the council's Facebook page?



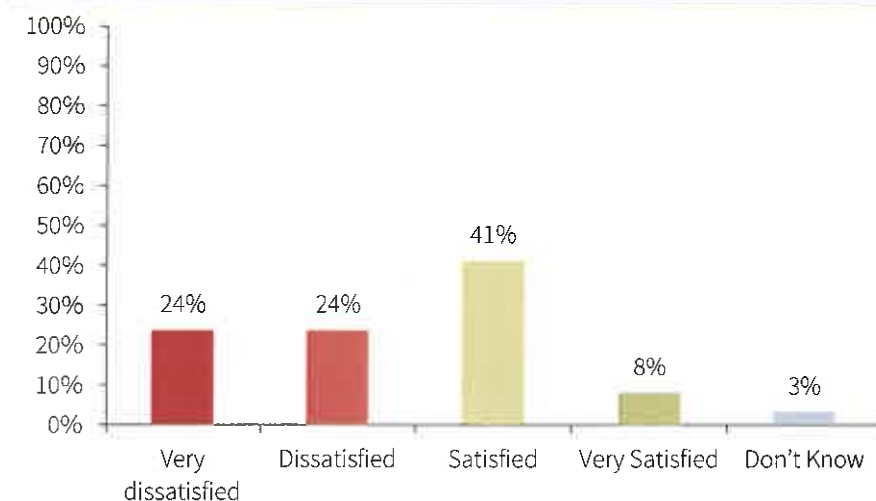
Only 2% of residents used the council's Facebook page.

Base = 210

Upper Lachlan Shire Council Community Survey 2014-2015

PERCEPTIONS OF ENVIRONMENTAL MANAGEMENT

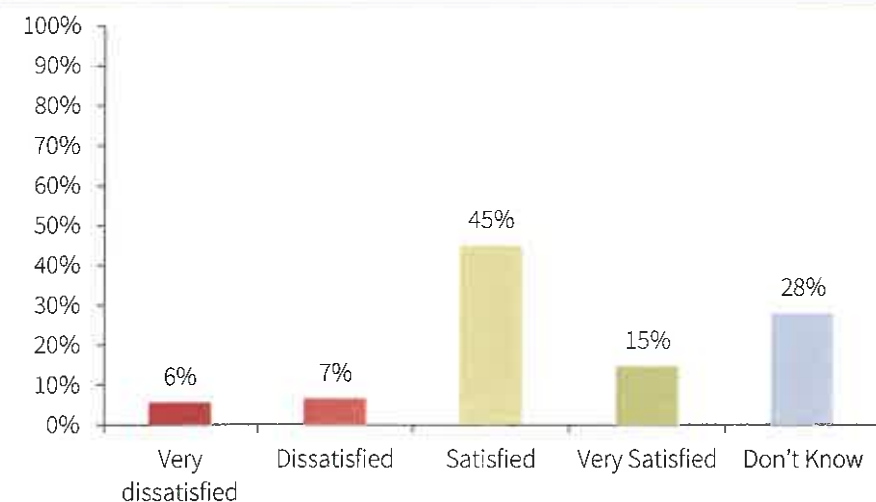
Q20. Waste removal strategies & recycling (e.g. waste collection, waste management, rubbish tips opening hours)



The public opinion was mixed regarding waste removal services and recycling. Forty-nine per cent (49%) were satisfied overall and 48% were dissatisfied.

Base = 211

Q21. The town water supply quality



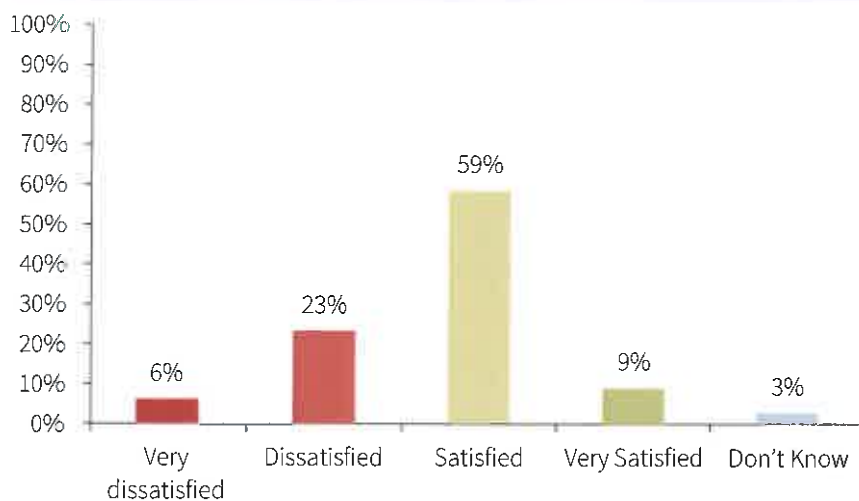
Sixty per cent (60%) of residents were either satisfied (45%) or very satisfied (15%) about the town water supply quality. Thirteen per cent (13%) showed dissatisfaction, and 28% did not know.

Base = 211

Upper Lachlan Shire Council Community Survey 2014-2015

OVERALL SATISFACTION LEVEL

Q22. All things considered, how satisfied are you with your local government (i.e. council)?



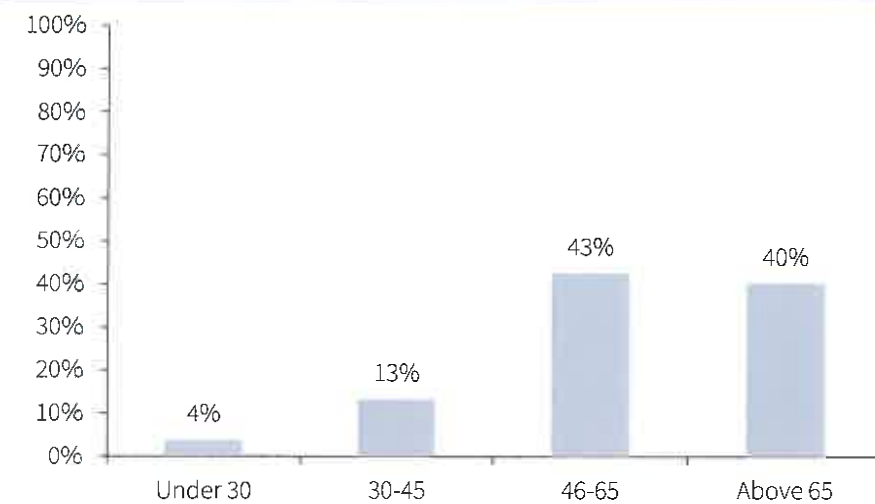
Overall, sixty-eight per cent (68%) of the population were satisfied with their local government (59% satisfied and 9% very satisfied). Twenty-nine per cent (29%) were dissatisfied.

Base = 210

Upper Lachlan Shire Council Community Survey 2014-2015

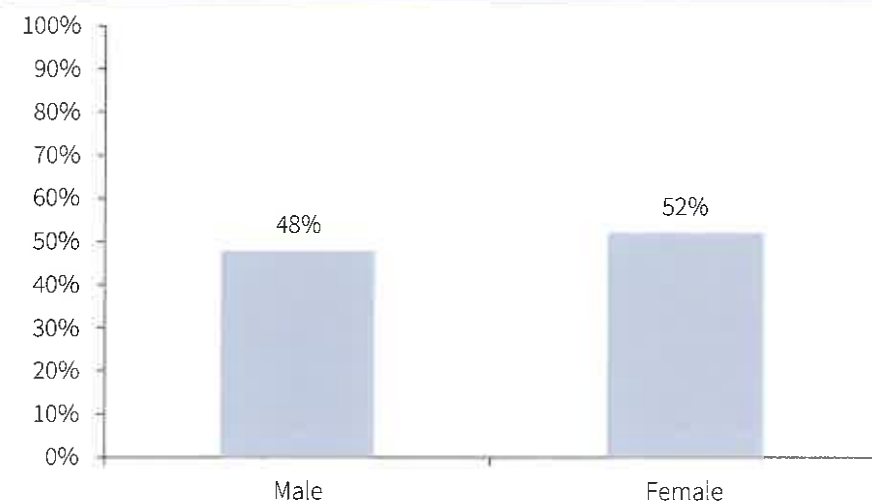
DEMOGRAPHICS

Q23. How old are you?



Base = 211

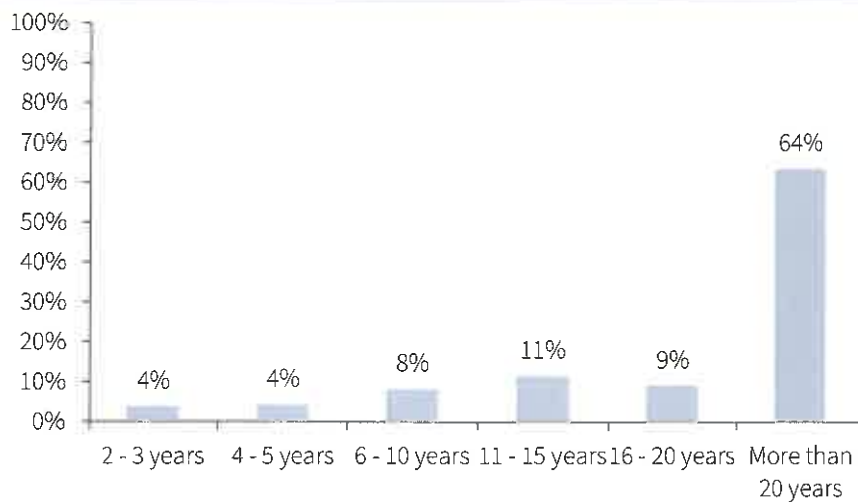
Q24. Gender



Base = 209

Upper Lachlan Shire Council Community Survey 2014-2015

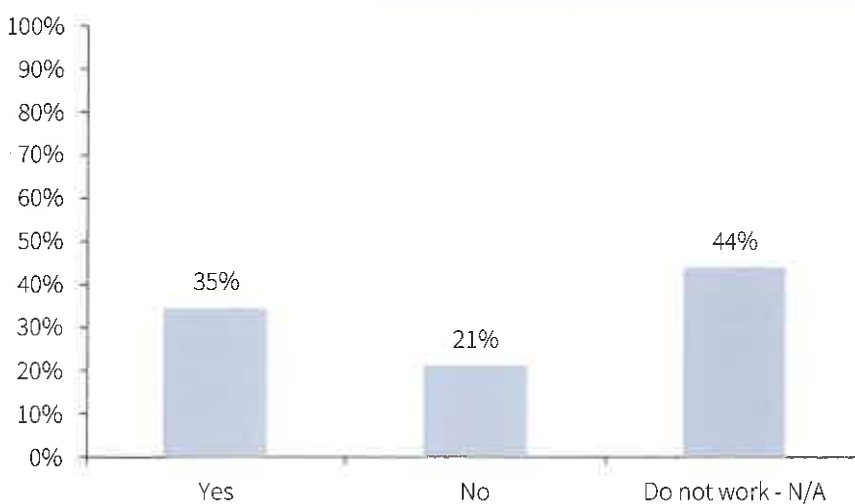
Q25. How long have you lived in the council area?



Sixty-four per cent (64%) of residents lived in the council area for more than 20 years, 20% between 11 to 20 years, and 16% for 10 or fewer years.

Base = 211

Q26. Is your place of work within the local government area?



Thirty-five per cent (35%) of respondents work within the local government area, 21% work outside the LGA, and 44% do not work.

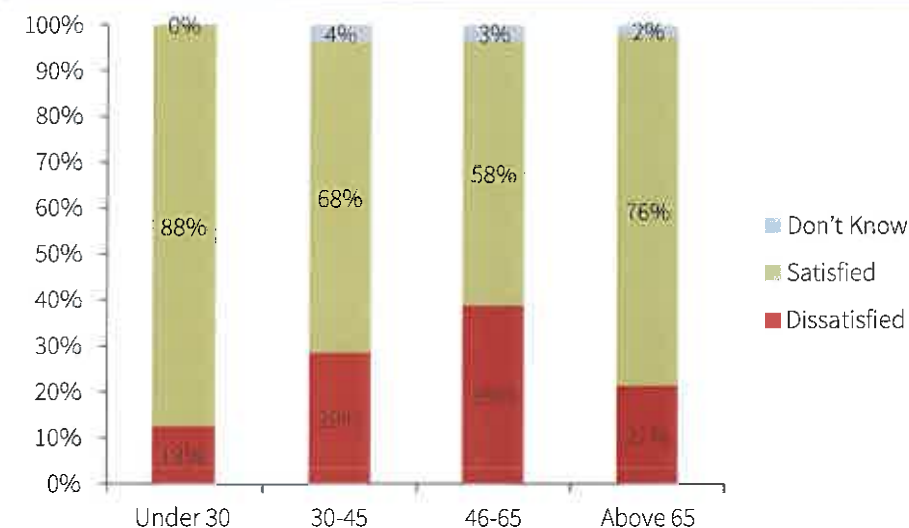
Base = 211

Upper Lachlan Shire Council Community Survey 2014-2015

DEMOGRAPHIC BREAKDOWNS

Q22. ALL THINGS CONSIDERED, HOW SATISFIED ARE YOU WITH YOUR LOCAL GOVERNMENT (I.E. COUNCIL)?

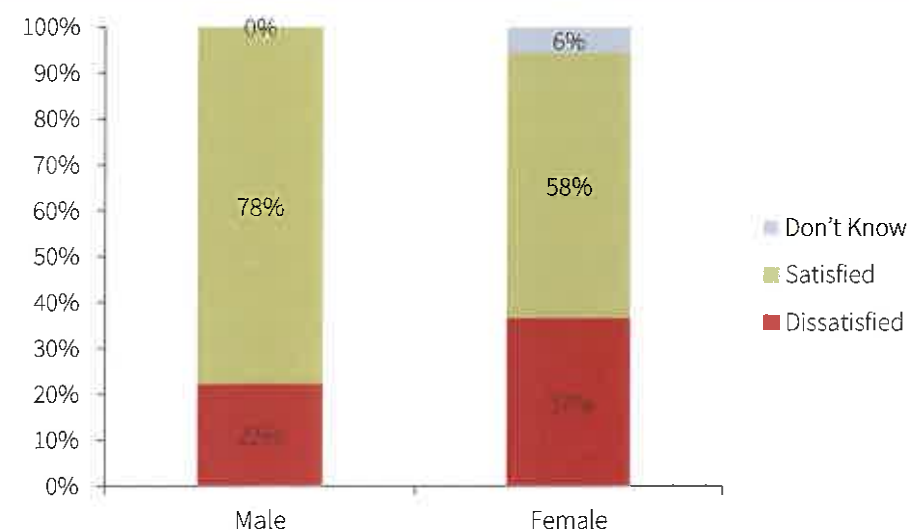
By Q23. How old are you?



The most satisfied residents were people under 30 years of age (88% satisfaction), or aged 65 years and older (76%). People between 45 to 65 were less satisfied than the other groups (58%).

Base = 210

Q24. Gender

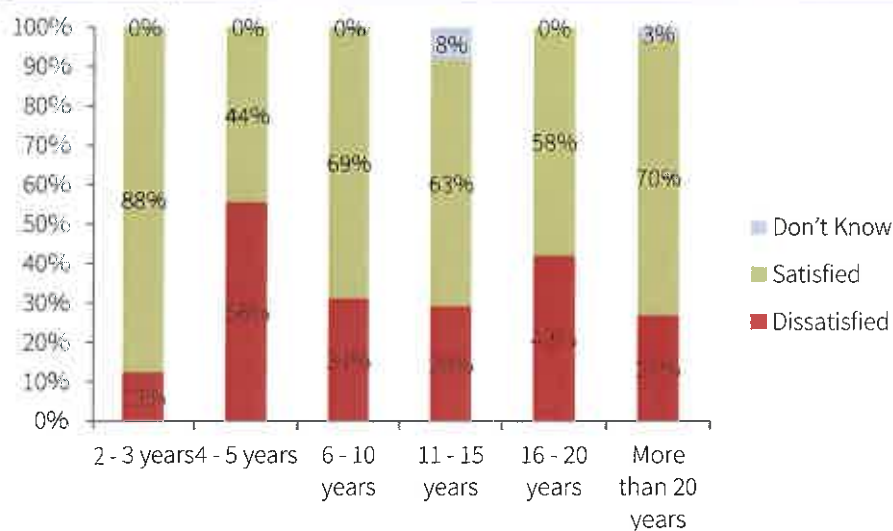


The satisfaction rate among males was 78%; higher than for females (58%).

Base = 208

Upper Lachlan Shire Council Community Survey 2014-2015

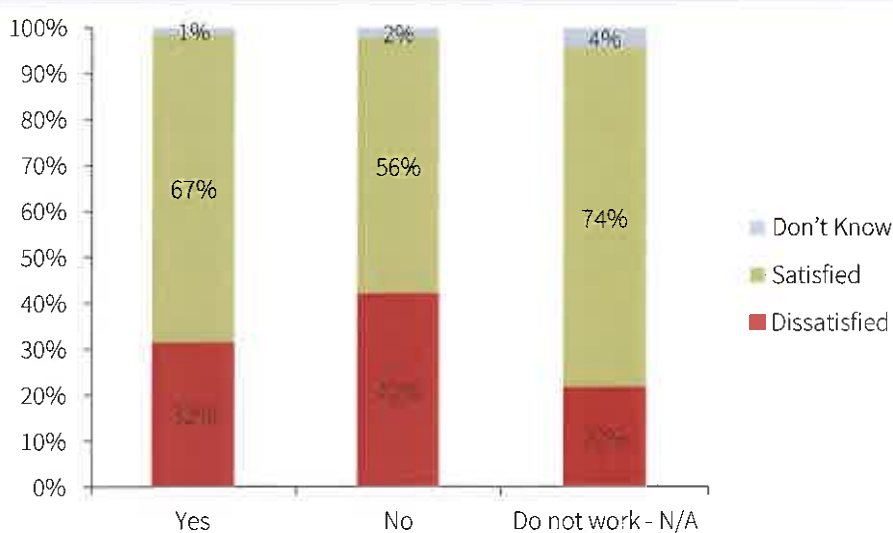
Q25. How long have you lived in the council area?



People who lived in the area between 2 to 3 years (88%), and who lived more than 20 years in the area (70%), were most satisfied with council overall. Residents who had lived between 4-5 years were most dissatisfied (56% dissatisfied).

Base = 210

Q26. Is your place of work within the local government area?



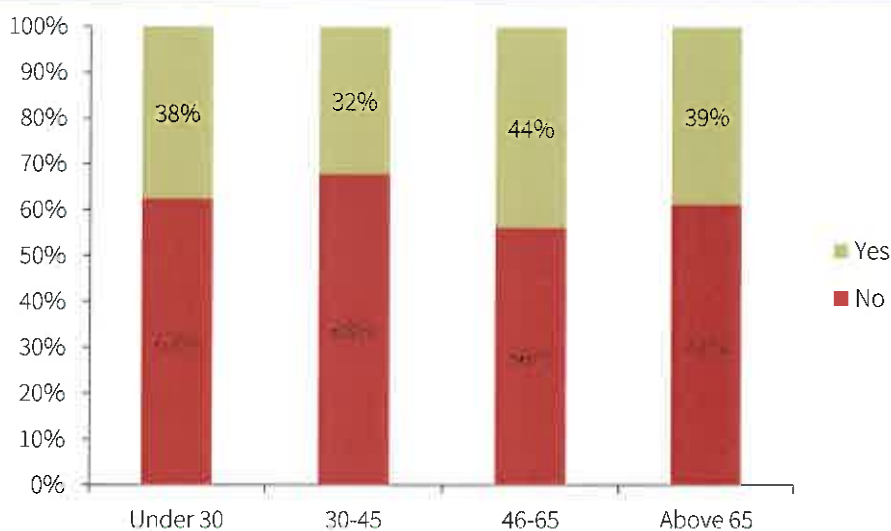
The residents who do not work were most satisfied with Council (74%). Those who work outside the LGA were the least satisfied (56%).

Base = 210

Upper Lachlan Shire Council Community Survey 2014-2015

Q7. BREAKDOWN BY DEMOGRAPHICS: DO YOU SUPPORT A SPECIAL RATE VARIATION INCREASE TO FUND LOCAL ROAD WORKS INCLUDING ROAD MAINTENANCE, REPAIR, GRAVEL RE-SHEETING AND RESEALING?

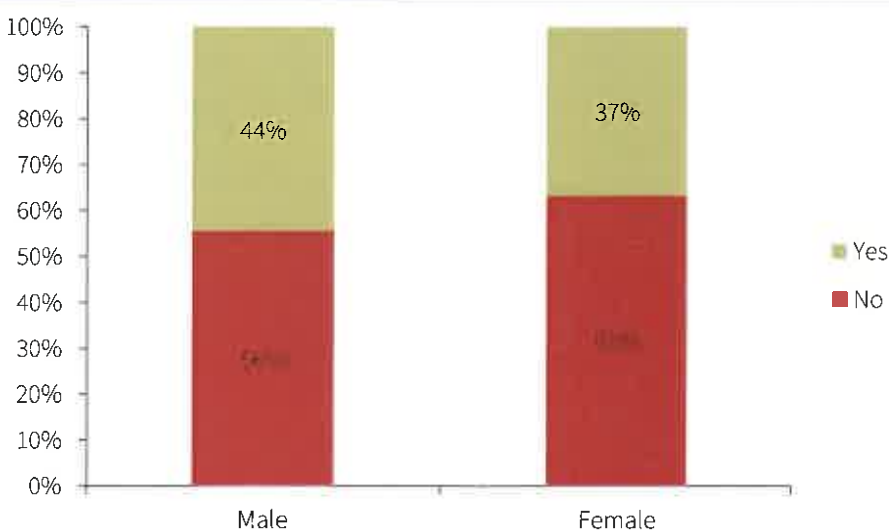
By Q23. How old are you?



The majority across all age groups opposed a rate variation.

Base = 210

Q24. Gender

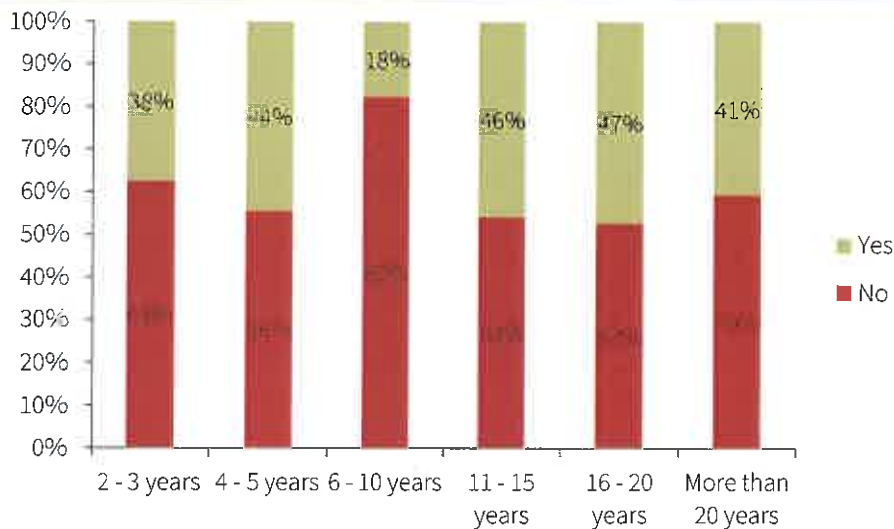


Males and females were similar in their opposition to a rate variation.

Base = 208

Upper Lachlan Shire Council Community Survey 2014-2015

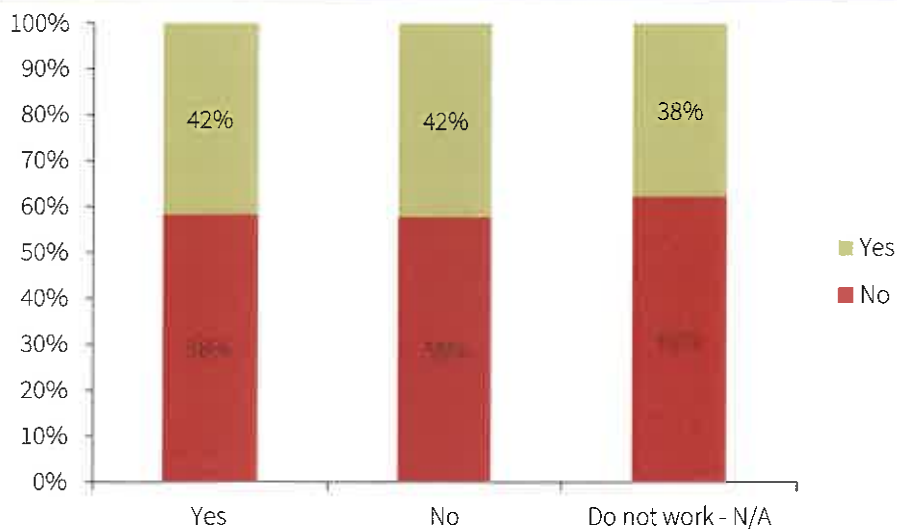
Q25. How long have you lived in the council area?



Eighty-two per cent (82%) of residents, who lived in the area for 6-10 years, stated no for this issue.

Base = 210

Q26. Is your place of work within the local government area?



Work status did not appear to have a substantial effect on residents opposition or support for a rate increase.

Base = 210

Upper Lachlan Shire Council Community Survey 2014-2015

Attachment 1. Questionnaire

INTRODUCTION

Hello, my name is (FULL NAME) from Piazza Research. I wonder if you can help me. We are conducting a study on behalf of the Upper Lachlan Shire Council and we are surveying residents in the area. Would you be able to help me by answering some survey questions? ...

GENERAL MUNICIPAL SERVICES

I am going to read out some statements about the services that Council provides. Can you please tell me how satisfied you are with the following general services in your Local Government Area?

1. Community centres and public halls.

Very dissatisfied <input type="checkbox"/> 1	Dissatisfied <input type="checkbox"/> 2	Satisfied <input type="checkbox"/> 3	Very Satisfied <input type="checkbox"/> 4	Don't Know <input type="checkbox"/> 5
--	--	---	---	---
2. Development and building application services.

Very dissatisfied <input type="checkbox"/> 1	Dissatisfied <input type="checkbox"/> 2	Satisfied <input type="checkbox"/> 3	Very Satisfied <input type="checkbox"/> 4	Don't Know <input type="checkbox"/> 5
--	--	---	---	---
3. Tourism promotion and community events.

Very dissatisfied <input type="checkbox"/> 1	Dissatisfied <input type="checkbox"/> 2	Satisfied <input type="checkbox"/> 3	Very Satisfied <input type="checkbox"/> 4	Don't Know <input type="checkbox"/> 5
--	--	---	---	---
4. The quality and maintenance of main streets and shopping areas.

Very dissatisfied <input type="checkbox"/> 1	Dissatisfied <input type="checkbox"/> 2	Satisfied <input type="checkbox"/> 3	Very Satisfied <input type="checkbox"/> 4	Don't Know <input type="checkbox"/> 5
--	--	---	---	---
5. General road maintenance.

Very dissatisfied <input type="checkbox"/> 1	Dissatisfied <input type="checkbox"/> 2	Satisfied <input type="checkbox"/> 3	Very Satisfied <input type="checkbox"/> 4	Don't Know <input type="checkbox"/> 5
--	--	---	---	---

Upper Lachlan Shire Council Community Survey 2014-2015

SUPPORT FOR COUNCIL'S PROPOSITIONS

The next questions are about your support for council propositions.

6. Do you want an increased level of service on the local road network including road maintenance, repair, gravel resheeting and resealing?
- | | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|
| Don't support at all | Somewhat support | Strongly support | Don't Know |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |

Are you prepared to accept a decreased level of service on the local road network including road maintenance, repair, gravel resheeting and resealing?

YES NO

7. Do you support a special rate variation increase to fund local road works including road maintenance, repair, gravel resheeting and resealing?
- | | |
|----------------------------|----------------------------|
| Yes | No |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 |

STATE GOVERNMENT PROPOSED LOCAL GOVERNMENT REFORM

8. With respect to proposed reform of local government do you support Upper Lachlan Shire Council:...

- | | |
|---------------------------------------|----------------------------|
| a) Remaining as is - (stand alone) or | <input type="checkbox"/> 1 |
| b) merging with another council | <input type="checkbox"/> 2 |

COUNCIL MANAGEMENT

Can you please tell me how satisfied or dissatisfied you are with the following council management issues?

9. The way in which the council manages its finances.
- | | | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Very dissatisfied | Dissatisfied | Satisfied | Very Satisfied | Don't Know |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

10. The quality of the services that the council provides for the rates that you pay.
- | | | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Very dissatisfied | Dissatisfied | Satisfied | Very Satisfied | Don't Know |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

11. The degree to which the council is heritage-conscious.
- | | | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Very dissatisfied | Dissatisfied | Satisfied | Very Satisfied | Don't Know |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

Upper Lachlan Shire Council Community Survey 2014-2015

- 12 The degree to which the council encourages community participation and open government.
- | | | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Very
dissatisfied | Dissatisfied | Satisfied | Very
Satisfied | Don't
Know |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

- 13 The degree to which the council adequately assists in creating employment opportunities in the local community.
- | | | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Very
dissatisfied | Dissatisfied | Satisfied | Very
Satisfied | Don't
Know |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

PERCEPTIONS OF LIFE IN AREA / ATMOSPHERE

The next questions are about your perceptions of the quality of life in your area.

- 14 How satisfied are you with the quality of life where you live?
- | | | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Very
dissatisfied | Dissatisfied | Satisfied | Very
Satisfied | Don't
Know |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

- 15 How satisfied are you with the degree to which *arts, community and culture* are fostered and encouraged by your council?
- | | | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Very
dissatisfied | Dissatisfied | Satisfied | Very
Satisfied | Don't
Know |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

COUNCIL COMMUNICATION

- 16 Have you been in communication with the council in the last 12 months? (i.e. contacted by the council, or you contacted the council)
- | | | |
|----------------------------|----------------------------|----------------------------|
| Yes | No | Unsure |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

- 17 How satisfied were you with the council's customer service / communication?
- | | | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Very
dissatisfied | Dissatisfied | Satisfied | Very
Satisfied | Don't
Know |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

- 18 In the last 12 months, have you used the council website?
- | | |
|----------------------------|----------------------------|
| Yes | No |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 |

- 19 Do you use the council's Facebook page?
- | | |
|----------------------------|----------------------------|
| Yes | No |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 |

Upper Lachlan Shire Council Community Survey 2014-2015

PERCEPTIONS OF ENVIRONMENTAL MANAGEMENT

I am going to read out some statements about environmental issues. Can you please tell me how satisfied or dissatisfied you are with how the Councils deal with these issues?

- 20 Waste removal strategies & recycling (e.g. waste collection, waste management, rubbish tips opening hours)
- | | | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Very dissatisfied | Dissatisfied | Satisfied | Very Satisfied | Don't Know |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

- 21 The town water supply quality.
- | | | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Very dissatisfied | Dissatisfied | Satisfied | Very Satisfied | Don't Know |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

OVERALL SATISFACTION LEVEL

- 22 All things considered, how satisfied are you with your local government (i.e. council)?
- | | | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Very dissatisfied | Dissatisfied | Satisfied | Very Satisfied | Don't Know |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

DEMOGRAPHICS

- 23 How old are you? *(Or ask which age category do they belong in)*
- | | |
|-------------------|----------------------------|
| 18 - 24 years | <input type="checkbox"/> 1 |
| 25 - 34 years | <input type="checkbox"/> 2 |
| 35 - 44 years | <input type="checkbox"/> 3 |
| 45 - 54 years | <input type="checkbox"/> 4 |
| 55 - 64 years | <input type="checkbox"/> 5 |
| 65 - 74 years | <input type="checkbox"/> 6 |
| 75 - 84 years | <input type="checkbox"/> 7 |
| 85 years and over | <input type="checkbox"/> 8 |

- 24 *Record Sex (Do not ask)*

Male
☐1

Female
☐2

Upper Lachlan Shire Council Community Survey 2014-2015

25

How long have you lived in the council area?

- | | |
|--------------------|----------------------------|
| Less than 1 year | <input type="checkbox"/> 1 |
| 2 - 3 years | <input type="checkbox"/> 2 |
| 4 - 5 years | <input type="checkbox"/> 3 |
| 6 - 10 years | <input type="checkbox"/> 4 |
| 11 - 15 years | <input type="checkbox"/> 5 |
| 16 - 20 years | <input type="checkbox"/> 6 |
| More than 20 years | <input type="checkbox"/> 7 |

26

Is your place of work within the local government area?

- | | | |
|----------------------------|----------------------------|----------------------------|
| Yes | No | Do not work - N/A |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

Upper Lachlan Shire Council Community Survey 2014-2015

This report was produced by Piazza Research Pty Ltd Ph (02)6282 4963, for the Upper Lachlan Shire Council. Lead
Consultants: Grant Piazza, Dr Lu Jin
Project reference number: #ULSC030215



An Economic Portrait of Upper Lachlan

compared with NSW

April 2013

The residents
Working residents
Economic indicators
Industries
The workforce
The nature of local jobs
The labour balance

Prepared for Upper Lachlan Shire Council by The Public Practice Pty Ltd



A Portrait of Upper Lachlan

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Introduction

This Portrait describes some of the socio economic characteristics of Upper Lachlan that are important to local economic development. It examines the state of the local economy and labour market using data from a variety of sources, comparing Upper Lachlan's features with those found across NSW. This analysis can indicate where economic development initiatives might be fruitful.

The Portrait paints a picture of local economic activity by blending the detail available from the 2011 and 2006 Censuses with other public sources. Population and employment estimates are made to 2012; business, taxpayer and other economic data to 2010. The sources are described below and referenced under each table.

The data is assembled into seven sections, each consisting of a number of topics. Most topics are one page long, consisting of a table of data, one or two illustrative graphs, and text pointing out key features. Most tables show the number and proportion of people in each category for the topic (eg industries), the male-female ratio, the comparative proportions in another area, and the change over time.

The Portrait uses data from a number of sources. Data from the 2011, 2006 and 2001 Censuses are generally from data sets called Profiles, published by the Australian Bureau of Statistics (ABS). Tables are referenced by the ABS Table number, such as B02 or W05, where the 'B' tables are from the Basic Community Profile (counting residents) and 'W' from the Working Population Profile (counting workers). Data from the ABS National Regional Profile, published 2011, is referenced by an NRP Table number (1-4). Recent employment data are published by the Department of Education, Employment and Workplace Relations and available from their website.

In the tables, a gender ratio is usually shown. Men and women tend to work in different occupations and industries. The gender ratio is generally the ratio of numbers, shown according to which gender is larger. Where there are more men than women, say 120 to 60, the gender ratio is shown in blue as **2:1 M:F**. 'All males' is shown as '**M**'. Conversely, 60 women to 20 men would be shown as **3:1 F:M**, and 'all women' as '**F**'. If there is the same number of men and women, the ratio is shown as '='.

Disclaimer

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Executive summary

The residents

Upper Lachlan is a council in NSW with an area of 7,102 sq. kilometres. At 30 June 2011, Upper Lachlan's population was estimated by the ABS to be 7,378, with an average age of 43.

At 30 June 2011, the Estimated Resident Population of Upper Lachlan was 7,378 while the August 2011 Census counted 7,193 residents, so Census counts in this report are about 3% under the estimated number of residents.

There were more people in the retiring stage of life and the seniors stage, and fewer in the parenting age stage and the young adult stage, relative to NSW.

In 2011, 51% of residents aged 15+ in Upper Lachlan had a post-school qualification.

In mid-2009, there were 3,891 registered taxpayers in Upper Lachlan. Over 2008/09, their average taxable income was \$34,691 (\$667 a week).

Between 2006 and 2009, average incomes in Upper Lachlan rose by 16%.

Overall, 64% of the adult residents of Upper Lachlan were registered as taxpayers. The most common sources of income were investments (44% of residents), wages (44%) and unincorporated businesses (23%).

In mid-2010, there were 1,674 residents of Upper Lachlan receiving the six main forms of income support. The largest groups were those receiving the age pension (989), the disability support pension (292) and the Newstart allowance (132).

The 2011 Census found that the average income from all sources of adults (aged 15+) in Upper Lachlan was around \$691 a week, which was \$119 lower than the \$811 average for NSW.

Working residents

In the 2011 Census, 3,581 residents of Upper Lachlan reported they were in the labour force, out of 5,882 residents aged 15+. This means the labour force participation rate was 61%.

In December 2012, Upper Lachlan's labour force was estimated at 4,368. The labour force had risen by 64 over the past year, and had risen by 317 since September 2010.

Upper Lachlan's unemployment was estimated at 107 in December 2012, a rate of 2.4% out of a working population of 4,368.

The Australian Tax Office recorded 2,709 wage earners in Upper Lachlan at June 2009, which was 49% of the residents aged 15+. This proportion was similar to three years previously and 15% lower than in NSW.

The largest occupational groups in Upper Lachlan in 2011 were 1,016 managers, 481 professionals and 469 technicians & trades workers.

Economic indicators

In the year to 30 June 2012, construction valued at \$6 million was approved in Upper Lachlan, consisting of:

- \$4.4 mil. in new residential construction
- \$1.4 mil. in residential alterations
- \$0.5 mil. for non-residential construction

In the year to 30 June 2012, 21 dwellings were approved for construction in Upper Lachlan, with a total value of \$4.4 million.

In 2010, there were a total of 3 tourist accommodation establishments in Upper Lachlan, which was down by 40% since 2008.

At 31 March 2010, Upper Lachlan had 6,141 registered vehicles, of which 3,670 or 60% were passenger vehicles.

In the 2011 Census, 698 owner-managers were working in Upper Lachlan, with 138 running an incorporated business and 560 an unincorporated business (eg, a sole trader or partnership).

Industries in Upper Lachlan

The largest industries in 2011 were rural production (885 jobs), health & social care (194), education & training (153), and retail trade (152).

Over 2006–2011, the industries which grew most in employment were health & social care (25 more jobs), education & training (23 more) and accommodation & food (21 more).

Sectors with the highest proportions working 40+ hours a week were utilities, wholesale trade, rural production and finance & insurance.

Industries with the most part-time workers (<25 hours a week) were media / telecommunications, administration / support, accommodation & food, and arts & recreation.

Upper Lachlan's workforce

In the 2011 Census, 2,169 adults aged 15+ said they worked in Upper Lachlan, 1,205 men and 964 women.

The average age of workers was 49 years (51 for men and 47 for women).

From 2006 to 2011, Upper Lachlan's workforce grew by 129 jobs from 2,040 to 2,169, with a gain of 42 male workers and 87 female workers.

Overall, 34% of Upper Lachlan's jobs were part-time and 66% were full-time in 2011.

Between 2006 to 2011, the proportion of jobs that were part-time rose by 2% overall (with steady proportions of female workers and 2% more male workers working part-time.)

Overall, 54% of Upper Lachlan's workforce had tertiary (post-school) qualifications, with 23% having a diploma, degree or higher; 22% having a level III or IV Certificate and 2% having a Certificate I or II.

In Upper Lachlan, 152 workers (7% of the workforce) were born overseas, compared with 30% of the workforce in NSW.

The nature of local jobs

The private sector engaged 87% of Upper Lachlan's workforce in 2011, with 7% employed by the State Government, 5% employed by a Local Government and 1% employed by the Commonwealth Government.

In the 2011 Census, 52% of Upper Lachlan's workforce were employees, 32% were small-business owner-managers (6% incorporated and 26% unincorporated) and 15% worked in a family business.

The incomes of Upper Lachlan's workforce gives a good indication of local wages. In August 2011, the average worker's income reported in the Census was \$767 a week.

The largest occupation group in 2011, among the 2,170 people working in Upper Lachlan, was 869 managers, 40% of the local workforce (27% of women and 50% of men), then labourers (244 workers or 11% of the workers).

More specifically, the most common occupations in Upper Lachlan were farmers / farm managers (726 workers), farm, forestry & garden workers (101), education professionals (91), and carers & aides (87).

The labour balance

The balance between local labour supply (working residents) and demand (local jobs) is a useful indicator of where jobs are needed or where job opportunities might lie.

In Upper Lachlan in 2011, there were 3,473 working residents and 2,169 local workers (jobs). The difference means that Upper Lachlan has a net labour surplus of 1,304 workers, equivalent to 38% of the residents working elsewhere.

Since 2006, the labour surplus had increased by 125 from 1,179. The biggest change was that there were 47 more residents aged 45–54 years, relative to jobs, than in 2006.

The labour balance can be calculated for part-time and full-time jobs, by subtracting the workforce / job numbers from resident worker numbers. In Upper Lachlan in 2011, the net surplus of 1,304 working residents over jobs included a surplus of 859 full-time workers and a surplus of 326 part-time workers.

In 2011, the occupation with the greatest labour surplus was professionals: there were 246 more professionals among working residents than were used in local industries.

In Upper Lachlan, local labour supply most exceeded local job numbers (so more residents worked elsewhere) in public service (222 more residents than local jobs), health & social care (175 more), then construction (152 more), and retail trade (91 more).

In Upper Lachlan in 2011, the largest local labour surpluses over local job numbers were:

- community & service workers in health & social care (76 more working residents than local jobs)
- technicians & trades workers in construction (70 more residents than local jobs)
- administrative workers in public service (65 more residents than local jobs)
- professionals in health & social care (64 more residents than local jobs)
- community & service workers in public service and sales workers in retail trade (55 more residents than local jobs).

The greatest excess of jobs over local labour supply were:

- community & service workers in administration / support and administrative workers in arts & recreation and labourers in mining (3 more local jobs than residents),

The residents

Population

Upper Lachlan is a council in NSW with an area of 7,102 sq. kilometres. At 30 June 2011, Upper Lachlan's population was estimated by the ABS to be 7,378, with an average age of 43.

Over 2006 to 2011, the estimated population rose by 29. At this rate, it would be 7,390 by mid-2011 and 7,430 by mid-2020.

Upper Lachlan had a population density of 1.0 persons per sq.km. (0.2 over NSW).

The table below summarises the latest ABS population estimates for Upper Lachlan from 2006 to 2011. The projected populations in 2013 and 2020 are based on change continuing at the estimated rate since 2006.

At 30 June 2011, the Estimated Resident Population of Upper Lachlan was 7,378 while the August 2011 Census counted 7,193 residents, so Census counts in this report are about 3% under the estimated number of residents.

Population of Upper Lachlan	2006	2007	2008	2009	2010	2011	Change, % p.a. 2006–2011	Trend 2013	2020
• males	3,715	3,705	3,742	3,777	3,798	3,707	(8) dn 0.0% pa	3,704	3,693
• females	3,634	3,644	3,683	3,735	3,761	3,671	37 up 0.2% pa	3,686	3,739
residents	7,349	7,349	7,425	7,512	7,559	7,378	29 up 0.1% pa	7,390	7,430

Source: ABS National Regional Profile (NRP) 2011 Table 2. Change % pa is annual rate from 2006 to 2011. Trend populations for 2013+ are based on 2006–11 trend.

Life stages

The age profile of a community is a prime determinant of its economic character. In this chart, the age profile is simplified into four broad workforce stages – young adult (18–24), parenting (25–39), prime-age (40–54), and retiring (55–69), bracketed by two non-working stages (children and seniors).

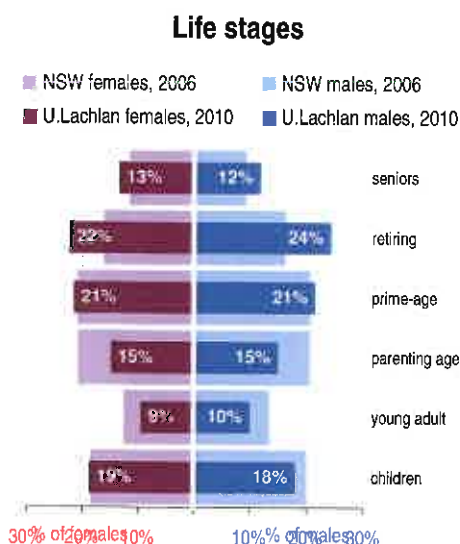
Compared with NSW, the life stage that was significantly larger here in 2010 was the retiring (55–69 years) stage, which had 7.7% more of the population, while the seniors (70+ years) stage had 2.6% more.

Upper Lachlan had noticeably fewer people in the parenting age (25–39 years) stage of life, with 6.8% fewer, and fewer also in the young adult (15–24 years) stage, with 4.2% fewer.

Over 2006 to 2011, the seniors (70+ years) age group grew most, as a proportion of Upper Lachlan's residents, gaining another 2.0% of the population, with the retiring (55–69 years) group also growing, by 1.4%. Offsetting this were declines in the relative size of other life stages: the children stage was down by 1.8%; parenting age stage was down by 1.5%.

In Upper Lachlan in 2010, there was a balance between the sexes, with a ratio of 1.01 males per female.

The gender ratio ranged from 1.10 males per female among retiring residents and 1.07 males per female among young adult residents, to 1.13 females per male in the seniors and 1.03 females per male in the children life stages.



Life stages	ERP, U.Lachlan, 2010		% in NSW 2010	U Lachlan's difference	ERP, Upper Lachlan, 2010			U.Lachlan Census count		
	residents	percent			males	females	ratio	2011	2006	2006–11
children (0–14 years)	1,386	18.3%	18.7%	0.4% less	18.0%	18.7%	1.03 F:M	18.3%	20.0%	dn 1.8%
young adult (15–24 years)	728	9.6%	13.9%	4.2% less	9.9%	9.4%	1.07 M:F	9.7%	9.3%	up 0.5%
parenting age (25–39 years)	1,121	14.8%	21.6%	6.8% less	14.8%	14.8%	1.01 M:F	12.9%	14.4%	dn 1.5%
prime age (40–54 years)	1,622	21.5%	20.4%	1.1% more	21.4%	21.5%	1.01 M:F	22.2%	22.9%	dn 0.6%
retiring (55–69 years)	1,758	23.3%	15.5%	7.7% more	24.2%	22.3%	1.10 M:F	22.8%	21.3%	up 1.4%
seniors (70+ years)	944	12.5%	9.9%	2.6% more	11.7%	13.3%	1.13 F:M	14.1%	12.1%	up 2.0%
residents	7,559	100%	100%		100%	100%	1.01 M:F	7,192	7,053	

Source: ABS National Regional Profile Table 2; Census 2011 Table B04; Census 2006 Table B04. The male:female ratio is the ratio of their numbers, not their proportions. The change in proportions from 2006 to 2011 is calculated by subtracting the percentages.

Age structure

At 30 June 2010, Upper Lachlan had an estimated resident population of 7,559, with an average age around 42.9 years, which was 4.5 years older than NSW.

The 'shape' of the population is illustrated by an Age Tree. This graph shows the proportions of men and women in each age group. The lighter background shows the proportions in NSW for comparison (but can show Upper Lachlan in 2006, in the Excel version).

Upper Lachlan's population had larger proportions aged 60 to 64 years, 65 to 69 years and 55 to 59 years, and smaller proportions aged 25 to 29 years, 20 to 24 years and 30 to 34 years, compared with NSW.

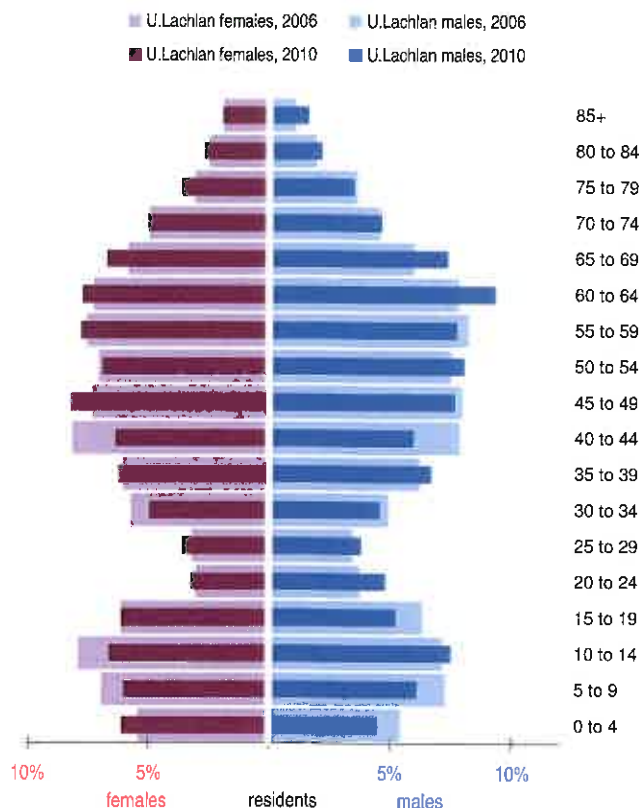
The age groups whose numbers increased fastest over 2006 to 2010 were:

- 85+ years (up 5.3% a year),
- 65 to 69 years (up 5.3% a year), and
- 20 to 24 years (up 5.2% a year).

The age groups whose numbers fell fastest were:

- 40 to 44 years (down 5.8% a year),
- 5 to 9 years (down 3.2% a year), and
- 30 to 34 years (down 2.1% a year).

Upper Lachlan Age Tree, 2010



Estimated population of Upper Lachlan	residents, 2010				% residents in age groups			Change 2006 – 2010		
	males	females	residents	gender ratio	U Lachlan	NSW	difference	2006	change	% pa
0 to 4 years	169	229	398	1.36 F:M	5.3%	6.4%	1.1% less	397	up 1	up 0.1%
5 to 9 years	230	226	456	1.02 M:F	6.0%	6.1%	0.1% less	520	dn 64	dn 3.2%
10 to 14 years	283	249	532	1.14 M:F	7.0%	6.2%	0.8% more	551	dn 19	dn 0.9%
15 to 19 years	196	230	426	1.17 F:M	5.6%	6.6%	1.0% less	455	dn 29	dn 1.6%
20 to 24 years	180	122	302	1.48 M:F	4.0%	7.2%	3.2% less	247	up 55	up 5.2%
25 to 29 years	142	135	277	1.05 M:F	3.7%	7.4%	3.8% less	242	up 35	up 3.4%
30 to 34 years	171	187	358	1.09 F:M	4.7%	6.9%	2.2% less	389	dn 31	dn 2.1%
35 to 39 years	251	235	486	1.07 M:F	6.4%	7.2%	0.8% less	448	up 38	up 2.1%
40 to 44 years	223	239	462	1.07 F:M	6.1%	6.8%	0.7% less	586	dn 124	dn 5.8%
45 to 49 years	288	309	597	1.07 F:M	7.9%	7.0%	0.9% more	559	up 138	up 1.7%
50 to 54 years	303	260	563	1.17 M:F	7.4%	6.6%	0.9% more	533	up 30	up 1.4%
55 to 59 years	291	294	585	1.01 F:M	7.7%	5.9%	1.8% more	578	up 7	up 0.3%
60 to 64 years	352	292	644	1.21 M:F	8.5%	5.4%	3.1% more	552	up 92	up 3.9%
65 to 69 years	276	253	529	1.09 M:F	7.0%	4.2%	2.8% more	431	up 98	up 5.3%
70 to 74 years	172	190	362	1.10 F:M	4.8%	3.3%	1.5% more	348	up 14	up 1.0%
75 to 79 years	129	138	267	1.07 F:M	3.5%	2.6%	0.9% more	244	up 23	up 2.3%
80 to 84 years	81	101	182	1.25 F:M	2.4%	2.1%	0.3% more	161	up 21	up 3.1%
85+ years	61	72	133	1.18 F:M	1.8%	1.9%	0.2% less	108	up 25	up 5.3%
Total	3,798	3,761	7,559	1.01 M:F	100%	100%		7,349	up 210	up 0.7%
average age	43.0 yrs	42.8 yrs	42.9 yrs		42.9 yrs	38.4 yrs	4.5 more	41.5 yrs	1.4 more	
adults aged 15+	3,116	3,057	6,173	1.02 M:F	81.7%	81.3%	0.4% more	5,881	up 292	up 1.2%

Source: ABS National Regional Profile Table 2.

Qualifications of residents

Post-school education has increasing significance for high income and workplace status. A community's resources is indicated by the proportion of adults with post-school qualifications.

In 2011, 51% of residents aged 15+ in Upper Lachlan had a post-school qualification.

The proportion with qualifications was 6% lower than in NSW.

Those aged 25–34 had the highest proportion with post-school qualifications, 67%.

The proportion without qualifications rises with age: 63% of 75+ year olds had none.

Most commonly, the highest qualification in Upper Lachlan was a certificate III or IV, held by 18% of adults (aged 15+). Another 8% held a bachelors degree and 7% held a diploma.

- 26% of males had a certificate III or IV
- 7% had a bachelors degree
- 6% had a diploma.

- 10% of females had a bachelors degree
- 10% had a certificate III or IV
- 9% had a diploma.

The biggest increases in Upper Lachlan over 2006 to 2011 were in

- certificate III or IV (held by 2% more adults)
- diploma (also by 2% more adults).

The biggest increases in NSW over 2006 to 2011 were in

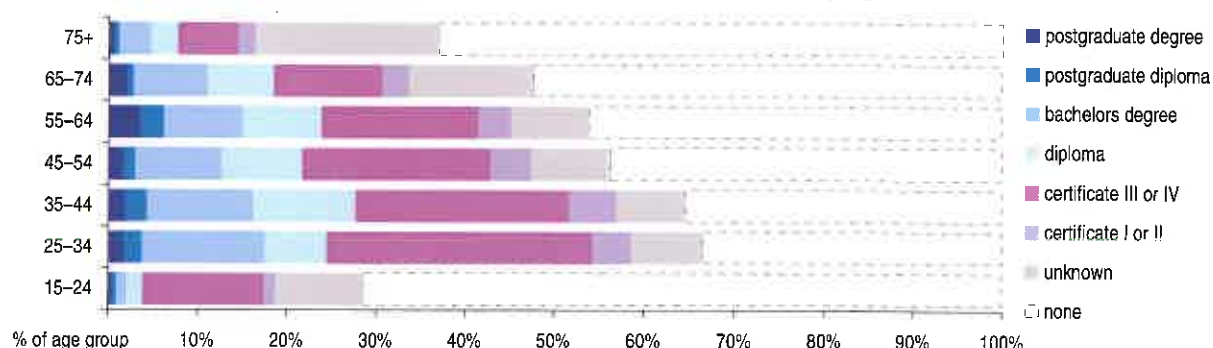
- bachelor degree (up 2%)
- postgraduate degree (up 1%).

12% of Upper Lachlan adults had a degree or higher, compared with 20% across NSW. Only 2% of residents in Upper Lachlan had a postgraduate degree (2% lower than in NSW).

Those aged 25–34 had the highest proportion with bachelors degrees (14%), then those aged 35–44 (12%).

The highest proportions with post-graduate degrees were aged 55–64 (4%), and 65–74 (2%).

2011 Qualifications of resident adults, by age



Note: this table and graph can be set to show males, females or adults.

2011 Qualifications of resident adults, by age	% of Upper Lachlan adults in age group with each qualification level							% U Lachlan adults	% NSW adults	U Lachlan difference
	15-24	25-34	35-44	45-54	55-64	65-74	75+			
postgraduate degree	0%	2%	2%	2%	4%	2%	1%	2%	4%	2% less
postgraduate diploma	0%	2%	2%	1%	3%	1%	0%	1%	1%	same
bachelors degree	1%	14%	12%	10%	9%	8%	4%	8%	14%	6% less
diploma	2%	7%	12%	9%	9%	7%	3%	7%	8%	1% less
certificate III or IV	14%	30%	24%	21%	18%	12%	7%	18%	15%	3% more
certificate I or II	1%	4%	5%	5%	4%	3%	2%	4%	3%	1% more
unknown	10%	8%	8%	9%	9%	14%	21%	11%	11%	1% less
none	71%	33%	35%	44%	46%	52%	63%	49%	43%	6% more
total numbers in age group	698	515	891	1,127	1,130	876	646	5,883	5,585,147	

Source: ABS Census 2011 Table B40 and B1

2006 Qualifications of resident adults, by age	% of Upper Lachlan adults in age group with each qualification level							% U Lachlan adults	U Lachlan change	
	15-24	25-34	35-44	45-54	55-64	65-74	75+		2006-11	NSW change
postgraduate degree	0%	1%	1%	2%	2%	1%	1%	1%	up 0.5%	up 1.2%
postgraduate diploma	0%	1%	1%	1%	2%	1%	1%	1%	up 0.4%	up 0.2%
bachelor degree	1%	12%	10%	10%	9%	4%	2%	7%	up 0.9%	up 2.0%
diploma	3%	6%	8%	7%	6%	5%	2%	6%	up 1.6%	up 0.9%
certificate III or IV	13%	25%	19%	19%	14%	10%	7%	16%	up 2.2%	up 1.0%
certificate I or II	3%	4%	6%	4%	4%	1%	1%	4%	dn 0.0%	dn 0.1%
unknown	13%	8%	9%	12%	13%	15%	22%	13%	dn 1.8%	dn 2.4%
no qualification	67%	41%	45%	45%	52%	62%	64%	52%	dn 3.8%	dn 2.8%
total numbers in age group	651	589	985	1,051	1,095	759	507	5,637		

Source: ABS Census 2006 Table B39 and B5

Incomes and taxation

In mid-2009, there were 3,891 registered taxpayers in Upper Lachlan. Over 2008/09, their average taxable income was \$34,691 (\$667 a week).

- Some 2,541 of these residents had taxable incomes, averaging \$48,253 pa and paid an average of \$8,861 in income tax (a tax rate of 18%).
- The other 1,350 paid no tax due to low incomes (averaging \$9,163 pa).
- The average income of taxpayers in Upper Lachlan in 2009 was 26% lower than the average in NSW.

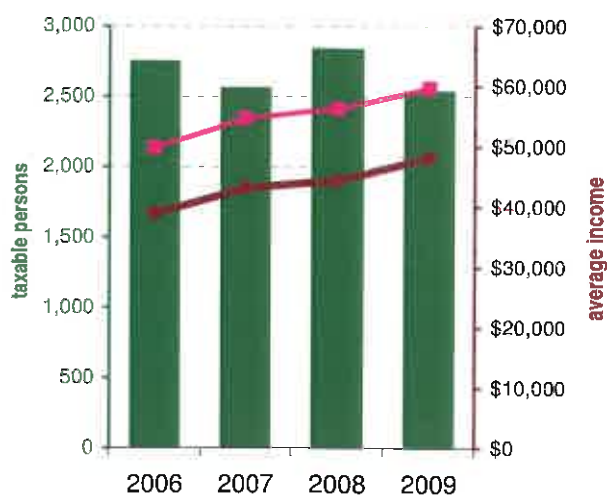
Between 2006 and 2009, average incomes in Upper Lachlan rose by 16%.

- Average income growth here was 4% higher than that which occurred in NSW over 2006 to 2009.

Over the four years, the number of registered taxpayers rose by 2%. The number paying tax fell by 8%, while the number with non-taxable incomes rose by 27%.

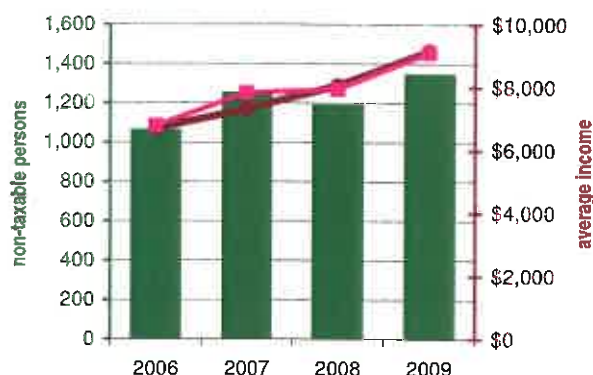
- average incomes of taxpayers rose by 24%
 - non-taxable incomes rose by 37% on average
 - but the number with lower, non-taxable incomes grew faster.
- From 2006 to 2009, in Upper Lachlan:
- The total income tax paid fell by 2% to \$23 mil.
 - The average income tax paid rose by 7% to \$8,861
 - The average effective tax rate fell by 3% to 18%.

Upper Lachlan taxpayers



persons av. income av income, NSW

Non-taxable residents



Upper Lachlan taxpayers		no of taxpayers @ 30 June	total taxable income, \$m. per year	av taxable income per year	av income, NSW	U. Lachlan diff from NSW	total tax paid, \$m. per year	av tax per year in U. Lachlan	av tax rate, U. Lachlan	av tax per year in NSW	av tax rate, NSW
Taxable persons											
	2006	2,755	\$m 107	\$38,966	\$49,830	22% less	\$m 23	\$8,304	21%	\$12,719	26%
	2007	2,569	\$m 111	\$43,158	\$54,742	21% less	\$m 23	\$8,774	20%	\$13,454	25%
	2008	2,845	\$m 126	\$44,383	\$56,295	21% less	\$m 24	\$8,464	19%	\$13,482	24%
	2009	2,541	\$m 123	\$48,253	\$59,782	19% less	\$m 23	\$8,861	18%	\$13,678	23%
	change, 2006 to 2009	dn 8%	up 14%	up 24%	up 20%	4% higher	dn 2%	up 7%	dn 3%	up 8%	dn 10%
Non-taxable persons											
	2006	1,064	\$m 7	\$6,699	\$6,774	1% less					
	2007	1,255	\$m 9	\$7,305	\$7,836	7% less					
	2008	1,192	\$m 10	\$8,059	\$7,954	1% more					
	2009	1,350	\$m 12	\$9,163	\$9,107	1% more					
	change, 2006 to 2009	up 27%	up 75%	up 37%	up 34%	2% higher					
All taxpayers											
	2006	3,819	\$m 115	\$29,976	\$41,797	28% less					
	2007	3,824	\$m 120	\$31,392	\$44,574	30% less					
	2008	4,037	\$m 136	\$33,658	\$45,439	26% less					
	2009	3,891	\$m 135	\$34,691	\$46,622	26% less					
	change, 2006 to 2009	up 2%	up 18%	up 16%	up 12%	4% higher					

Source: ABS NRP Table 1. Non-taxable persons are taxpayers with no net tax payable in that year. Taxable income is income as reported on the individual income tax return, less deductions and some prior year losses.

Sources of income

Overall, 64% of the adult residents of Upper Lachlan were registered as taxpayers. The most common sources of income were investments (44% of residents), wages (44%) and unincorporated businesses (23%).

Compared with NSW, 4% fewer adults were taxpayers

- 13% more of the adults were unincorporated business earners
- 9% fewer were wage and salary earners.

The average taxable income of wage and salary earners in 2009/10 was \$38,703, which was 21% lower than the average for NSW.

- Unincorporated business owners averaged \$5,770 pa which was 70% lower than NSW.

- Investment earners averaged \$5,578 pa which was 32% lower than NSW.

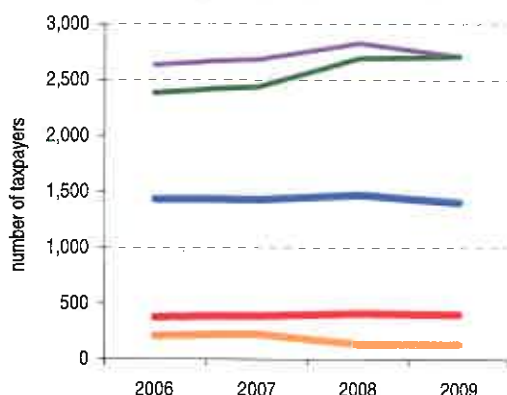
- Superannuants averaged \$24,548 pa which was 6% higher than NSW.

Over the three years from mid-2006 to mid-2009, average incomes are not available, but

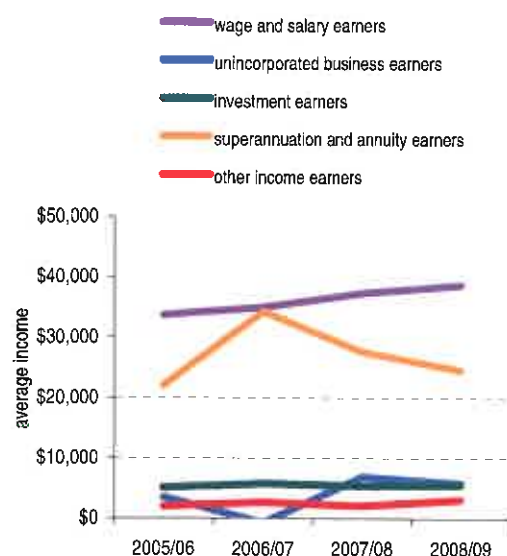
- wage earner incomes rose by 15% on average
- unincorporated business incomes rose by 67%
- investment incomes rose by 10%
- superannuation incomes rose by 12%.

People can have more than one source of income.

Types of taxpayers, 2006–09



Average taxable incomes



Types of taxpayers, 2006–09	number in U.Lachlan at 30 June				% of adults 15+ in 2009			change in number, 2006–09		
	2006	2007	2008	2009	U.Lachlan	NSW	difference	U.Lachlan	NSW	difference
wage and salary earners	2,638	2,685	2,828	2,711	44%	53%	9% less	up 3%	up 5%	2% less
unincorporated business earners	1,433	1,429	1,470	1,404	23%	10%	13% more	dn 2%	same	2% less
investment earners	2,384	2,441	2,691	2,712	44%	43%	1% more	up 14%	up 17%	3% less
superannuation and annuity earners	208	225	137	137	2%	2%	same	dn 34%	dn 47%	13% more
other income earners	378	389	412	403	7%	6%	1% more	up 7%	up 6%	1% more
All taxpayers	3,819	3,824	4,037	3,891	64%	68%	4% less	up 2%	up 5%	3% less

People with several types of income are counted under each type, so the sum of the types is greater than the total taxpayers. Total income excludes Government pensions and allowances.

Average taxable incomes	Av income, U.Lachlan, financial year to 30 June				NSW, 2008/09		av. income change, 2006–09		
	2005/06	2006/07	2007/08	2008/09	av income U.Lachlan	U.Lachlan is	U.Lachlan	NSW	U.Lachlan is
wage and salary earners	\$33,628	\$35,024	\$37,354	\$38,703	\$48,793	21% less	up 15%	up 13%	2% more
unincorporated business earners	\$3,448	-\$724	\$6,896	\$5,770	\$19,345	70% less	up 67%	up 13%	54% more
investment earners	\$5,061	\$5,768	\$5,407	\$5,578	\$8,227	32% less	up 10%	up 19%	9% less
superannuation and annuity earners	\$21,954	\$34,279	\$27,653	\$24,548	\$23,139	6% more	up 12%	dn 8%	20% more
other income earners	\$1,921	\$2,693	\$2,065	\$3,088	\$5,246	41% less	up 61%	up 6%	54% more
All taxpayers	\$-	\$-	\$34,048	\$34,699	\$48,755	29% less			

Source: ABS NRP Table 1. Wage and salary income includes gross income, allowances, commissions, eligible termination payments and lump sums.

Own unincorporated business income includes net income (or loss) from business, partnerships, some trusts and net personal services income. It excludes income of working directors/owners of incorporated businesses who are classified as employees.

Investment income includes interest, net rent, dividends and distributions from most trusts (eg cash management, property).

Superannuation and annuity income includes superannuation and similar pensions and annuities paid by an Australian superannuation fund.

Pensions and allowances

In mid-2010, there were 1,674 residents of Upper Lachlan receiving the six main forms of income support. The largest groups were those receiving the age pension (989), the disability support pension (292) and the Newstart allowance (132).

Over the four years since 2006, the total number of recipients of these six payments rose by 23%.

- The number on a carers payment increased by 38%
- and the number on the age pension rose by 33%.
- The number on a disability support pension rose by just 13%
- and the number on the Single Parent payment fell by 15%.

The age pension was received by 67% of the estimated population of residents aged 65+ (69% in NSW), with the number up by 33% since 2006 (NSW up by 12%).

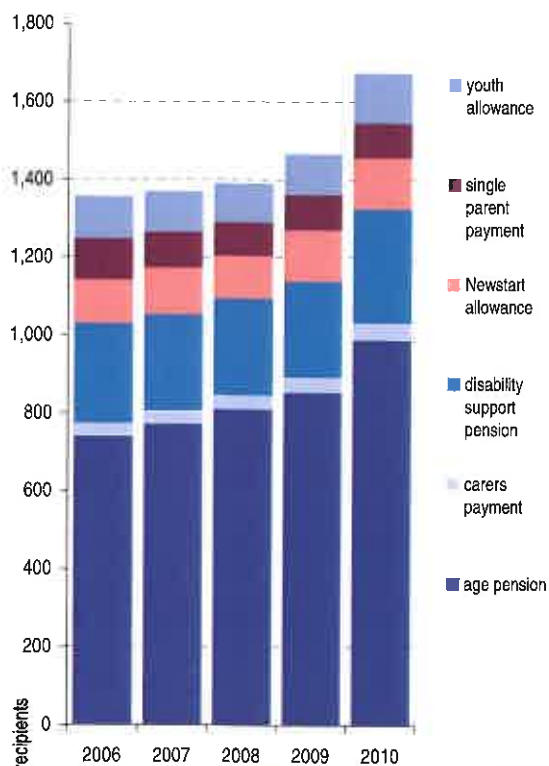
The number on Newstart (unemployment benefit) rose by 18% over 2006 to 2010, with 20 more recipients. In 2010, 67% of recipients were long-term unemployed (on Newstart over a year), which was up by 2% since 2006. The rate was 5% more than in NSW.

The number on the youth allowance, 127 in 2010, represented 17% of residents aged 15 to 24 in Upper Lachlan (compared with 13% in NSW). The number here had risen by 19% since 2010.

There were 653 families receiving the Family Tax Benefit A in 2010, which was up by 12% since 2006 (compared with a fall of 4% in NSW.)

A further 467 families were receiving the Family Tax Benefit B in 2010, which was up by 13% since 2006 (compared with stable in NSW.)

Pensions & Allowances in Upper Lachlan



Pensions & Allowances in Upper Lachlan	number of recipients @ 30 June					change, 2006-10		% of age group, 2010		
	2006	2007	2008	2009	2010	U Lachlan	NSW	age group % in U Lachlan	% in NSW	
age pension	741	772	810	855	989	up 33%	up 12%	65+ yrs	67%	69%
carers payment	32	34	36	38	44	up 38%	up 69%	15-65 yrs	0.9%	1.3%
disability support pension	258	248	249	246	292	up 13%	up 13%	15-65 yrs	6.2%	5.3%
Newstart allowance	112	120	109	133	132	up 18%	up 23%	15-65 yrs	2.8%	3.8%
single parent payment	106	92	87	90	90	dn 15%	dn 22%	15-44 yrs	3.9%	3.6%
youth allowance	107	104	99	105	127	up 19%	up 14%	15-24 yrs	17.4%	12.7%
Total recipients	1,356	1,370	1,390	1,467	1,674	up 23%	up 12%			
Family Tax Benefit A	585	577	578	582	653	up 12%	dn 4%	15-65 yrs	13.9%	11.3%
Family Tax Benefit B	415	409	407	411	467	up 13%	dn 0%	15-44 yrs	9.9%	9.1%
Total Family Tax Benefit recipients	591	583	585	588	661	up 12%	dn 3%	15-24 yrs	14.1%	11.7%
% on Newstart > 1 yr, in U Lachlan	65%	59%	60%	53%	67%	up 2%				
% on Newstart > 1 yr, in NSW	60%	61%	61%	52%	62%		up 2%			

Source: ABS NRP Table 1.

The Age Pension is a payment for persons who have reached Age Pension age. Age Pension age depends on the individual's date of birth, as it is being raised progressively from 60 to 67. Most Age Pensions are paid by Centrelink. Some included in Age Pension receive a Disability Pension from the Department of Veterans' Affairs (DVA).

The purpose of the Disability Support Pension (DSP) is to provide income support for people who have a permanent physical, intellectual or psychiatric impairment. DSP is designed to give people an adequate means of support if they are unable to work for at least 15 hours per week at or above the relevant minimum wage, independent of a program or support. DSP data has been provided by the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA).

Carers Payment is for people who are unable to support themselves through participation in the workforce while caring for someone with a disability, severe medical condition, or who is frail and aged. Carers Payment data has been provided by FaHCSIA.

The Newstart Allowance is a payment for people who are looking for work and participate in activities designed to increase their chances of finding work. Persons must be aged 21 to 64 to qualify. Newstart Allowance data has been provided by Centrelink.

The Youth Allowance is a payment for young people who are studying, undertaking training or an Australian Apprenticeship, looking for work, or sick. Persons must be aged 15 to 24 to qualify. Youth Allowance data has been provided by Centrelink.

The Parenting Payment is a payment for persons who are primary carers of children. Parenting Payment data has been provided by Centrelink.

All Government Pensions and allowances data refer to a point in time (i.e. the number of persons receiving payment as at the pay period closest to 30 June each year) and therefore do not represent all the people receiving payments during the entire financial year. Recipients who have been suspended or not paid at that point of time are not included in these data.

Distribution of incomes

The 2011 Census found that the average income from all sources of adults (aged 15+) in Upper Lachlan was around \$691 a week, which was \$119 lower than the \$811 average for NSW.

The median (mid-point) income was \$492 a week (\$561 for NSW).

The average income of local women was \$574 and the average of local men was \$807, which was 41% more than the women's.

From 2006 to 2011, average weekly earnings rose 24% across Australia. In Upper Lachlan, the average income rose by 8% more (up 32%), suggesting that local wages growth was higher.

- average male income rose 33% from \$607 to \$807
- average female income rose 32% from \$434 to \$574.

In 2011, 27% of adults in Upper Lachlan received low-incomes, defined as less than 30% of average earnings, or \$300 a week (roughly the single pension). Across NSW, 27% received low incomes.

Another 45% had middle-incomes, up to average adult earnings (\$300 to \$1000 pw) and 12% got high-incomes, \$1000 to \$2000 pw. Some 8% of adults had incomes over \$2000 a week.

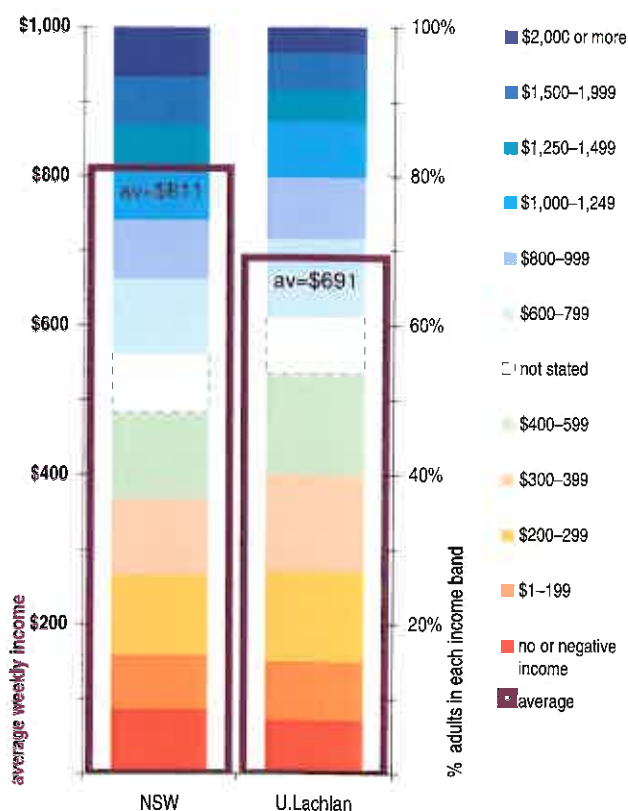
Upper Lachlan had 5% more in the middle income band than NSW, and 5% fewer in the top income band.

Almost without exception, there are more men than women in the higher income bands, and vice versa. In Upper Lachlan, the gender ratio ranged from 2.5 men per woman earning \$2,000 or more to 1.8 women per man earning \$1–199.

The average income reported in the 2011 Census, applied to the estimated population aged 15+ (6,173) indicates that the total income earned by Upper Lachlan adults in 2011 was about \$222 million. The Tax Office reports that total taxable income that year was \$135 million. The difference includes the income of people not registered for tax.

(Note: the table and graph are interactive and can be set to show different age groups or all adults.)

Incomes of people aged 15+ yrs, 2011



Incomes of people aged 15+ yrs, 2011	U.Lachlan 2011				Upper Lachlan 2011			Income ranges in 2006 Census	Upper Lachlan 2006	
	no. aged 15+ yrs	% aged 15+ yrs	% in NSW	U. Lachlan's difference	males 15+ yrs	females 15+ yrs	gender ratio		males 15+ yrs	females 15+ yrs
no or negative income	420	7%	9%	1% less	181	239	1.3 F:M	nil/ negative	7%	10%
\$1–199	463	8%	7%	1% more	163	300	1.8 F:M	\$1–\$149	5%	10%
\$200–299	709	12%	11%	1% more	302	407	1.3 F:M	\$150–\$249	14%	20%
\$300–399	760	13%	10%	3% more	335	425	1.3 F:M	\$250–\$399	14%	18%
\$400–599	794	13%	11%	2% more	349	445	1.3 F:M	\$400–\$599	16%	14%
\$600–799	618	11%	10%	0% more	332	286	1.2 M:F	\$600–\$799	13%	8%
\$800–999	486	8%	8%	0% more	305	181	1.7 M:F	\$800–\$999	8%	4%
\$1,000–1,249	441	7%	7%	0% more	288	153	1.9 M:F	\$1,000–\$1,299	7%	4%
\$1,250–1,499	252	4%	5%	1% less	153	99	1.5 M:F	\$1,300–\$1,599	3%	2%
\$1,500–1,999	292	5%	6%	2% less	188	104	1.8 M:F	\$1,600–\$1,999	2%	1%
\$2,000 or more	201	3%	7%	3% less	143	58	2.5 M:F	\$2,000 or more	2%	1%
not stated	447	8%	8%	0% less	215	232	1.1 F:M	not stated	8%	7%
total residents	5,883	100%	100%		2,954	2,929	1.0 M:F	adults	average 2006	
average weekly income		\$691	\$811	17% less	\$807	\$574	1.4 M:F	\$521	\$607	\$434
median weekly income		\$492	\$561	13% less				\$374		

Source: ABS Census 2011 Table B16; 2006 Table B16. The average weekly income is calculated by multiplying the mid-point of each income range by the number of people in that range, using \$3,000 for the \$2000+ range, and dividing by the number who stated their income. The 2006 average is calculated in the same way using the 2006 ranges.

From August 2006 to August 2011, the average Australian adult total weekly earnings increased from \$831.70 to \$1033.30, by 24%. Men's earnings rose 25% from \$995.50 to \$1246.3, while women's rose 24% from \$649.00 to \$804.70.

Working residents

The resident labour force

In the 2011 Census, 3,581 residents of Upper Lachlan reported they were in the labour force, out of 5,882 residents aged 15+. This means the labour force participation rate was 61%.

There were 3,473 employed residents and 108 who were unemployed and looking for work, giving an unemployment rate of 3.0%.

If the same proportions were applied to the estimated resident population, in 2011 there would have been about 3,922 residents in the labour force.

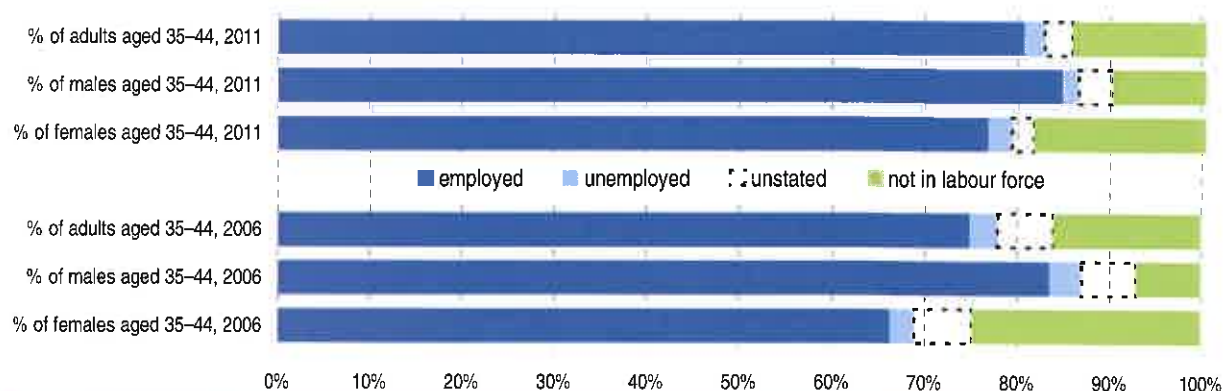
Workforce participation patterns differ between men and women. Women tend to have lower labour force participation rates, spending more time in child raising, housework and caring. In Upper Lachlan in 2011, women's labour force participation was 55% compared with 67% for men.

Women also tend to have lower attachment to the labour force, and to withdraw from the workforce (by not seeking work) when unemployed. This can cause their measured unemployment rate to be lower than men's. Here, however, the female unemployment rate in 2011 was 3.4% when the male rate was 2.7%.

Women's greater housework and caring responsibilities also make them, on average, more inclined towards working part-time. In Upper Lachlan, 46% of female workers were part-timers when 16% of the men were.

Similarly, among the unemployed labour force, 31% of women wanted part-time work while 30% of men did.

Workforce status in Upper Lachlan, 2011 & 2006



Workforce status in Upper Lachlan	residents aged 35-44, 2011					Change '06-'11, 35-44		residents aged 35-44, 2006		
	Census 2011 count	aged 35-44, 2011	aged 35-44, 2011	aged 35-44, 2011	adjusted to ERP 2010	Census 2006 count	change 2006-11	aged 35-44, 2006	aged 35-44, 2006	aged 35-44, 2006
employed	719	81%	85%	77%	5,137	738	dn 19	75%	83%	66%
unemployed	20	2%	2%	3%	143	30	dn 10	3%	3%	3%
labour force	739	83%	87%	79%	5,280	768	dn 29	78%	87%	69%
not in labour force	125	14%	10%	18%	893	159	dn 34	16%	7%	25%
unstated	27	3%	4%	2%		60	dn 33	6%	6%	6%
Adults (aged 15+)	891	100%	100%	100%	6,173	987	dn 96	100%	100%	100%
unemployment rate	2.7%	2.7%	2.1%	3.3%	2.7%	3.9%		3.9%	4.0%	3.8%
Employed		% of employed						% of employed		
full-time workers	469	65%	86%	44%	507	486	dn 17	66%	83%	45%
part-time workers	218	30%	11%	50%	236	221	dn 3	30%	12%	53%
away or unstated hours	21	3%	2%	4%	23	17	up 4	4%	6%	2%
Unemployed		% of unemployed						% of unemployed		
wanting full-time work	12	60%	100%	67%	13	17	dn 5	57%	82%	23%
wanting want part-time	8	40%	0%	33%	9	13	dn 5	43%	18%	77%

Source: ABS Census 2006 Table B41; Census 2011 Table B42

Labour force trends

Upper Lachlan's unemployment was estimated at 107 in December 2012, a rate of 2.4% out of a working population of 4,368.

The estimated number of unemployed residents had risen by 14 over the past year to June 2012 and had fallen by 39 since September 2010.

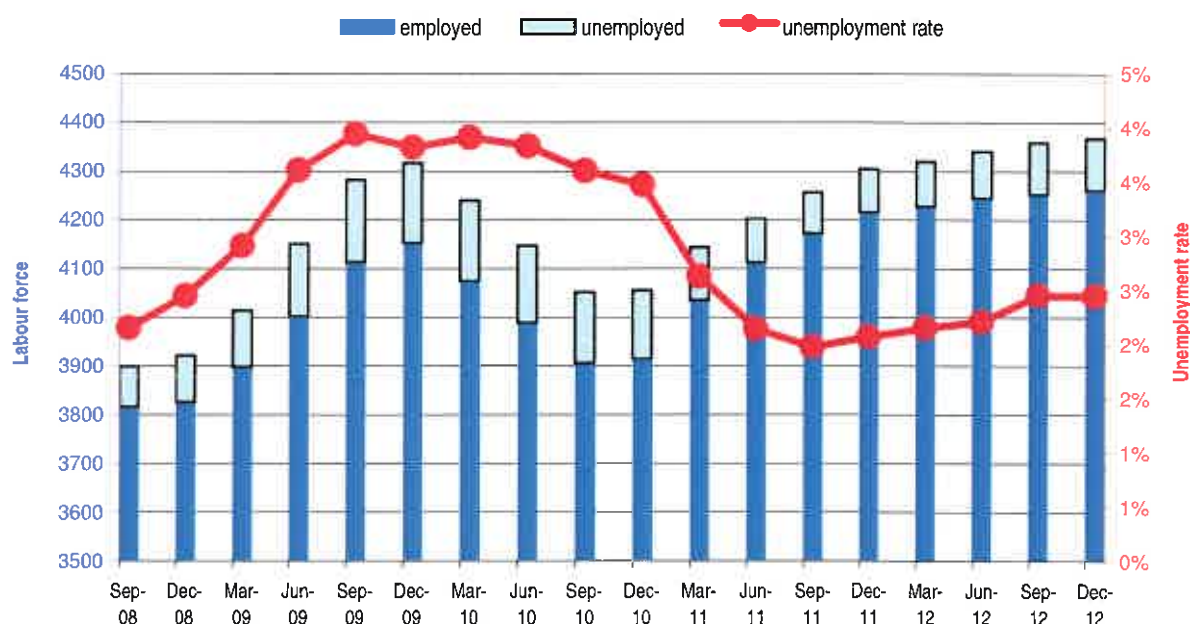
Over recent quarters, the highest unemployment rate was 3.6% in September 2010 and the lowest was 2.0% in September 2011.

In December 2012, Upper Lachlan's labour force was estimated at 4,368. The labour force had risen by 64 over the past year, and had risen by 317 since September 2010.

Over recent quarters, the estimated labour force growth rate has ranged from +9.0% in the March 2011 quarter to -9.0% in the September 2010 quarter.

DEEWR estimates that the number of unemployed people in Upper Lachlan at the end of September 2011 was 84. In August 2011, the Census counted 108 unemployed residents here. Adjusting the Census count for those not counted or not stating their employment status, suggests there were about 118 unemployed residents. The DEEWR estimates appear lower than the Census count.

Employment in Upper Lachlan



Employment in Upper Lachlan	Smoothed estimates from Dept of Employment									
	Sep-10	Dec-10	Mar-11	Jun-11	Sep-11	Dec-11	Mar-12	Jun-12	Sep-12	Dec-12
employed	3,905	3,914	4,035	4,112	4,172	4,215	4,227	4,245	4,252	4,261
unemployed	146	141	109	90	84	89	93	96	107	107
labour force	4,051	4,055	4,144	4,202	4,256	4,304	4,320	4,341	4,359	4,368
unemployment rate	3.6%	3.5%	2.6%	2.1%	2.0%	2.1%	2.2%	2.2%	2.5%	2.4%
labour force growth p.a.	dn 9%	nil	up 9%	up 6%	up 5%	up 5%	up 1%	up 2%	up 2%	up 1%

	Mar-08	Jun-08	Sep-08	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Mar-10	Jun-10
employed	-	-	3,815	3,825	3,897	4,001	4,113	4,152	4,074	3,988
unemployed	-	-	84	96	117	150	169	165	166	159
labour force	-	-	3,899	3,921	4,014	4,151	4,282	4,317	4,240	4,147
unemployment rate	-	-	2.2%	2.4%	2.9%	3.6%	3.9%	3.8%	3.9%	3.8%
labour force growth p.a.	-	-	-	up 2%	up 9%	up 14%	up 13%	up 3%	dn 7%	dn 9%

Source: Small Area Labour Market data, Department of Education, Employment and Workplace Relations, DEEWR.

The most recent estimates of the resident labour force and unemployment are made by the Department of Education, Employment and Workplace Relations (DEEWR), in part using CentreLink data. These data are based on 'smoothed' estimates (to reduce seasonal fluctuations), and uses different methods from the Census. The estimates of the size of the labour force are based on regional estimates, so will fluctuate in the same pattern as neighbouring Councils.

Wage and salary earners

The Australian Tax Office recorded 2,709 wage earners in Upper Lachlan at June 2009, which was 49% of the residents aged 15+. This proportion was similar to three years previously and 15% lower than in NSW.

The table below shows the proportion of men and women in each age group who were wage and salary earners in mid-2009, compared with three years earlier and with the proportions in NSW, to show changes and differences. The graph shows percentages of each age group who were wage earners in Upper Lachlan, compared with NSW in 2009.

The highest proportions of male residents who were wage earners, in Upper Lachlan, were those aged 25–34 years (68%).

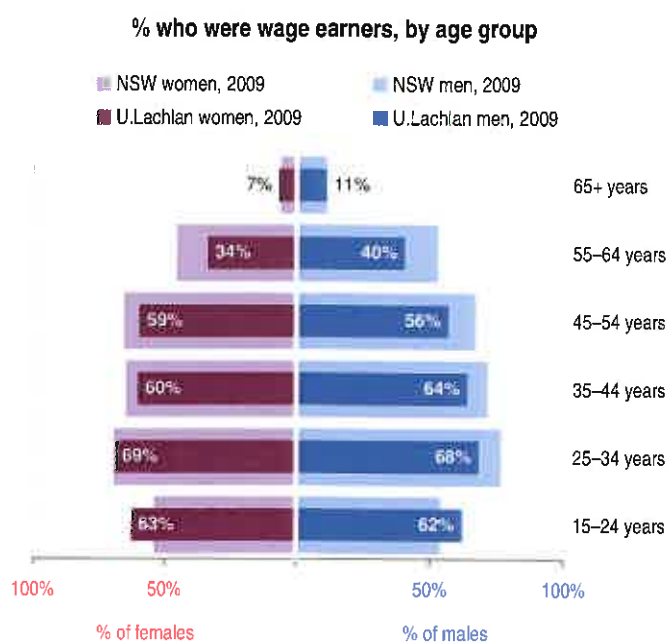
Among female residents, those aged 25–34 years had the highest proportion who were wage earners, 69%.

Over 2006 to 2009, the greatest increase in wage earners was among residents aged 35–44 years, with the proportion who were earners rising by 3%.

Conversely, the proportion of residents aged 25–34 years who were wage and salary earners fell by 3%.

Compared with NSW, higher proportions of wage earners occurred among residents aged 15–24 years (8% higher).

Lower proportions occurred among residents aged 55–64 years (12% lower) and 45–54 years (8% lower).



In the 2011 Census, 3,581 adults were in the workforce, out of a population of 5,882 (61%). In 2009, the ATO reported that 49% of the residents were wage earners. This was 17% fewer than counted as being in the workforce in the Census.

In the table below, the right-hand column shows the difference between the proportion who were recorded as wage earners by the ATO data in 2009, and the proportion of residents in the workforce in 2011.

The biggest differences were for the age groups 55–64 years and 65+ years, when 28% fewer and 24% fewer (respectively) of the residents were recorded by the ATO as wage earners. This suggests that proportionally more people in these age groups received their income mainly from other sources (eg from businesses, investment, super or pensions/benefits), and were not wage earners.

Wage and salary earners, by age, Upper Lachlan	Upper Lachlan at 30 June, 2009					Change from 2006		vs. NSW, 2009		difference ATO_2009 - Census_2011
	number	% age group	% men this age	% women this age	ratio of M:F rates	at June 30 2006	change 2006-09	% in NSW	U Lachlan difference	
15-24 years	454	62%	62%	63%	1.01 F:M	63%	dn 0.8%	54%	8% more	5% more
25-34 years	431	68%	68%	69%	1.01 F:M	72%	dn 3.5%	73%	5% less	9% less
35-44 years	589	62%	64%	60%	1.03 M:F	59%	up 3.2%	68%	6% less	21% less
45-54 years	660	58%	56%	59%	1.03 F:M	57%	up 0.8%	66%	8% less	23% less
55-64 years	451	37%	40%	34%	1.09 M:F	36%	up 0.9%	49%	12% less	28% less
65+ years	124	9%	11%	7%	1.27 M:F	8%	up 0.5%	8%	0% more	24% less
Total wage & salary earners	2,709	49%	59%	57%	1.21 M:F	49%	dn 0.1%	64%	15% less	17% less

Source: ABS National Regional Profile Tables 1 and 2, Census 2011 Table B42, Census 2006 Table B41. Percentages for 65+ age group calculated as % of 65-74 population.

Occupations of working residents

In 2011, the Census counted 3,474 employed residents in Upper Lachlan (255 more than in 2006), and recorded their occupations.

The largest groups in Upper Lachlan were:

- 1,016 managers
- 481 professionals
- 469 technicians & trades workers
- 359 administrative workers
- 344 labourers.

Some occupations had significant gender imbalances – for example, among drivers & operators, there were 14.8 men per woman, but among administrative workers, there were 5.1 women per man.

The largest occupational groups for males were

- 699 managers
- 383 technicians & trades workers
- 205 labourers.

Among women, the most common occupations were

- 317 managers
- 300 administrative workers
- 299 professionals.

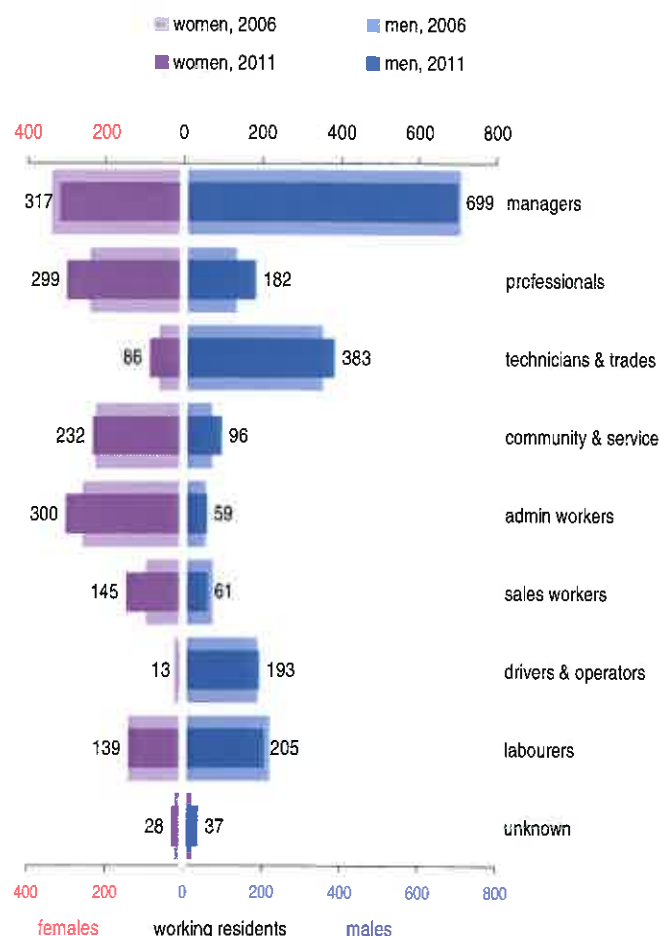
Between 2006 and 2011, the number of employed residents increased by 255 or 8%. The occupations that grew most over this period were:

- professionals, up 108
- technicians & trades workers, up 54
- administrative workers, up 45

Over these five years, however, there were:

- 28 fewer managers
- 15 fewer labourers
- 4 fewer community & service workers

Occupations of Upper Lachlan residents, 2006–11



Occupations of Upper Lachlan residents, 2006–11	Upper Lachlan, 2011					U Lachlan aged 35–45, 2011			
	adults	men	women	ratio	change 2006–11	adults	men	women	2006–11
managers	1,016	699	317	2.2 M:F	dn 28 dn 3%	225	154	71	dn 41
professionals	481	182	299	1.6 F:M	up 108 up 29%	138	47	91	up 25
technicians & trades workers	469	383	86	4.5 M:F	up 54 up 13%	120	102	18	up 33
community & service workers	328	96	232	2.4 F:M	up 33 up 11%	79	26	53	up 9
administrative workers	359	59	300	5.1 F:M	up 45 up 14%	105	18	87	up 21
sales workers	206	61	145	2.4 F:M	up 37 up 22%	47	9	38	up 14
drivers & operators	206	193	13	14.8 M:F	dn 4 dn 2%	76	69	7	up 24
labourers	344	205	139	1.5 M:F	dn 15 dn 4%	82	45	37	up 6
unstated / inadequately described	65	37	28	1.3 M:F	up 25 up 63%	14	10	4	up 2
total workforce	3,474	1,915	1,559	1.2 M:F	up 255 up 8%	886	480	406	93

Source: ABS 2011 Census Table B45, ABS 2006 Census Table B44.A466

Economic indicators

Building activity

In the year to 30 June 2012, construction valued at \$6 million was approved in Upper Lachlan, consisting of:

- \$4.4 mil. in new residential construction
- \$1.4 mil. in residential alterations
- \$0.5 mil. for non-residential construction

Between 2006 and 2012, the value of construction approvals had trended down at an average rate of 10% per annum (with some fluctuation) compared with a rise of 7% in NSW.

- the value of new residential construction fell at an average rate of 12% per annum (with some fluctuation) between 2006 and 2012
- the value of residential alterations and additions had fluctuated over the six years
- the value of non-residential construction had fluctuated

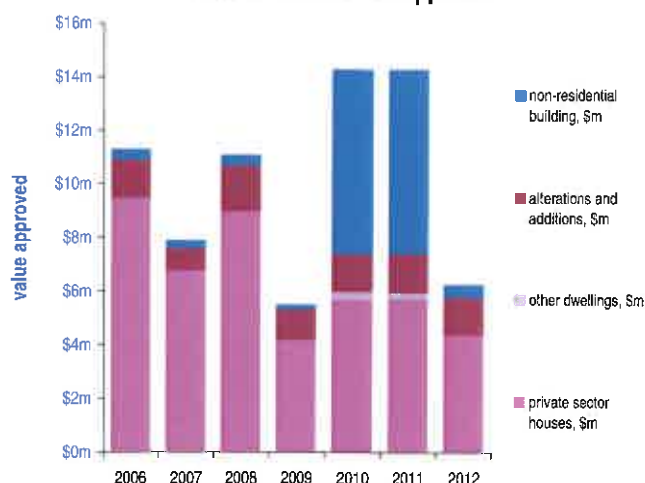
In the year to 30 June 2012, 21 dwellings were approved for construction in Upper Lachlan, with a total value of \$4.4 million.

Approvals were given for 21 houses and no other dwellings (eg, flats, townhouses).

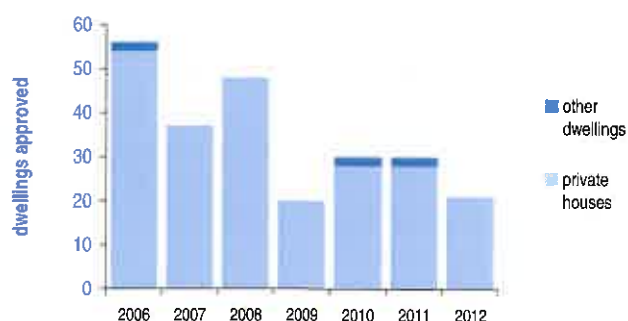
Across Upper Lachlan, the annual number of house approvals fell by 15% over the six years (with some annual variations), while the number of other dwellings approved incomparable (with very considerable annual variations).

The average value of houses approved in Upper Lachlan in 2012 was \$209,000 in 2011, which was up by \$33,000 since 2006.

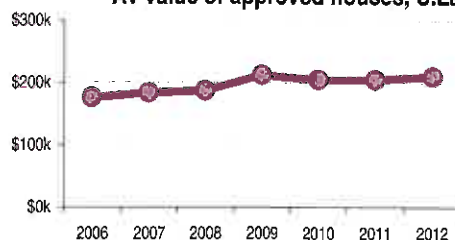
Value of construction approved



Building approvals in Upper Lachlan



Av value of approved houses, U.Lachlan



Building approvals in Upper Lachlan	Approvals - year ended 30 June							change 2006-2012		
	2006	2007	2008	2009	2010	2011	2012	difference	% pa	in NSW
private houses	54	37	48	20	28	28	21	(33)	dn 15%	up 0%
other dwellings	2	0	0	0	2	2	0	(2)	n.a.	dn 1%
Total dwelling units	56	37	48	20	30	30	21	(35)	dn 15%	dn 1%
Value of construction approved										
private sector houses, \$m	\$9.5m	\$6.8m	\$9.0m	\$4.2m	\$5.7m	\$5.7m	\$4.4m	\$5.1m	dn 12%	up 4%
other dwellings, \$m	\$0.0m	\$0.0m	\$0.0m	\$0.0m	\$0.3m	\$0.2m	\$0.0m	nil	n.a.	up 3%
new residential building, \$m	\$9.7m	\$6.8m	\$9.0m	\$4.2m	\$6.0m	\$6.0m	\$4.4m	\$5.3m	dn 12%	up 3%
alterations and additions, \$m	\$1.4m	\$0.8m	\$1.7m	\$1.1m	\$1.4m	\$1.5m	\$1.4m	\$0.0m	dn 0%	up 3%
total residential building, \$m	\$11.1m	\$7.6m	\$10.7m	\$5.3m	\$7.4m	\$7.4m	\$5.8m	\$5.3m	dn 10%	up 3%
non-residential building, \$m	\$0.4m	\$0.3m	\$0.4m	\$0.2m	\$6.9m	\$6.9m	\$0.5m	\$0.1m	up 4%	up 12%
Total construction value, \$m	\$11.5m	\$7.9m	\$11.2m	\$5.5m	\$14.3m	\$14.3m	\$6.3m	\$5.2m	dn 10%	up 7%
Av value of approved houses, U Lachlan	\$177k	\$184k	\$187k	\$212k	\$205k	\$205k	\$209k	+\$33k	up 3%	up 0%

Source: ABS National Regional Profile Table 3; ABS Building Approvals

Tourism establishments

In 2010, there were a total of 3 tourist accommodation establishments in Upper Lachlan, which was down by 40% since 2008.

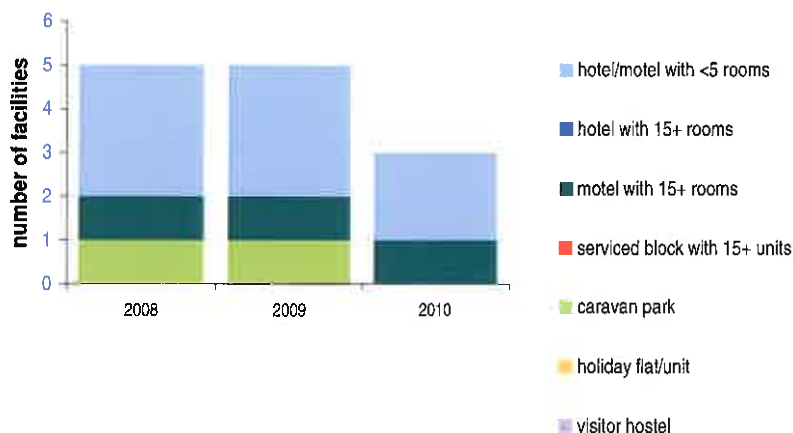
- There were:
- 2 hotels/motels with <5 rooms
 - 1 motel with 15+ rooms

- Over 2008 to 2010:
- the number of hotels/motels with <5 rooms was down by 1
 - the number of caravan parks was down by 1

Tourism premises in Upper Lachlan	number of premises			change 2008-2010		
	2008	2009	2010	difference	change %	in NSW
hotels/motels with <5 rooms	3	3	2	-1	dn 33%	dn 3%
hotels with 15+ rooms	0	0	0	same	same	up 1%
motels with 15+ rooms	1	1	1	same	same	dn 1%
serviced blocks with 15+ units	0	0	0	same	same	dn 1%
caravan parks	1	1	0	-1	dn 100%	dn 1%
holiday flats/units	0	0	0	same	same	dn 1%
visitor hostels	0	0	0	same	same	dn 2%
Total tourist establishments	5	5	3	-2	dn 40%	dn 1%

Source: ABS National Regional Profile Table 3.

Tourism premises in Upper Lachlan



Vehicle ownership

At 31 March 2010, Upper Lachlan had 6,141 registered vehicles, of which 3,670 or 60% were passenger vehicles.

Since 2006, the number of registered vehicles had risen by 223, a trend rate of 0.9% per year.

- Across NSW, registered vehicles were up by 2.3% per year.
- Passenger vehicle numbers had risen by 0.7% a year here; they had increased by 1.9% a year in NSW.

The biggest increases were among light commercial vehicles (110 more) and passenger vehicles (94 more), while the least growth was among heavy rigid trucks (10 fewer) and articulated trucks (5 fewer).

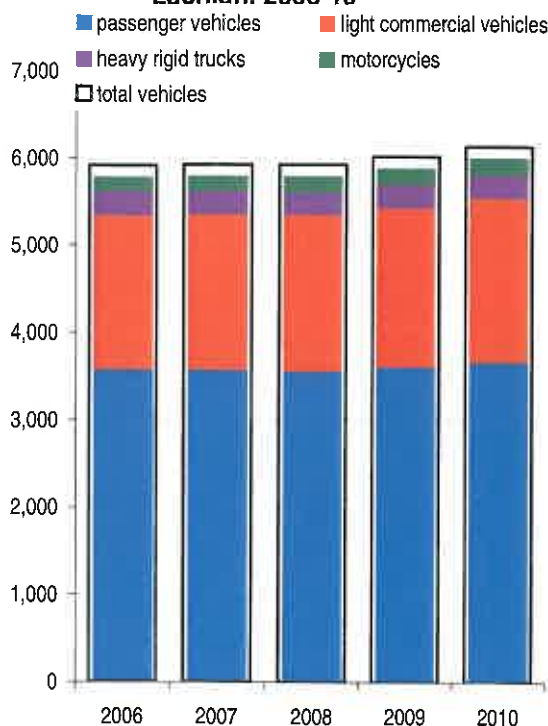
There were 486 registered passenger vehicles per 1,000 people in Upper Lachlan in 2010, which was little changed since 2010. Across NSW, there were 506 passenger vehicles per 1,000 people, up by 9 since 2010.

Of Upper Lachlan's registered vehicles, 20% were under five years old, while 27% were 5 to 10 years old and 54% were more than 10 years old.

The proportion of vehicles less than 5 years old was 7% lower than NSW and had remained steady since 2006, while overall vehicles numbers had grown by 1.0% a year.

About 72% of vehicles used petrol, 13% less than NSW. Of the others, 25% used diesel and 3% used gas or dual fuels. There were 223 more vehicles using diesel and 69 fewer vehicles using petrol.

Vehicles registered in Upper Lachlan, 2006-10



By way of comparison, the 2011 Census counted around 5,609 vehicles parked in or near Upper Lachlan dwellings, compared with 6,141 registered passenger vehicles in mid-2010.

Vehicles registered in Upper Lachlan, 2006-10		number registered at 31 March					change 2006-2010			% vehicles, 2010	
		2006	2007	2008	2009	2010	difference	% pa	in NSW	U Lachlan	NSW
passenger vehicles		3,576	3,577	3,561	3,612	3,670	94	up 1%	up 2%	60%	79%
campervans		8	11	11	12	13	5	up 13%	up 31%	0%	1%
light commercial vehicles		1,767	1,781	1,795	1,826	1,877	110	up 2%	up 2%	31%	14%
light rigid trucks		58	60	59	58	58	0	same	up 4%	1%	1%
heavy rigid trucks		281	271	259	266	271	(10)	dn 1%	up 0%	4%	2%
articulated trucks		31	27	26	27	26	(5)	dn 4%	up 1%	0%	0%
non-freight carrying trucks		5	5	5	4	4	(1)	dn 5%	up 36%	0%	0%
buses		31	29	31	33	30	(1)	dn 1%	up 16%	0%	1%
motorcycles		161	171	185	188	193	32	up 5%	up 5%	3%	3%
total vehicles		5,918	5,931	5,933	6,026	6,141	223	up 1%	up 2%	100%	100%
Vehicles / 1000 people										NSW 2006 NSW 2010	
Passenger vehicles		487	487	480	481	486	(1)	dn 0%	up 0%	497	506
Other vehicles		319	320	319	321	327	8	up 1%	up 29%	128	131
total vehicles		805	807	799	802	813	7	up 0%	up 1%	625	638
vehicles at dwellings, Census		5,173			2011 =	5,609					
Age of vehicles		number of registered vehicles					change 2006-2010			% vehicles, 2010	
		2006	2007	2008	2009	2010	2006-2010	% pa	in NSW	U Lachlan	NSW
< 5 yrs		1,228	1,202	1,157	1,187	1,219	(9)	dn 0.2%	up 0.5%	20%	27%
5-10 yrs		1,609	1,650	1,619	1,598	1,630	21	up 0.3%	up 2.0%	27%	29%
10+ yrs		3,061	3,063	3,158	3,240	3,292	231	up 1.8%	up 3.7%	54%	44%
Total vehicles		5,898	5,915	5,934	6,025	6,141	243	up 1.0%	up 4.1%	100%	100%
Type of fuel											
petrol		4,514	4,499	4,439	4,431	4,445	(69)	dn 0.4%	up 1.7%	72%	85%
diesel		1,283	1,294	1,337	1,412	1,506	223	up 4.1%	up 8.2%	25%	12%
gas or other		121	139	158	182	190	69	up 12%	up 19%	3%	3%
Total vehicles		5,918	5,932	5,934	6,025	6,141	223	up 0.9%	up 2.3%	100%	100%

Source: ABS National Regional Profile Table 3.

Owner-managers

In the 2011 Census, 698 owner-managers were working in Upper Lachlan, with 138 running an incorporated business and 560 an unincorporated business (eg, a sole trader or partnership).

The rural production industry had the most owner-managers, 410, or 59% of all owner-managers. Then came the retail trade with 45 owner-managers, and the construction with 44.

Overall in Upper Lachlan, 80% of owner-managers ran an unincorporated business.

Unincorporated owner-managers were most common in administration / support (all unincorporated), education & training (all), public service (all), and rural production (88%).

On the other hand, owner-managers were more likely to be incorporated when in finance & insurance (where all were incorporated), wholesale trade (70% incorporated), transport, post & storage (52%), and media / telecom (50%).

From 2006 to 2011, the number of owner-managers in Upper Lachlan rose by 27 with 11 fewer incorporated owners and 38 more unincorporated owners.

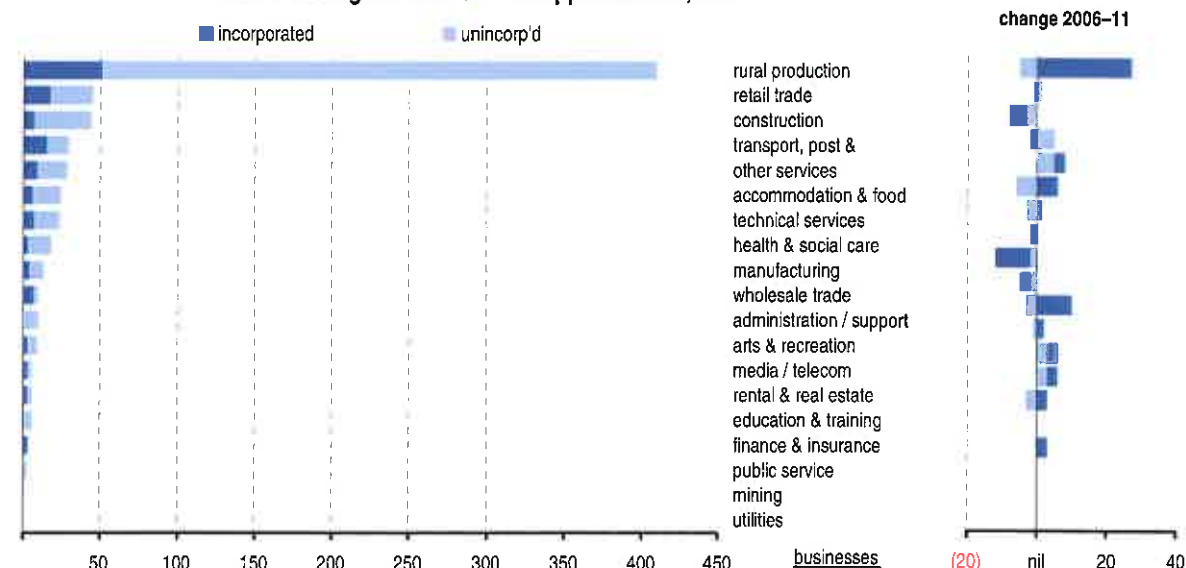
Growth was apparent in these industries:

- rural production had 22 more owners
- other services had 8 more owners
- administration / support had 7 more owners
- media / telecom had 6 more owners
- rental & real estate had 6 more owners

Decline was noticeable in these industries:

- manufacturing had 12 fewer owners
- construction had 8 fewer owners

Owner-managed businesses in Upper Lachlan, 2011



Owner-managed businesses in Upper	number of owner-managers			% not incorp'd	incorporated			unincorporated			change 2006-11		
	incorporated	unincorp'd	total		1-19 workers	self only	1-19 workers	incorporated	unincorp'd	total	incorporated	unincorp'd	total
rural production	51	359	410	88%	100%	58%	40%	dn 5	up 27	up 22			
retail trade	17	28	45	62%	82%	32%	68%	up 1	dn 1	same			
construction	7	37	44	84%	100%	59%	41%	dn 3	dn 5	dn 8			
transport, post & storage	15	14	29	48%	100%	29%	71%	up 5	dn 2	up 3			
other services	9	19	28	68%	100%	58%	42%	up 5	up 3	up 8			
accommodation & food	6	18	24	75%	50%	39%	39%	dn 6	up 6	same			
technical services	7	16	23	70%	100%	63%	38%	dn 3	up 1	dn 2			
health & social care	3	15	18	83%	100%	60%	20%	same	dn 2	dn 2			
manufacturing	4	9	13	69%	100%	56%	44%	dn 2	dn 10	dn 12			
wholesale trade	7	3	10	30%	100%	0%	100%	dn 2	dn 3	dn 5			
administration / support	0	10	10	100%	-	70%	30%	dn 3	up 10	up 7			
arts & recreation	3	6	9	67%	100%	100%	0%	dn 1	up 2	up 1			
media / telecom	3	3	6	50%	100%	100%	0%	up 3	up 3	up 6			
rental & real estate	3	3	6	50%	100%	100%	0%	up 3	up 3	up 6			
education & training	0	6	6	100%	-	100%	0%	dn 3	up 3	same			
finance & insurance	3	0	3	0%	100%	-	-	same	same	same			
public service	0	3	3	100%	-	100%	0%	same	up 3	up 3			
mining	0	0	0	-	-	-	-	same	same	same			
utilities	0	0	0	-	-	-	-	same	same	same			
not known	0	11	11	100%	100%	50%	0%	same	same	same			
All industries	138	560	698	80%	96%	57%	40%	dn 11	up 38	up 27			

Source: Census 2011 Table W11, Census 2006 Table W10.

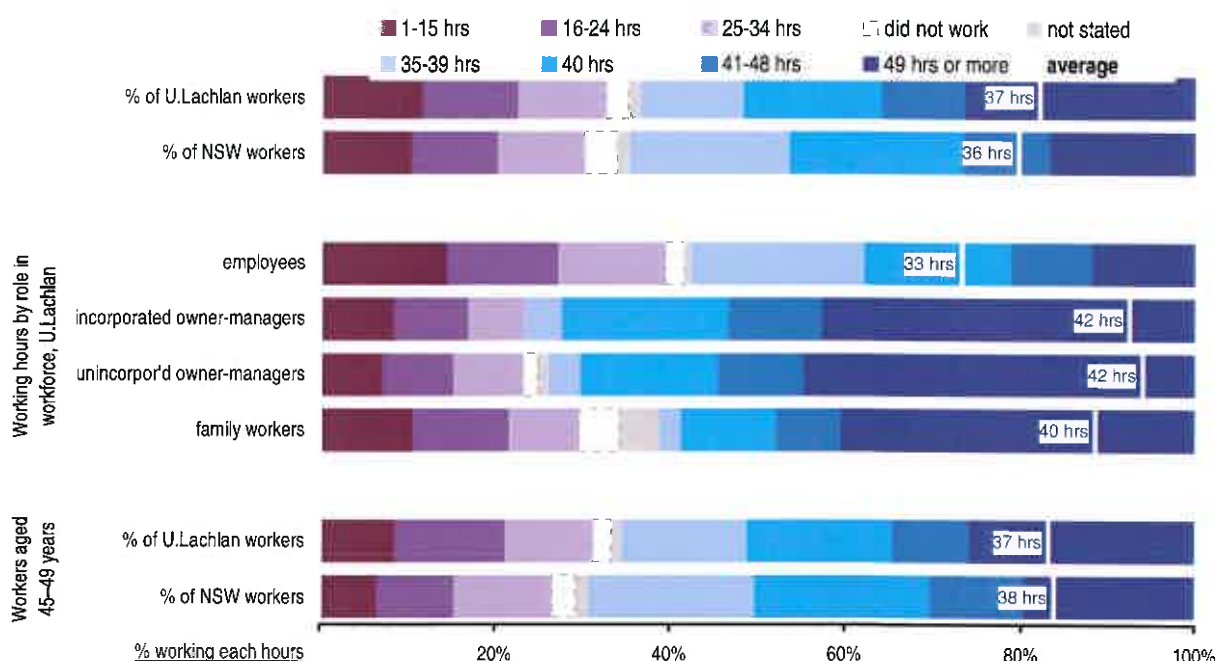
st dev'n: 27%

Work patterns of owners & staff

Across all ages in Upper Lachlan's workforce, the average working week in 2011 was 37 hours. It was 36 in NSW). Employees averaged 40 hours a week, compared with hours for incorporated owner-managers and 39 hours for unincorporated owner-managers; family workers averaged 38 hours a week.

The graph and table below show the working patterns of all workers in Upper Lachlan and in NSW, with more detail for different types of owners and employees in Upper Lachlan. The average weekly hours are shown in the narrow bars, against the shaded background showing the proportions in each hourly range. The lower part of the graph shows the working pattern of workers of a selected age. In the table, the right-hand columns show more detail on a selected age group, 50–54 years.

Working hours by role and age, 2011



Working hours by role and age, 2011	All workers			Working hours by role in workforce, U.Lachlan				Workers aged 45-49 years		
	number in U Lachlan	% of U Lachlan workers	% of NSW workers	employees	incorporated owner-managers	unincorporated owner-managers	family workers	aged 45-49 years in U Lachlan	% of U Lachlan workers	% of NSW workers
did not work	55	3%	4%	2%	0%	2%	5%	6	2%	3%
1-15 hrs	255	12%	10%	15%	9%	7%	11%	24	9%	7%
16-24 hrs	237	11%	10%	13%	9%	8%	11%	35	13%	9%
25-34 hrs	218	10%	10%	12%	6%	8%	8%	28	10%	11%
35-39 hrs	257	12%	18%	20%	4%	4%	2%	40	14%	19%
40 hrs	342	16%	20%	17%	19%	16%	11%	46	17%	20%
41-48 hrs	200	9%	10%	9%	11%	10%	7%	24	9%	11%
49 hrs or more	577	27%	17%	12%	43%	45%	40%	72	26%	20%
not stated	31	1%	1%	1%	0%	1%	5%	3	1%	1%
all workers	2,172	100%	100%	1,133	141	554	327	278	100%	100%
average		37 hrs	36 hrs	33 hrs	42 hrs	42 hrs	40 hrs		37 hrs	38 hrs

Average hours calculated by multiplying the proportion in each range by the mid-point of the range, using 55 average for the 49+ range. Results higher than NSW are shaded green and bold. Source: Census 2011 Table W03, Census 2006 Table W03. Note that the right-hand columns in this table can be focused on any age groups by altering the settings.

Industries in Upper Lachlan

The size of industry sectors

Industries are classified into 19 main sectors. In Upper Lachlan, the largest sector by employment in 2011 was rural production, with 885 jobs (41% of the employed workforce). The next largest were:

- health & social care, with 194 jobs (9%)
- education & training, with 153 jobs (7%)
- retail trade, with 152 jobs (7%)
- accommodation & food, with 122 jobs (6%)
- public service, with 110 jobs (5%)
- construction, with 96 jobs (4%)
- other services, with 83 jobs (4%)
- technical services, with 71 jobs (3%)
- manufacturing, with 65 jobs (3%)
- transport, post & storage, with 58 jobs (3%).

Compared with NSW, the industry sector that was noticeably larger in Upper Lachlan was rural production with 39% more of the workforce.

No other industries were relative large here.

Sectors that were much smaller than in NSW were:

- manufacturing with 6% less of the workforce
- technical services, 5% less
- retail trade, 4% less.

Most sectors are very gender-biased and have a preponderance of either male or female workers. In Upper Lachlan in 2011:

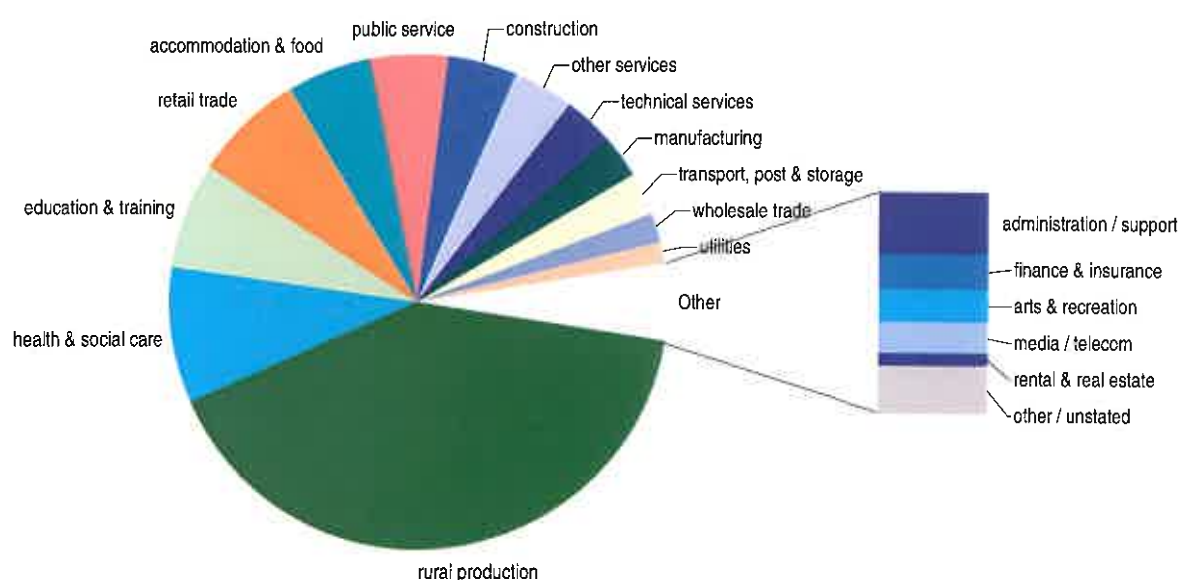
The most male-dominated sectors included:

- utilities with 9.0 males per female
- construction with 5.9
- rural production with 2.7.

The most female-dominated included:

- health & social care with 9.8 females per male
- education & training with 2.6
- retail trade with 2.4.

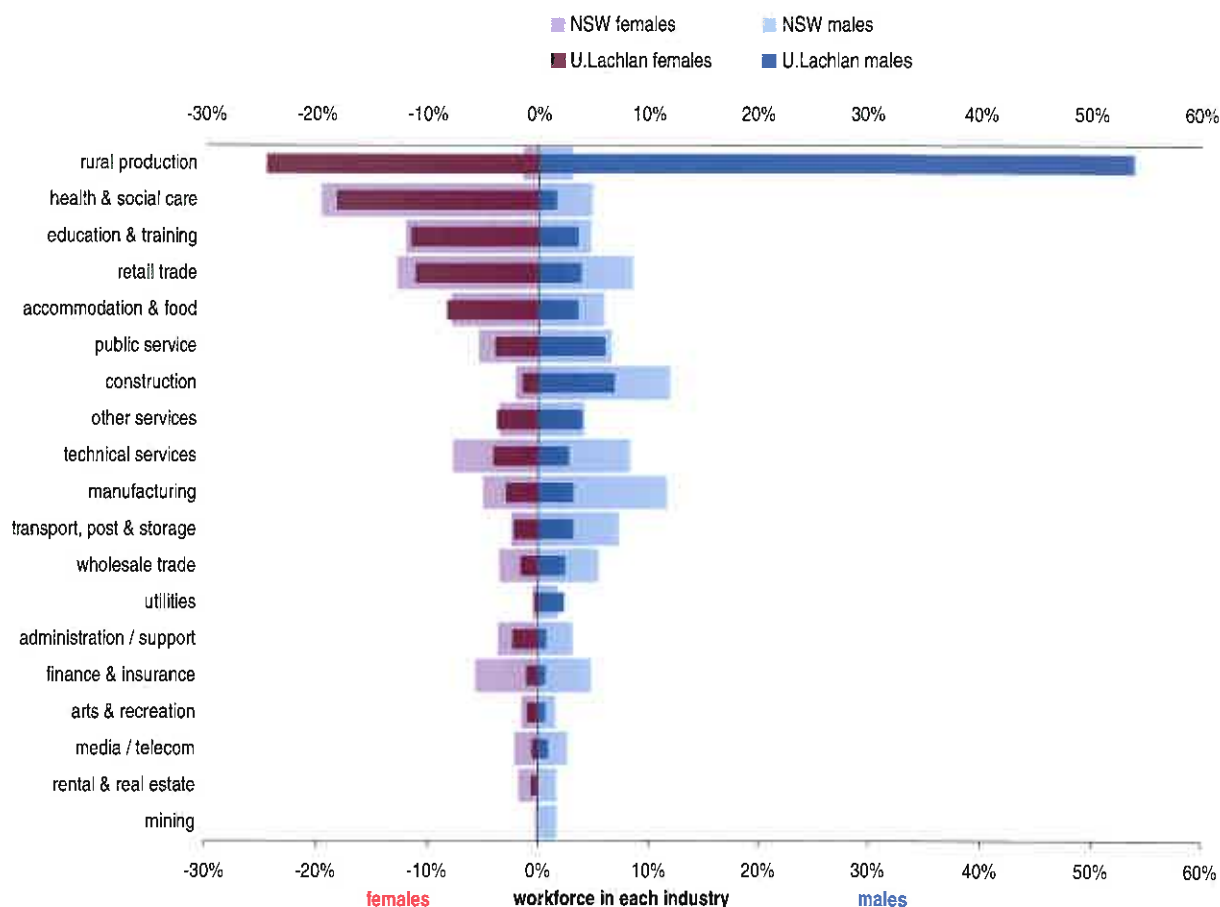
Employment in industry sectors, Upper Lachlan



Employment by industry sector

The graph and table shows the percentage of male and female workers in each industry sector in Upper Lachlan in August 2011, listed from the Upper Lachlan's largest, rural production, and compared with percentages in NSW. The table also shows the gender balance in each industry sector, and the change from 2006.

Employment in industry sectors, Upper Lachlan



Employment in industry sectors, Upper Lachlan		workers in Upper Lachlan, 2011				% of workforce, 2011			U.Lachlan, 2006-11	
	abbrev	workers	males	females	gender ratio	in U.Lachlan	in NSW	U.Lachlan diff.	Lachlan 2006	2006-11
rural production	Agr	885	648	237	2.7 M:F	41%	2%	39% more	43%	up 17
health & social care	H&S	194	18	176	9.8 F:M	9%	12%	3% less	8%	up 25
education & training	Edu	153	42	111	2.6 F:M	7%	8%	1% less	6%	up 23
retail trade	Ret	152	45	107	2.4 F:M	7%	11%	4% less	8%	dn 1
accommodation & food	A&F	122	42	80	1.9 F:M	6%	7%	1% less	5%	up 21
public service	Pub	110	72	38	1.9 M:F	5%	6%	1% less	6%	dn 6
construction	Con	96	82	14	5.9 M:F	4%	7%	3% less	5%	dn 14
other services	OTH	83	47	36	1.3 M:F	4%	4%	same	3%	up 17
technical services	Tec	71	32	39	1.2 F:M	3%	8%	5% less	3%	up 1
manufacturing	Man	65	37	28	1.3 M:F	3%	9%	6% less	3%	up 3
transport, post & storage	Tran	58	37	21	1.8 M:F	3%	5%	2% less	3%	up 4
wholesale trade	WS	43	28	15	1.9 M:F	2%	5%	3% less	2%	up 1
utilities	Util	30	27	3	9.0 M:F	1%	1%	same	1%	up 17
administration / support	Adm	30	8	22	2.8 F:M	1%	3%	2% less	1%	up 12
finance & insurance	F&I	17	7	10	1.4 F:M	1%	5%	4% less	1%	up 5
arts & recreation	A&R	16	7	9	1.3 F:M	1%	2%	1% less	0%	up 6
media / telecom	Med	15	10	5	2.0 M:F	1%	2%	2% less	1%	up 1
rental & real estate	RRE	6	0	6	F	0%	2%	1% less	0%	up 1
mining	Min	0	0	0	=	0%	1%	1% less	0%	dn 3
not known		23	16	7	2.3 M:F	1%	1%	same	1%	same
other / unstated		23	16	7	2.3 M:F	1%	2%	1% less	1%	-300%
total workers		2,169	1,205	964	1.3 M:F	100%	100%		100%	up 130

Source: ABS Census 2011 Table W13, Census 2006 Table W11. Colour codes for industry sectors are used in the specific industries table overleaf.

Specific Industries in Upper Lachlan

The table below gives a more detailed list of specific industries in Upper Lachlan, listed in order of employment size. The second column shows the colour-coded industry sector, as in the previous table. The table shows the number employed in each industry in Upper Lachlan in August 2011, then the gender ratio. The proportion of jobs in Upper Lachlan is calculated for each industry and the rank is shown. The final two columns show the proportion in NSW in each industry, and whether Upper Lachlan's proportion is more or less.

The specific industries are listed in descending order from the largest, agriculture with 852 jobs, then adult, community & other education with 154 jobs, and so on.

Specific Industries in Upper Lachlan	Sector	Upper Lachlan workers, 2011						NSW workers	
		total	males	females	Gender ratio	% workers	rank 2011	% workers J. Lachlan	diff.
Agriculture	Agr	852	620	232	2.7 M:F	39.3%	1	2.0%	37.2% more
Adult, community & other education	Edu	154	43	111	2.6 F:M	7.1%	2	0.9%	6.2% more
Public order, safety & regulatory services	Pro	111	71	40	1.8 M:F	5.1%	3	1.6%	3.5% more
Food & beverage services	A&F	82	28	54	1.9 F:M	3.8%	4	5.6%	1.8% less
Computer system services	Tec	71	30	41	1.4 F:M	3.3%	5	1.7%	1.6% more
Residential care services	H&S	63	3	60	20.0 F:M	2.9%	6	2.0%	0.9% more
Food retailing	Ret	55	13	42	3.2 F:M	2.5%	7	3.2%	0.6% less
General shop retailing	Ret	54	15	39	2.6 F:M	2.5%	8	5.7%	3.2% less
Repair & maintenance	Oth	49	41	8	5.1 M:F	2.3%	9	1.8%	0.5% more
Construction services	Con	49	39	10	3.9 M:F	2.3%	10	4.2%	2.0% less
Hospitals	H&S	43	9	34	3.8 F:M	2.0%	11	3.3%	1.3% less
Social assistance services	H&S	42	nil	42	F	1.9%	12	2.7%	0.8% less
Road transport	Tran	39	28	11	2.5 M:F	1.8%	13	2.2%	0.4% less
Accommodation	A&F	39	12	27	2.3 F:M	1.8%	14	1.2%	0.6% more
Medical & other health care services	H&S	34	5	29	5.8 F:M	1.6%	15	3.2%	1.6% less
Agriculture support services	Agr	33	27	6	4.5 M:F	1.5%	16	0.1%	1.4% more
Personal & other services	Oth	31	5	26	5.2 F:M	1.4%	17	2.0%	0.6% less
Building cleaning, pest control etc	Adm	31	10	21	2.1 F:M	1.4%	18	1.5%	0.0% less
Building construction	Con	29	26	3	8.7 M:F	1.3%	19	2.3%	0.9% less
Chemical products manufacturing	Man	25	14	11	1.3 M:F	1.2%	20	0.5%	0.7% more
Electricity supply	Util	22	19	3	6.3 M:F	1.0%	21	0.6%	0.4% more
Basic material wholesaling	WS	20	16	4	4.0 M:F	0.9%	22	0.8%	0.2% more
Fuel retailing	Ret	20	5	15	3.0 F:M	0.9%	23	0.3%	0.6% more
Heavy engineering construction	Con	14	11	3	3.7 M:F	0.6%	24	0.7%	0.0% less
Postal / delivery services	Tran	14	9	5	1.8 M:F	0.6%	25	0.6%	0.0% more
Commission-based wholesaling	WS	10	7	3	2.3 M:F	0.5%	26	0.1%	0.4% more
Textile & clothing manufacturing	Man	9	3	6	2.0 F:M	0.4%	27	0.3%	0.1% more
Tertiary education	Edu	9	4	5	1.3 F:M	0.4%	28	2.0%	1.5% less
Publishing (not internet or music)	Info	9	3	6	2.0 F:M	0.4%	29	0.6%	0.2% less
Finance	F&I	7	4	3	1.3 M:F	0.3%	30	2.5%	2.1% less
Creative & performing arts activities	A&R	7	4	3	1.3 M:F	0.3%	31	0.4%	0.1% less
Food product manufacturing	Man	6	3	3	=	0.3%	32	1.5%	1.3% less
Wood product manufacturing	Man	6	3	3	=	0.3%	33	0.4%	0.2% less
Auxiliary finance & insurance services	F&I	6	3	3	=	0.3%	34	1.5%	1.2% less
Furniture & other manufacturing	Man	6	3	3	=	0.3%	35	0.4%	0.1% less
Grocery, liquor & tobacco wholesaling	WS	6	3	3	=	0.3%	36	0.7%	0.4% less
Property operators & real estate services	RRE	5	nil	5	F	0.2%	37	1.3%	1.1% less
Sports & recreation activities	A&R	5	5	nil	M	0.2%	38	0.7%	0.5% less
Non-metallic minerals manufacturing	Man	5	5	nil	M	0.2%	39	0.4%	0.2% less
total		2,129	1,192	937	1.3 M:F	98.1%		95.6%	S Dev: 4.3%

The gender ratio is the ratio of number of male & female workers in each industry, shown according to which gender is larger. Where there are more men than women, say 120 to 60, the gender ratio is shown in blue as 2:1 M:F. All males is 'M'. Conversely, 60 women to 20 men would be shown as 3:1 F:M, & all women is 'F'. If there are the same number, the ratio is '='.

Specific industries in Upper Lachlan (continued)	Sector	Upper Lachlan workers, 2011						NSW workers	
		total	males	females	Gender ratio	% workers	rank 2011	% workers	U.Lachlan diff
Rental services (except real estate)	RAE	5	nil	5	F	0.2%	40	0.4%	0.2% less
Motor vehicle & parts retailing	Ret	4	4	nil	M	0.2%	41	0.7%	0.5% less
Water, sewerage & drainage	Util	4	4	nil	M	0.2%	42	0.2%	0.0% less
Broadcasting (except internet)	RAE	4	4	nil	M	0.2%	43	0.4%	0.2% less
Defence	PS	4	4	nil	M	0.2%	44	0.7%	0.5% less
Preschool & school education	Edu	3	3	nil	M	0.1%	45	5.0%	4.9% less
Public administration	PS	3	3	nil	M	0.1%	46	3.7%	3.6% less
Technical services (except computer)	Tec	3	3	nil	M	0.1%	47	6.3%	6.1% less
Machinery & equipment wholesaling	WS	3	nil	3	F	0.1%	48	1.3%	1.2% less
Machinery & equipment manufacturing	Man	3	nil	3	F	0.1%	49	1.2%	1.1% less
Waste disposal services	Util	3	3	nil	M	0.1%	50	0.2%	0.1% less
Insurance & superannuation funds	F&I	3	3	nil	M	0.1%	51	1.1%	0.9% less
Primary metal manufacturing	Man	3	3	nil	M	0.1%	52	0.7%	0.6% less
Polymer & rubber manufacturing	Man	3	3	nil	M	0.1%	53	0.3%	0.2% less
Motor vehicle & parts wholesaling	WS	3	3	nil	M	0.1%	54	0.2%	0.1% less
Quarrying	Min	3	3	nil	M	0.1%	55	0.1%	0.1% more
Library & other information services	Info	3	nil	3	=	0.1%	56	0.1%	same
Coal mining	Min	nil	nil	nil	=	0.0%	57	0.6%	0.6% less
Administrative services	Adm	nil	nil	nil	=	0.0%	58	1.8%	1.8% less
Rail transport	Tran	nil	nil	nil	=	0.0%	59	0.6%	0.6% less
Transport support services	Tran	nil	nil	nil	=	0.0%	60	0.5%	0.5% less
Fabricated metal manufacturing	Man	nil	nil	nil	=	0.0%	61	0.5%	0.5% less
Exploration & mining support	Min	nil	nil	nil	=	0.0%	62	0.1%	0.1% less
Printing	Man	nil	nil	nil	=	0.0%	63	0.4%	0.4% less
Transport equipment manufacturing	Man	nil	nil	nil	=	0.0%	64	0.5%	0.5% less
Forestry & logging	Agr	nil	nil	nil	=	0.0%	65	0.0%	0.0% less
Heritage activities	A&R	nil	nil	nil	=	0.0%	66	0.2%	0.2% less
Oil & gas extraction	Min	nil	nil	nil	=	0.0%	67	0.0%	0.0% less
Warehousing & storage services	Tran	nil	nil	nil	=	0.0%	68	0.2%	0.2% less
Telecommunications services	Info	nil	nil	nil	=	0.0%	69	0.8%	0.8% less
Other goods wholesaling	WS	nil	nil	nil	=	0.0%	70	1.1%	1.1% less
Pulp & paper manufacturing	Man	nil	nil	nil	=	0.0%	71	0.2%	0.2% less
Aquaculture	Agr	nil	nil	nil	=	0.0%	72	0.0%	0.0% less
Fishing, hunting & trapping	Agr	nil	nil	nil	=	0.0%	73	0.0%	0.0% less
Metal ore mining	Min	nil	nil	nil	=	0.0%	74	0.1%	0.1% less
Beverage & tobacco manufacturing	Man	nil	nil	nil	=	0.0%	75	0.3%	0.3% less
Petroleum & coal manufacturing	Man	nil	nil	nil	=	0.0%	76	0.1%	0.1% less
Water transport	Tran	nil	nil	nil	=	0.0%	77	0.1%	0.1% less
Air & space transport	Tran	nil	nil	nil	=	0.0%	78	0.6%	0.6% less
Movie & sound recording	Info	nil	nil	nil	=	0.0%	79	0.3%	0.3% less
Internet publishing & broadcasting	Info	nil	nil	nil	=	0.0%	80	0.1%	0.1% less
Internet & data processing	Info	nil	nil	nil	=	0.0%	81	0.1%	0.1% less
Gambling activities	A&R	nil	nil	nil	=	0.0%	82	0.2%	0.2% less
Household staff	Oth	nil	nil	nil	=	0.0%	83	0.0%	same
Gas supply	Util	nil	nil	nil	=	0.0%	84	0.0%	0.0% less
total		2,129	1,192	937	1.3 M:F	98.1%	0.0%	95.6%	

Source: ABS Census 2011 Table W09, Census 2006 Table W11. The gender ratio is the ratio of number of male and female workers in each industry, shown according to which gender is larger. Where there are more men than women, say 120 to 60, the gender ratio is shown in blue as 2:1 M:F. All males is 'M'. Conversely, 60 women to 20 men would be shown as 3:1 F:M, and all women is 'F'. If there are the same number, the ratio is '='.

The changing sizes of industries

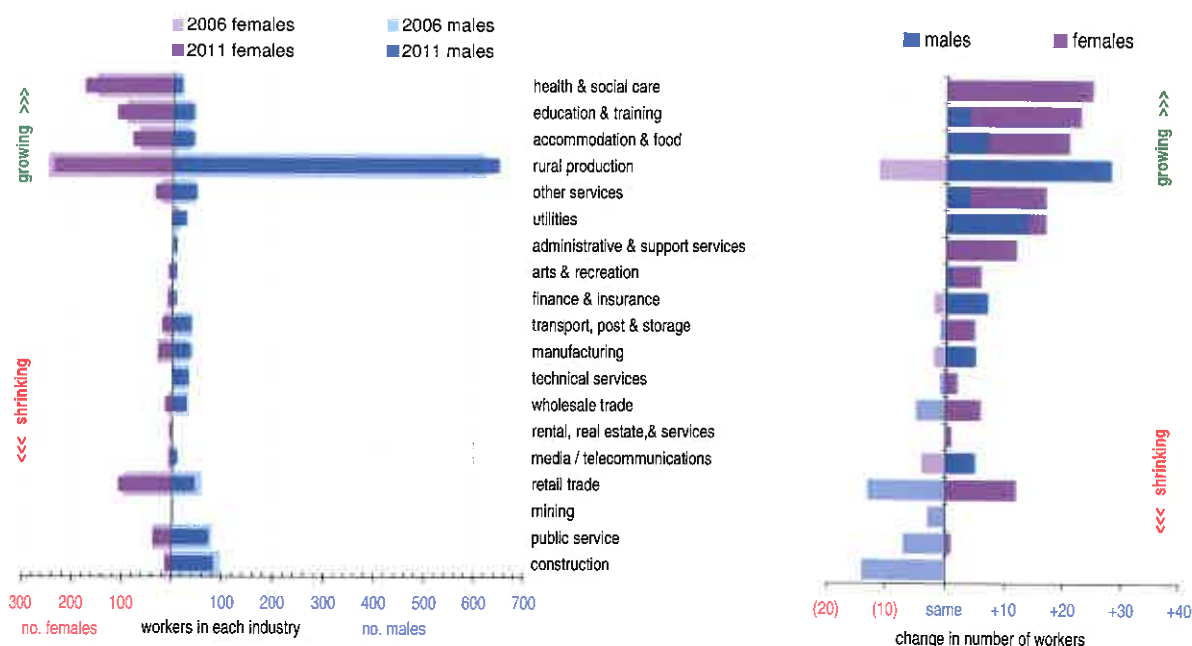
From 2006 to 2011, the industry sector which grew most in employment terms in Upper Lachlan was health & social care with 25 more workers (the same number of men and 25 more women). The sector had a 0.7% larger share of the workforce relative to 2006.

- education & training had 23 more workers (a 0.7% larger share)
- accommodation & food had 21 more workers (a 0.7% larger share)
- rural production had 17 more workers (a 1.8% smaller share)
- other services had 17 more workers (a 0.6% larger share)
- utilities had 17 more workers (a 0.7% larger share)

Most jobs lost here were from the construction sector, with 14 fewer workers (14 fewer men and the same number of women), a 1.0% smaller share of the workforce relative to 2006.

- public service had 6 fewer workers (a 0.6% smaller share)
- mining had 3 fewer workers (a 0.1% smaller share)

Changes in sector sizes, Upper Lachlan, 2006–11



Changes in sector sizes, Upper Lachlan, 2006–11	workers in 2011			change in workers 2006–11			changed share of workers 2006–11		
	adults	males	females	number	males	females	adults	males	females
health & social care	194	18	176	25	0	25	up 0.7%	dn 0.1%	up 1.0%
education & training	153	42	111	23	4	19	up 0.7%	up 0.2%	up 1.0%
accommodation & food	122	42	80	21	7	14	up 0.7%	up 0.5%	up 0.7%
rural production	885	648	237	17	28	-11	dn 1.8%	up 0.6%	dn 3.8%
other services	83	47	36	17	4	13	up 0.6%	up 0.2%	up 1.1%
utilities	30	27	3	17	14	3	up 0.7%	up 1.1%	up 0.3%
administrative & support services	30	8	22	12	0	12	up 0.5%	dn 0.0%	up 1.1%
arts & recreation	16	7	9	6	1	5	up 0.2%	up 0.1%	up 0.5%
finance & insurance	17	7	10	5	7	-2	up 0.2%	up 0.6%	dn 0.3%
transport, post & storage	58	37	21	4	-1	5	up 0.0%	up 0.2%	up 0.3%
manufacturing	65	37	28	3	5	-2	dn 0.0%	up 0.3%	dn 0.5%
technical services	71	32	39	1	-1	2	dn 0.2%	dn 0.2%	dn 0.2%
wholesale trade	43	28	15	1	-5	6	dn 0.1%	dn 0.5%	up 0.5%
rental, real estate, & services	6	0	6	1	0	1	up 0.0%	same	up 0.1%
media / telecommunications	15	10	5	1	5	-4	up 0.0%	up 0.4%	dn 0.5%
retail trade	152	45	107	-1	-13	12	dn 0.5%	dn 1.2%	up 0.2%
mining	0	0	0	-3	-3	0	dn 0.1%	dn 0.3%	same
public service	110	72	38	-6	-7	1	dn 0.6%	dn 0.8%	dn 0.3%
construction	96	82	14	-14	-14	0	dn 1.0%	dn 1.4%	dn 0.1%
not known	23	16	7	0	9	-9	dn 0.1%	up 0.7%	dn 1.1%
All industries	2,169	1,205	964	-136	-40	-90	S.Dev. 0.6%	S.Dev. 0.6%	S.Dev. 1.1%

Source: WPP 2006 Table W11; WPP 2011 Table W10. Changes over 2006–2011 that were more than one standard deviation above average are shaded green.

The chart below shows the average number of hours worked per week by men and women in each industry in Upper Lachlan (the darker narrow bars, and numbers), with the highest average hours on top, compared with NSW (shown as the lighter background).

Legend:

- Women in NSW (light purple)
- Women in U.Lachlan (dark purple)
- Men in NSW (light blue)
- Men in U.Lachlan (dark blue)

Industries (from top to bottom):

- wholesale trade
- utilities
- rural production
- transport, post & storage
- construction
- public service
- arts & recreation
- rental & real estate
- finance & insurance
- other services
- education & training
- technical services
- manufacturing
- health & social care
- retail trade
- accommodation & food
- media / telecommunications
- administration / support
- mining
- not known
- Average, all industries

Hours Worked (from top to bottom):

Industry	Women in NSW	Women in U.Lachlan	Men in NSW	Men in U.Lachlan
wholesale trade	31 hrs	44 hrs	46 hrs	46 hrs
utilities	31 hrs	38 hrs	42 hrs	44 hrs
rural production	31 hrs	31 hrs	43 hrs	43 hrs
transport, post & storage	25 hrs	30 hrs	40 hrs	40 hrs
construction	30 hrs	35 hrs	38 hrs	38 hrs
public service	35 hrs	35 hrs	35 hrs	35 hrs
arts & recreation	35 hrs	25 hrs	49 hrs	49 hrs
rental & real estate	29 hrs	38 hrs	36 hrs	36 hrs
finance & insurance	30 hrs	30 hrs	40 hrs	40 hrs
other services	30 hrs	39 hrs	37 hrs	37 hrs
education & training	29 hrs	30 hrs	35 hrs	35 hrs
technical services	30 hrs	45 hrs	40 hrs	40 hrs
manufacturing	36 hrs	28 hrs	36 hrs	36 hrs
health & social care	37 hrs	29 hrs	34 hrs	34 hrs
retail trade	29 hrs	19 hrs	46 hrs	46 hrs
accommodation & food	31 hrs	42 hrs	42 hrs	42 hrs

Working hours by industry	av hrs pw, U Lachlan workers, 2011				difference from NSW			change, U Lachlan, 2006-11		
	U Lachlan workers	men in U Lachlan	women in U Lachlan	female hrs as % male	all workers	men	women	all workers	men	women
wholesale trade	43	48	33	69%	4 hrs	7 hrs	-2 hrs	up 7	up 8	up 13
utilities	43	42	44	104%	2 hrs	1 hrs	8 hrs	dn 0	dn 0	up 1
rural production	42	44	36	83%	1 hrs	0 hrs	2 hrs	dn 1	dn 2	dn 1
transport, post & storage	38	43	31	72%	-1 hrs	1 hrs	-3 hrs	up 4	up 5	up 3
construction	38	40	25	63%	-2 hrs	-2 hrs	-6 hrs	dn 3	dn 3	dn 1
public service	35	38	30	78%	-3 hrs	-2 hrs	-5 hrs	dn 1	dn 2	up 3
arts & recreation	35	35	35	100%	4 hrs	1 hrs	7 hrs	dn 5	dn 11	up 5
rental & real estate	35	0	35	-	-3 hrs	-42 hrs	1 hrs	up 25	-	up 25
finance & insurance	35	49	25	51%	-5 hrs	6 hrs	-11 hrs	up 6	-	dn 4
other services	34	39	29	76%	-2 hrs	-2 hrs	-2 hrs	dn 6	dn 5	dn 5
education & training	34	40	32	78%	1 hrs	4 hrs	-1 hrs	up 1	up 2	up 0
technical services	33	37	30	82%	-5 hrs	-5 hrs	-4 hrs	dn 2	dn 0	dn 3
manufacturing	33	35	29	83%	-7 hrs	-6 hrs	-5 hrs	dn 3	dn 5	dn 3
health & social care	31	45	30	67%	-2 hrs	7 hrs	-2 hrs	up 2	up 17	up 1
retail trade	30	40	26	65%	-1 hrs	4 hrs	-2 hrs	dn 3	dn 1	dn 3
accommodation & food	30	36	28	78%	1 hrs	4 hrs	1 hrs	dn 1	dn 5	up 2
media / telecommunications	28	24	37	157%	-11 hrs	-17 hrs	1 hrs	dn 2	dn 21	up 15
administration / support	28	28	28	102%	-5 hrs	-8 hrs	-3 hrs	up 0	dn 18	up 15
mining	0	0	0	-	-45 hrs	-46 hrs	-40 hrs	dn 55	dn 55	-
not known	38	46	19	40%	2 hrs	7 hrs	-13 hrs	up 5	up 11	dn 14
Average, all industries	37	42	31	74%	1 hrs	2 hrs	-1 hrs	up 3	up 3	up 4
stnd dev'n	9	14	9	25%	10	15	10	14	16	11

The 'average hours' is calculated by multiplying the mid-point of each range in table above by the proportion in that range; ignoring 'none or unstated'; and using 10 hours as the average for those working 1-15 hours and 55 hours as the average for those working 48+ hours. The differences and chances are by subtraction: extreme values are in bold and shaded.

Working patterns across industries

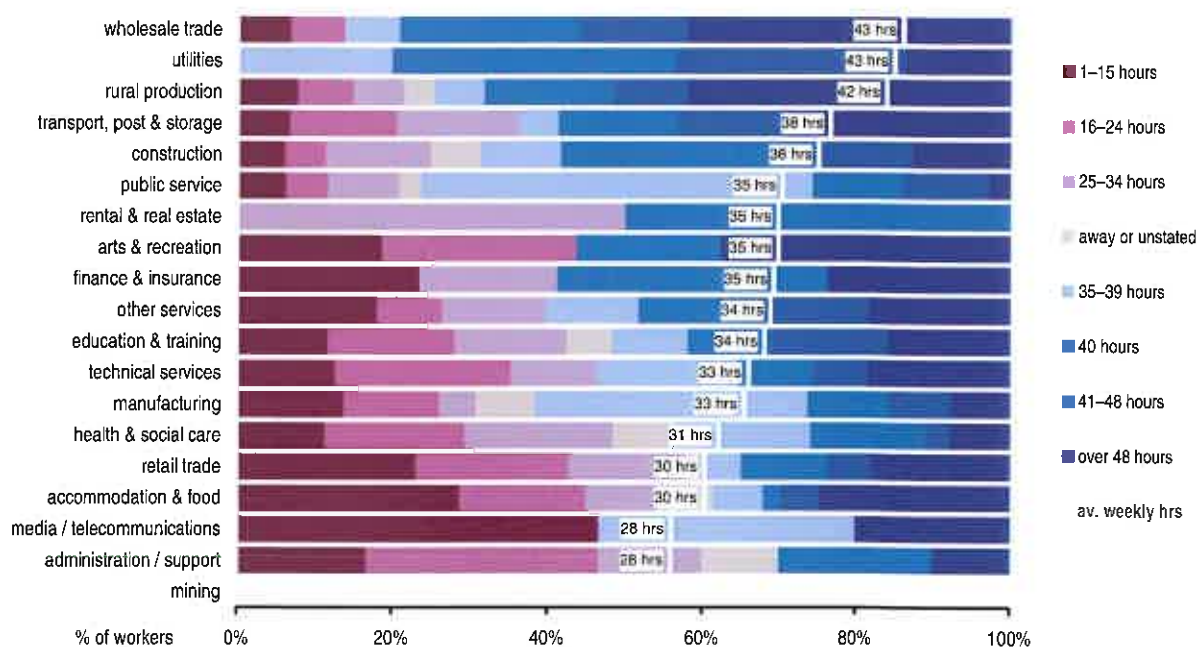
Sectors with the highest proportions working 40+ hours a week were utilities, wholesale trade, rural production and finance & insurance.

Industries with the most part-time workers (<25 hours a week) were media / telecommunications, administration / support, accommodation & food, and arts & recreation.

This chart shows the pattern of working hours for all in the different industry sectors in Upper Lachlan in 2011,

- the average hours are shown by and written in the white bars,
- the background bars shaded according to the proportion working in each hourly range.
- Industries with more part-time workers have longer purple-shaded sections to the left;
- those with more full-time workers have longer blue sections to the right.
- The chart and table can be set to show data for men, women or all workers.

Weekly hours, all workers by industry, Upper Lachlan, 2011



	% of all workers in Upper Lachlan working each period, by industry, 2011								unstated hours	av. weekly hrs
	none or away	1-15 hours	16-24 hours	25-34 hours	35-39 hours	40 hours	41-48 hours	over 48 hours		
wholesale trade	0%	7%	7%	0%	7%	23%	14%	42%	0%	43 hrs
utilities	0%	0%	0%	0%	20%	37%	30%	13%	0%	43 hrs
rural production	2%	8%	7%	7%	7%	17%	10%	42%	2%	42 hrs
transport, post & storage	0%	7%	14%	16%	5%	16%	14%	29%	0%	38 hrs
construction	3%	6%	5%	14%	10%	33%	13%	13%	3%	38 hrs
public service	3%	6%	5%	9%	51%	12%	11%	3%	0%	35 hrs
rental & real estate	0%	0%	0%	50%	0%	50%	0%	0%	0%	35 hrs
arts & recreation	0%	19%	25%	0%	0%	19%	0%	38%	0%	35 hrs
finance & insurance	0%	24%	0%	18%	0%	35%	0%	24%	0%	35 hrs
other services	0%	18%	8%	13%	12%	16%	14%	18%	0%	34 hrs
education & training	4%	12%	16%	14%	10%	11%	15%	16%	2%	34 hrs
technical services	0%	13%	23%	11%	18%	10%	7%	18%	0%	33 hrs
manufacturing	8%	14%	12%	5%	35%	11%	8%	8%	0%	33 hrs
health & social care	7%	11%	18%	19%	18%	15%	3%	8%	2%	31 hrs
retail trade	2%	23%	20%	15%	5%	11%	6%	18%	0%	30 hrs
accommodation & food	2%	29%	16%	9%	7%	2%	5%	25%	5%	30 hrs
media / telecommunications	0%	47%	0%	0%	33%	0%	0%	20%	0%	28 hrs
administration / support	0%	17%	30%	13%	0%	20%	0%	10%	10%	28 hrs
mining	0%	-	-	-	-	-	-	-	-	0 hrs
not known	0%	17%	0%	13%	17%	22%	0%	30%	0%	38 hrs
total workers	2%	12%	11%	10%	12%	16%	9%	27%	2%	37 hrs
standard dev'n	2%	11%	9%	11%	14%	12%	8%	12%	3%	9 hrs

Source Census 2011 Table W11. The table shows the percentage of workers in each industry working the hours shown for the column, in the week prior to the Census, August 2011.

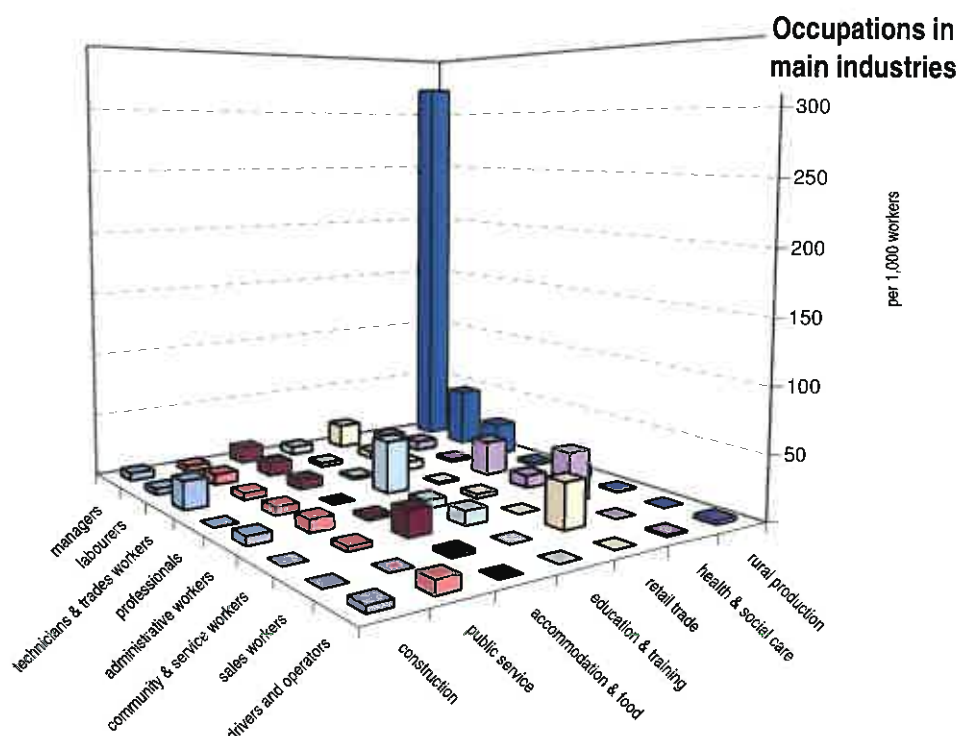
Unusually large or small proportions in a column are in bold and shaded green if high or orange if low. The 'average hours' is approximate, calculated by multiplying the mid-point of each range in table above by the % in the range, ignoring 'none or unstated'; using 10 hours as the average for those working 1-15 hours and 55 hours as the average for those working 48+ hours.

Occupations in industries

The graph below shows, by the height of the blocks, the number of workers per 1,000 in Upper Lachlan, in the main occupations in the main industries. The tallest column, for example, represents the largest occupation–industry combination, managers in rural production; its height shows they represented 321 in every 1000 workers in Upper Lachlan.

The next largest concentrations of occupations in industries were:

- labourers in rural production (46 of every 1000 Upper Lachlan workers);
- professionals in education & training (41 per 1000);
- community & service workers in health & social care (39 per 1000);
- sales workers in retail trade (35 per 1000);
- professionals in health & social care (27 per 1000).



Rate /1,000 workers, industry by occup'n	managers	labourers	technicians & trades workers	professionals	administrative workers	community & service workers	sales workers	drivers and operators	not stated	Total
rural production	321	46	25	2	7	1	-	3	2	408
health & social care	3	7	2	27	10	39	-	1	-	89
retail trade	19	6	6	1	3	-	35	-	-	70
education & training	6	3	2	41	6	11	-	-	-	70
accommodation & food	12	10	7	-	2	20	3	-	1	56
public service	5	8	5	6	10	4	-	10	2	50
construction	6	5	22	-	7	-	-	5	-	45
technical services	3	4	-	14	12	-	-	-	-	33
manufacturing	4	12	7	1	1	-	2	3	-	30
transport, post & storage	5	1	-	-	7	-	2	12	-	28
wholesale trade	6	-	-	2	4	-	8	-	-	19
administration / support	-	7	-	2	2	3	-	-	-	14
utilities	-	-	8	1	2	-	-	2	-	13
media / telecommunications	-	-	-	4	2	-	-	1	-	7
finance & insurance	1	-	-	2	2	-	-	-	-	6
arts & recreation	-	-	2	2	1	-	-	-	-	6
rental & real estate	1	-	-	-	-	-	3	-	-	4
mining	-	1	-	-	-	-	-	1	-	3
other services	5	-	21	2	5	3	2	1	-	39
not known	3	2	2	-	-	-	-	-	2	9
All Industries	400	113	110	108	85	81	54	41	7	1,000

The most common occupations among the industries are in bold and shaded (top 10 darkest). Source: 2011 Census Table W12, 2006 Census Table W12.

Upper Lachlan's workforce

Worker ages

In the 2011 Census, 2,169 adults aged 15+ said they worked in Upper Lachlan, 1,205 men and 964 women.

About 96% of people complete the Census, so the workforce may have been about 4% larger than counted, with around 2,256 jobs in Upper Lachlan then.

The age profile of Upper Lachlan's workforce is illustrated in the Workforce Age Tree, compared with NSW. The darker branches show the proportion of Upper Lachlan's workforce in each age group (females left, males right) against the lighter background age profile of the NSW workforce.

The common workforce age profile is apple-shaped, widest around the mid-40s when workforce participation is high and mortality is low. The largest age groups in Upper Lachlan's workforce in 2011 were 50–54 years, 60–64 years and 45–49 years.

The average age of workers was 49 years (51 for men and 47 for women).

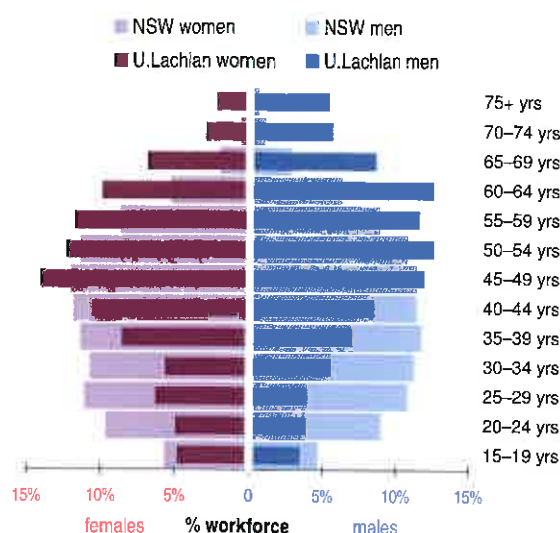
Relative to the NSW workforce, Upper Lachlan's workforce was 8 years older – there were proportionally more people aged 60–64 years, 65–69 years and 70–74 years; and fewer aged 25–29 years, 30–34 years or 20–24 years.

From 2006 to 2011, Upper Lachlan's workforce grew by 129 jobs from 2,040 to 2,169, with a gain of 42 male workers and 87 female workers.

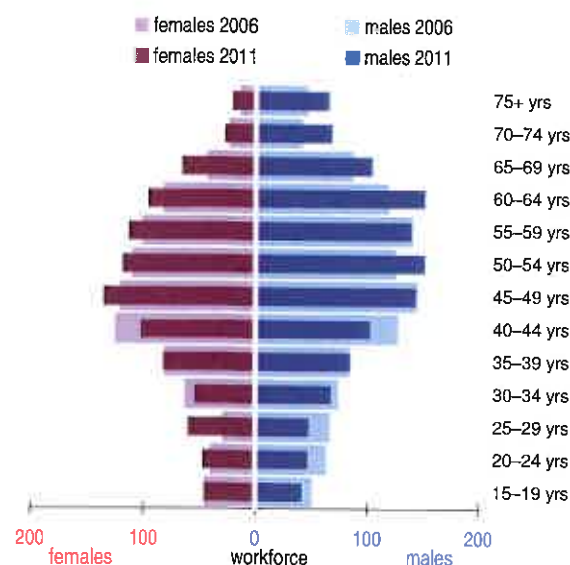
The workforce age groups that increased most over these five years were 60–64 years with 46 more workers; 65–69 years with 39 more; and 50–54 years with 34 more.

Conversely, the age groups that lost the most workers were 40–44 years with 48 fewer workers; 30–34 years with 16 fewer; and 20–24 years with 10 fewer.

Workforce Age Tree



Change in U.Lachlan, 2006 to 2011



Ages of workers, 2011	workers in U.Lachlan				% of			Change in U.Lachlan, 2006 to 2011		
	males	females	adults	Gender ratio	U.Lachlan workforce	% of NSW workforce	difference from NSW	males	females	adults
15–19 years	41	46	87	1.1 F:M	4%	5%	1% less	(9)	0	(9)
20–24 years	46	47	93	1.0 F:M	4%	9%	5% less	(17)	7	(10)
25–29 years	47	60	107	1.3 F:M	5%	11%	6% less	(19)	31	12
30–34 years	67	54	121	1.2 M:F	6%	11%	5% less	(7)	(9)	(16)
35–39 years	84	82	166	1.0 M:F	8%	12%	4% less	0	1	1
40–44 years	102	102	204	=	9%	12%	2% less	(25)	(23)	(48)
45–49 years	143	135	278	1.1 M:F	13%	12%	1% more	(2)	14	12
50–54 years	151	118	269	1.3 M:F	12%	11%	1% more	26	8	34
55–59 years	139	113	252	1.2 M:F	12%	9%	3% more	(1)	12	11
60–64 years	151	95	246	1.6 M:F	11%	6%	6% more	33	13	46
65–69 years	103	65	168	1.6 M:F	8%	2%	5% more	17	22	39
70–74 years	67	27	94	2.5 M:F	4%	1%	4% more	27	4	31
75+	64	20	84	3.2 M:F	4%	0%	3% more	19	7	26
all workers	1,205	964	2,169	1.3 M:F	100%	100%		42	87	129
average age	51.1 yrs	47.3 yrs	49.4 yrs			41.1 yrs	+8.3 yrs			

Source: ABS Census 2011, Table W01, Census 2006 Table W01; Census 2001 Table W04.

Full-time and part-time jobs

Overall, 34% of Upper Lachlan's jobs were part-time and 66% were full-time in 2011.

Women more commonly hold the part-time jobs. Here, 54% of female workers were part-time versus 19% of male workers.

Part-time jobs are commonly held by young and older workers. In Upper Lachlan, 61% of teenage workers and 35% of 20–24 year-olds worked in part-time jobs.

The part-time rate was lowest at 23% amongst workers aged 25–29 years before rising to 60% amongst workers aged 70–74 years.

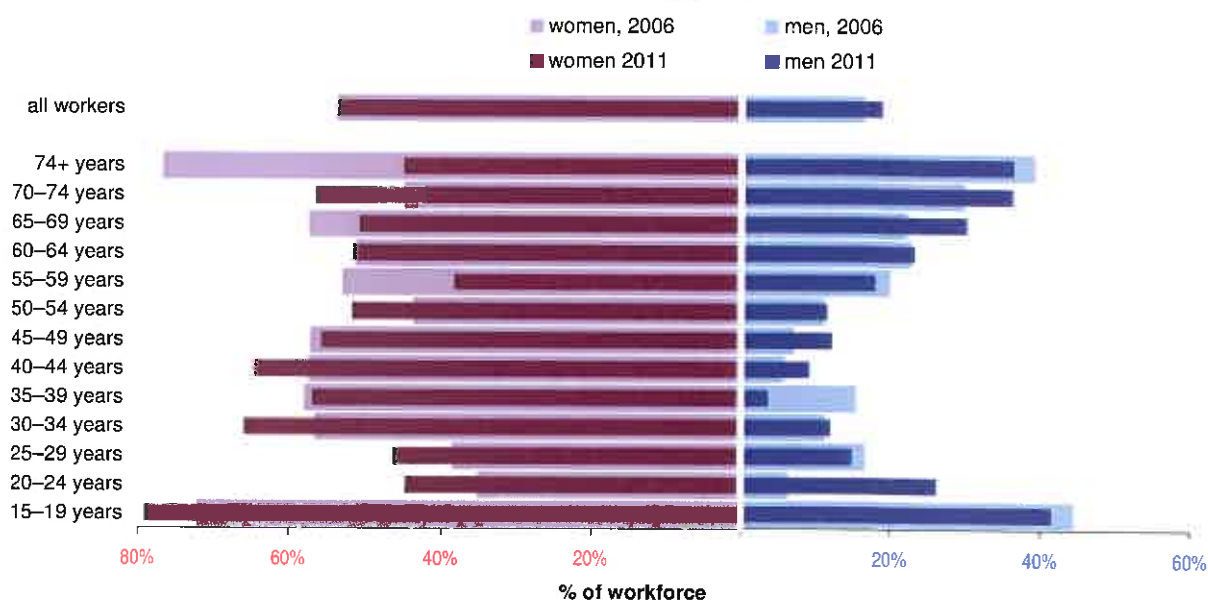
By gender, part-time work was highest amongst women aged 15–19 years (79% part-time) and women aged 30–34 years (66% part-time).

Between 2006 to 2011, the proportion of jobs that were part-time rose by 2% overall (with steady proportions of female workers and 2% more male workers working part-time.)

Over the five years, the biggest increases in the proportion working part-time were amongst males aged 20–24 years (up 20%), females aged 55–59 years (up 15%) and males aged 65–69 years (up 8%).

The biggest shifts to full-time were among males aged 35–39 years (the part-time proportion was down 12%), females aged 20–24 years (part-time down 10%) and females aged 30–34 years (down 9%).

Part-time workers by age, 2006 and 2011



Full-time / part-time workers in U.Lachlan	No. workers in Upper Lachlan, 2011			% of workers part-time				change % part-time 2006-11		
	full-time	part-time	total	men	women	workers	% in NSW	males	females	workers
15-19 years	33	51	87	41%	79%	61%	71%	dn 3%	dn 7%	up 3%
20-24 years	60	33	93	26%	45%	35%	39%	up 20%	dn 10%	up 18%
25-29 years	69	32	107	15%	46%	32%	23%	dn 2%	dn 8%	up 9%
30-34 years	76	41	121	12%	66%	35%	24%	up 1%	dn 9%	up 3%
35-39 years	115	48	166	4%	57%	29%	28%	dn 12%	up 1%	dn 7%
40-44 years	125	73	204	9%	65%	37%	29%	up 3%	dn 7%	up 5%
45-49 years	180	89	278	12%	56%	33%	28%	up 5%	up 1%	up 3%
50-54 years	186	76	269	11%	52%	29%	27%	up 0%	dn 8%	up 3%
55-59 years	180	66	252	18%	38%	27%	30%	dn 2%	up 15%	dn 7%
60-64 years	153	79	246	23%	52%	34%	39%	up 0%	dn 0%	up 0%
65-69 years	99	60	168	30%	51%	38%	50%	up 8%	up 7%	up 4%
70-74 years	49	35	94	36%	57%	42%	60%	up 6%	dn 12%	up 7%
74+ years	48	30	84	36%	45%	38%	64%	dn 3%	up 32%	dn 10%
all workers	1,373	713	2,169	19%	54%	34%	32%	up 2%	dn 0%	up 2%
average age	49.6 yrs	48.5 yrs	49.4 yrs	S.Dev: 12%	S.Dev: 11%	S.Dev: 8%	S.Dev: 17%	S.Dev: 7%	S.Dev: 12%	S.Dev: 7%

Sources: Census 2006 Table W01; Census 2011 Table W01. Percentages exclude those away from work and 'not stated' responses.

Working hours by age

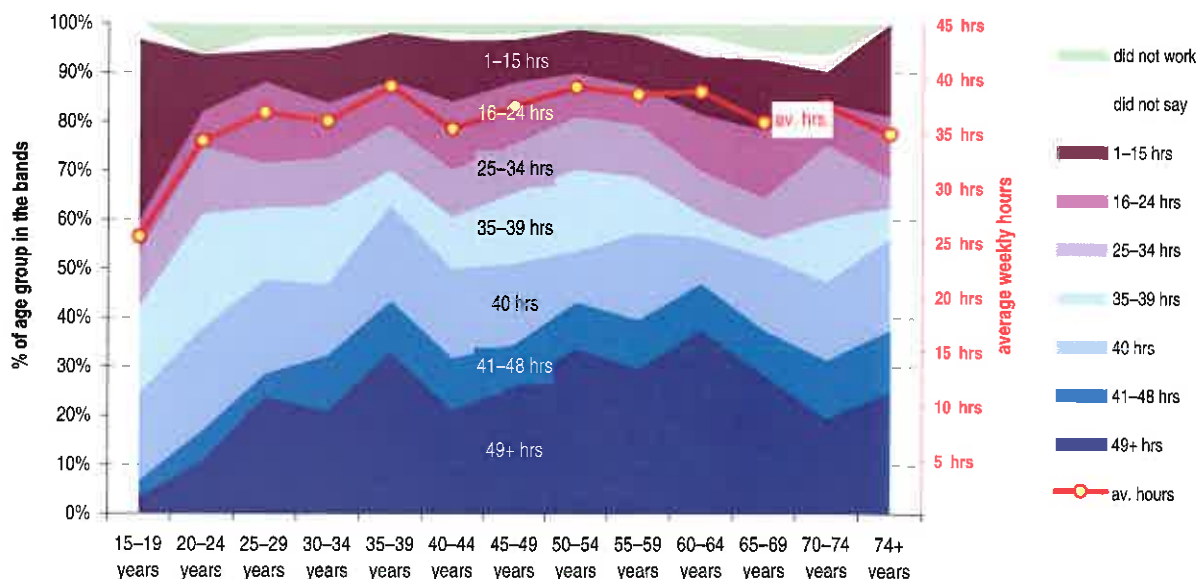
The graph below shows how the pattern of hours worked varies for workers of different ages in 2011, from the youngest on the left to the oldest to the right. Each colour band represents a range of hours worked in the week before the Census, August 2011 (eg, 1–15 or 35–39 hours), with the longer working hours being lower down in blue shades. The width of the band (shown in percentages on the left axis) represents the proportion of workers of each age who worked that many hours.

The solid line crossing the bands represents the average number of hours of workers as they age. This peaks in the 35–39 years age group at 39 hours.

Over most ages from around 25 to 60, over six in every ten of workers worked full-time (35 hours a week or more), shown in the lower blue bands, with one-quarter working over 48 hours a week (the lowest band). The proportion working full-time peaked in the 50–54 years age group at 70%; the proportion working over 48 hours weekly was highest among those aged 60–64 years, with 37% working these hours.

Generally, about one-third of workers were part-time (4% did not work in Census week or did not give their hours). Working part-time was most common in the 15–19 years (54%) and 74+ years (38%) age groups. Working under 16 hours a week (equivalent to two days) was most common amongst those aged 15–19 years (37% worked these hours) and those aged 74+ years (19%).

Working hours by age



Working hours by age, U.Lachlan, 2011	% of workers who were full-time				% of workers who were part-time			% of workers who ...		av hours pw, all working
	49+ hrs	41-48 hrs	40 hrs	35-39 hrs	25-34 hrs	16-24 hrs	1-15 hrs	did not work	did not say	
15-19 years	3%	3%	18%	18%	11%	7%	37%	7%	3%	25 hrs
20-24 years	11%	6%	21%	23%	14%	7%	12%	6%	0%	34 hrs
25-29 years	24%	5%	19%	15%	9%	17%	6%	3%	3%	37 hrs
30-34 years	21%	11%	15%	16%	10%	11%	11%	2%	2%	36 hrs
35-39 years	33%	10%	20%	7%	9%	9%	10%	2%	0%	39 hrs
40-44 years	21%	11%	18%	11%	10%	14%	13%	2%	1%	35 hrs
45-49 years	26%	9%	17%	14%	10%	13%	9%	2%	1%	37 hrs
50-54 years	34%	9%	10%	17%	11%	9%	9%	1%	0%	39 hrs
55-59 years	30%	10%	18%	11%	11%	8%	10%	2%	0%	39 hrs
60-64 years	37%	9%	9%	5%	9%	12%	12%	2%	4%	39 hrs
65-69 years	28%	9%	15%	4%	8%	14%	14%	5%	2%	36 hrs
70-74 years	19%	12%	16%	13%	15%	9%	6%	6%	3%	37 hrs
74+ years	25%	13%	19%	6%	6%	13%	19%	0%	0%	35 hrs
all workers	27%	9%	16%	12%	10%	11%	12%	3%	1%	37 hrs

Note: the percentages part-time in this table differ from the previous table so that those away from work or working unstated hours can be shown in the graph
Source: Census 2011 Table W03. The average is calculated by multiplying the proportion in each band by the mid-point of the band, using 55 hours for the 49+ band, excluding the not stated and did not work responses. The most common hours for each age are shaded green and bold.

Qualifications in the workforce

Overall, 54% of Upper Lachlan's workforce had tertiary (post-school) qualifications, with 23% having a diploma, degree or higher; 22% having a level III or IV Certificate and 2% having a Certificate I or II.

Compared with the NSW workforce, 3% less of Upper Lachlan's workforce were tertiary-qualified, with 11% less having a diploma or higher.

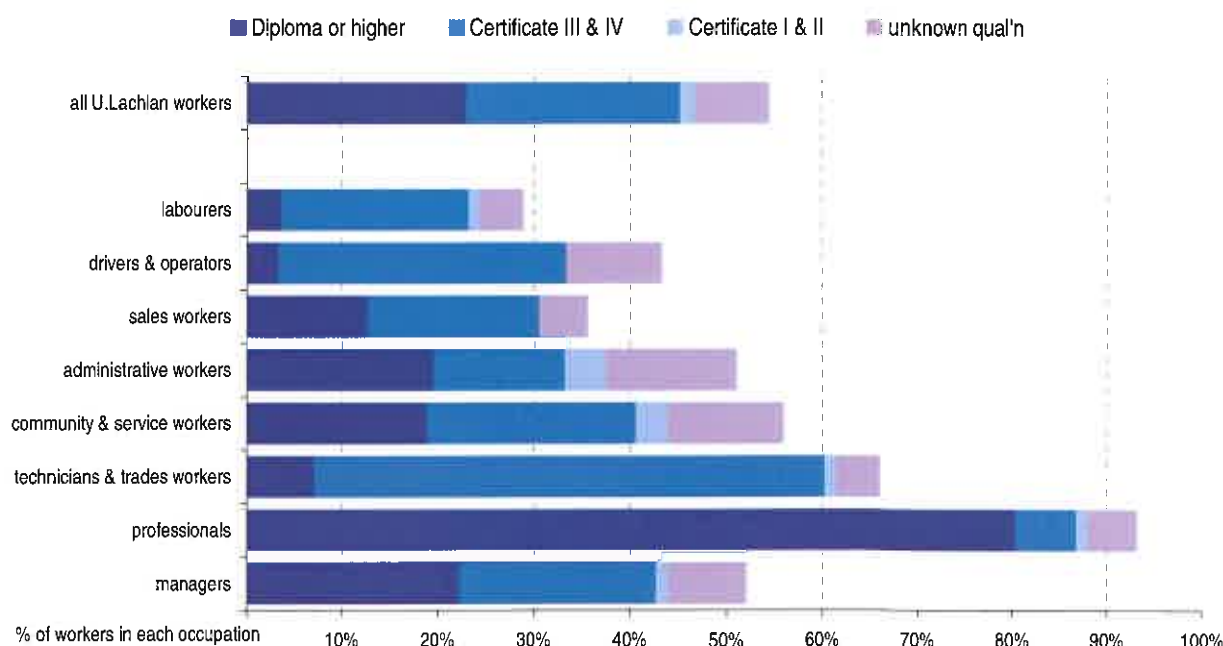
Professionals were the occupation where the largest proportion had some form of qualification (93%). They had the largest proportion with a diploma or higher (80%). Other occupations where high proportions were qualified included technicians & trades workers (66% were qualified, with only 7% having a diploma or higher), and community & service workers (56% qualified, but only 19% with diplomas or higher).

Overall, the least-qualified occupations were labourers, of whom only 29% had any type of tertiary qualification; then sales workers, with 36% having one; and drivers & operators, of whom 43% were qualified.

Higher level certificates (III and IV) were most common amongst technicians & trades workers (of whom 53% had a higher certificate), drivers & operators (30%), and community & service workers (22%).

Short-course certificates (I and II) were the highest qualification for 4% of administrative workers, 3% of community & service workers and 1% of managers.

Workers with tertiary qualifications, by occupation, 2011



Qualifications of workers by occupation	% of occupation with qual'ns in U.Lachlan				total with qual'ns	% of occupation with qual'ns in NSW				total
	Diploma or higher	Certificate III & IV	Certificate I & II	unknown qual'n		Diploma or higher	Certificate III & IV	Certificate I & II	unknown qual'n	
managers	22%	20%	1%	8%	52%	41%	17%	0%	5%	62%
professionals	80%	6%	1%	5%	93%	79%	5%	0%	4%	88%
technicians & trades workers	7%	53%	1%	5%	66%	13%	53%	0%	4%	70%
community & service workers	19%	22%	3%	12%	56%	27%	19%	0%	7%	53%
administrative workers	20%	14%	4%	14%	51%	27%	11%	0%	7%	46%
sales workers	13%	18%	0%	5%	36%	17%	11%	0%	6%	34%
drivers & operators	3%	30%	0%	10%	43%	7%	21%	0%	7%	35%
labourers	4%	20%	1%	4%	29%	8%	15%	0%	7%	30%
not stated	25%	19%	0%	19%	63%	29%	16%	0%	10%	56%
total workforce	23%	22%	2%	8%	54%	34%	18%	0%	6%	58%
std dev'n	25%	14%	0%	4%	20%	24%	15%	0%	1%	40%
U.Lachlan workforce 2006	19%	21%	2%	9%	51%	29%	17%	0%	6%	52%
change 2001-2006	up 4%	up 1%	dn 1%	same	up 3%	up 5%	up 1%	same	dn 1%	up 6%

Source: 2011 Census Table W18; 2006 Census Table W18.

Where the % with a qualification in Upper Lachlan is more than 5% above that in NSW, it is shaded green and bold; lower results are shaded darker orange and bold.

Overseas-born workers

In Upper Lachlan, 152 workers (7% of the workforce) were born overseas, compared with 30% of the workforce in NSW.

For 21% of Upper Lachlan's workforce, their usual language at home was not English, which was much lower than the 58% of workers in NSW who spoke another language at home.

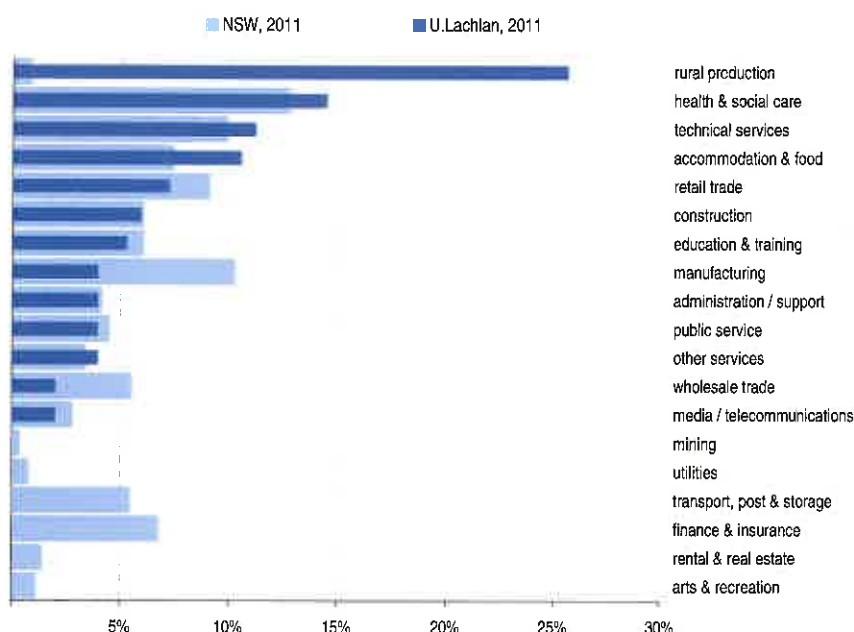
For Upper Lachlan, the industries that had the highest proportions of overseas-born workers were:

- rural production where 26% of workers were overseas-born (vs. 1% across NSW),
- health & social care (14% born overseas),
- technical services (11%)
- accommodation & food (11%).

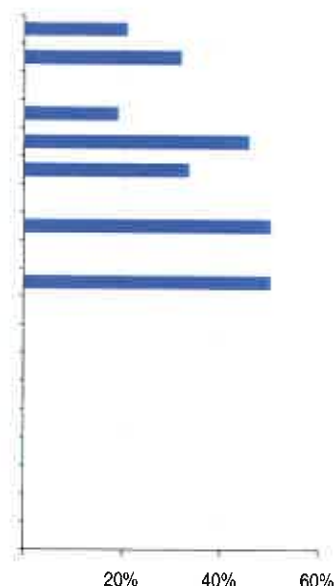
Upper Lachlan's industries with the highest proportions of nonEnglish-speaking workers were manufacturing where 50% of workers spoke a language other than English, public service (50%), retail trade (45%) and construction (33%).

From 2006 to 2011, the proportion of workers in Upper Lachlan who spoke a language other than English at home had risen by 2%

% of workers born overseas, by industry



% of workers speaking non-English language



Overseas-born workers	workers in U.Lachlan born OS	% of born OS		% workers speaking LOTE			speak English poorly, % LOTE workers			
		U Lachlan, 2011	NSW, 2011	U Lachlan, 2011	NSW, 2011	U Lachlan, 2006	U Lachlan, 2011	U Lachlan, 2011	% in NSW, 2011	% U Lachlan, 2006
rural production	39	26%	1%	21%	48%	15%	0	0%	26%	0%
health & social care	22	14%	13%	32%	58%	0%	0	0%	4%	-
technical services	17	11%	10%	0%	51%	43%	0	-	1%	0%
accommodation & food	16	11%	7%	19%	73%	57%	3	100%	18%	50%
retail trade	11	7%	9%	45%	64%	0%	0	0%	9%	-
construction	9	6%	6%	33%	52%	0%	0	0%	15%	-
education & training	8	5%	6%	0%	45%	0%	0	0%	2%	-
manufacturing	6	4%	10%	50%	66%	0%	0	0%	18%	-
administration / support	6	4%	4%	0%	60%	0%	0	0%	16%	-
public service	6	4%	4%	50%	52%	0%	0	0%	1%	-
other services	6	4%	3%	0%	59%	0%	0	-	14%	-
wholesale trade	3	2%	6%	0%	61%	-	0	-	9%	-
media / telecommunications	3	2%	3%	0%	52%	-	0	-	3%	-
mining	0	0%	0%	-	28%	-	0	-	2%	-
utilities	0	0%	1%	-	50%	-	0	-	3%	-
transport, post & storage	0	0%	5%	-	65%	100%	0	-	6%	0%
finance & insurance	0	0%	7%	-	56%	-	0	-	1%	-
rental & real estate	0	0%	1%	-	51%	-	0	-	4%	-
arts & recreation	0	0%	1%	-	41%	-	0	-	5%	-
not known	0	0%	1%	-	60%	0%	0	-	15%	-
all workers	152	7%	30%	21%	58%	19%	3	9%	9%	22%
standard deviation	10	6%	4%	21%	10%	31%	1	38%	7%	25%

Source: Census 2011 Table W08, Census 2006 Table W08. LOTE = speaks Language Other Than English at home. Bold, shaded results are over one standard deviation above average.

Birthplaces of the workforce

Some 92% of Upper Lachlan's workforce were born in Australia, with 7% born overseas (and 1% not stating).

The most common overseas birthplaces were:

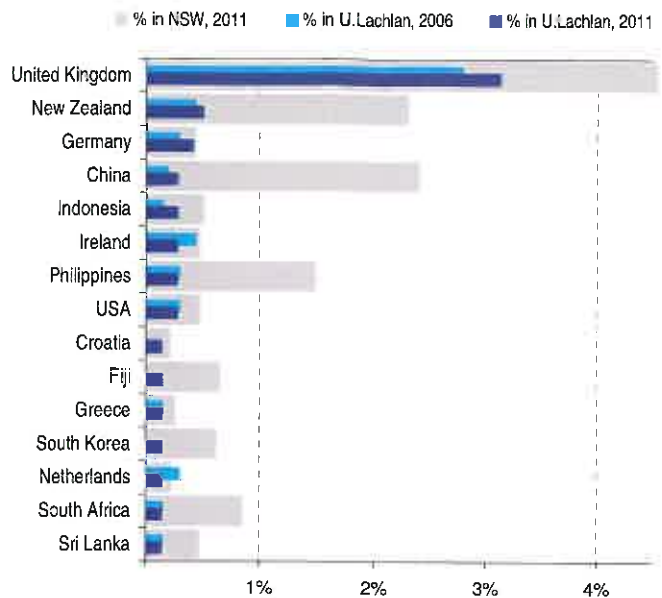
- United Kingdom with 68 workers (3.1% of workers)
- New Zealand with 11 workers (0.5%)
- Germany with 9 workers (0.4%).

The chart shows the main foreign birthplaces in descending size, with the proportions in Upper Lachlan in 2011 and 2006 shown as the darker, narrower bands, against the grey background showing the proportions in NSW.

Relative to NSW, Upper Lachlan had much more of its workforce born in Australia. There were no significantly larger proportions from any recorded overseas birthplace.

Over 2006 to 2011, the workforce born in United Kingdom grew most, rising by 11.

Birthplaces of workers



Percent of workers born in each place

Birthplaces of workers					% in					
	men	women	workers	M / F ratio	U.Lachlan, 2011	% in NSW, 2011	difference: U.Lachlan is	no. in 2006	U.Lachlan, 2006	change 2006 to 2011
Australia	1,111	875	1,986	1.3 M:F	92%	69%	22.6% more	1,846	90%	up 140
overseas	76	76	152	=	7%	30%	22.9% less	143	7%	up 9
not stated	18	14	32	1.3 M:F	1%	1%	0.3% more	54	3%	dn 22
total	1,205	965	2,170	1.2 M:F	100%	100%		2,043	100%	up 127
United Kingdom	38	30	68	1.3 M:F	3.1%	4.8%	1.6% less	57	2.8%	up 11
New Zealand	7	4	11	1.8 M:F	0.5%	2.3%	1.8% less	9	0.4%	up 2
Germany	3	6	9	2.0 F:M	0.4%	0.4%	0.0% less	6	0.3%	up 3
China	3	3	6	=	0.3%	2.4%	2.1% less	4	0.2%	up 2
Indonesia	3	3	6	=	0.3%	0.5%	0.2% less	3	0.1%	up 3
Ireland	0	6	6	F	0.3%	0.5%	0.2% less	9	0.4%	dn 3
Philippines	3	3	6	=	0.3%	1.5%	1.2% less	6	0.3%	same
USA	3	3	6	=	0.3%	0.5%	0.2% less	6	0.3%	same
Croatia	0	3	3	F	0.1%	0.2%	0.1% less	0	0.0%	up 3
Fiji	0	3	3	F	0.1%	0.7%	0.5% less	0	0.0%	up 3
Greece	3	0	3	M	0.1%	0.3%	0.1% less	3	0.1%	same
South Korea	0	3	3	F	0.1%	0.6%	0.5% less	0	0.0%	up 3
Netherlands	0	3	3	F	0.1%	0.2%	0.1% less	6	0.3%	dn 3
South Africa	3	0	3	M	0.1%	0.9%	0.7% less	3	0.1%	same
Sri Lanka	3	0	3	M	0.1%	0.5%	0.3% less	3	0.1%	same
elsewhere	7	6	13	1.2 M:F	0.6%	5.4%	4.8% less	6	0.3%	up 7

Source: Census 2011 Table W05, Census 2006 Table W05

The nature of local jobs

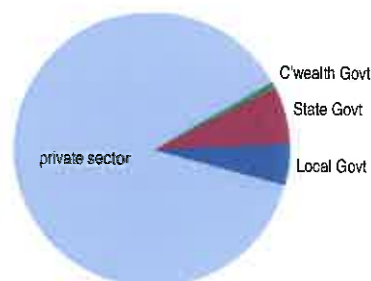
Employment sectors

The private sector engaged 87% of Upper Lachlan's workforce in 2011, with 7% employed by the State Government, 5% employed by a Local Government and 1% employed by the Commonwealth Government.

Compared with NSW, Upper Lachlan had 4% more of the workforce working for a Local Government and 3% fewer working for the State Government.

Since 2001, the proportion of the workforce working in the private sector had grown by 2.7% while that in the State Government had fallen by 1.6%. The share working in a Local Government had grown by 0.3% and the share in the Commonwealth Government had fallen by 0.3%.

Employment sectors,
U.Lachlan, 2011



Employment sectors, U.Lachlan, 2011	workers in 2011	% of workers	% in NSW	difference	workers in 2006	% in 2006	changed share	workers in 2001	% in 2001	change 2001- 2011
the Commonwealth Government	18	0.8%	3.5%	2.6% less	12	0.6%	up 0.2%	23	1.1%	dn 0.3%
the State Government	146	6.7%	9.7%	3.0% less	133	6.5%	up 0.2%	176	8.3%	dn 1.6%
a Local Government	109	5.0%	1.5%	3.5% more	102	5.0%	up 0.0%	99	4.7%	up 0.3%
the private sector	1,897	87.4%	85.2%	2.2% more	1,785	87.5%	dn 0.0%	1,791	84.7%	up 2.7%
not stated	0	0.0%	0.1%	0.1% less	9	0.4%	dn 0.4%	26	1.2%	dn 1.2%
total workers	2,170	100%	100%		2,041	100%		2,115	100%	

Source: 2011 Census Table W15; 2006 Census Table W15; 2001 Census Table W08.

Roles in the workforce

In the 2011 Census, 52% of Upper Lachlan's workforce were employees, 32% were small-business owner-managers (6% incorporated and 26% unincorporated) and 15% worked in a family business.

Compared with NSW, 17% more of Upper Lachlan's workforce were unincorporated owner-managers but 30% fewer were employees.

While on average the workforce had 1.3 men per woman, this ratio varied according to the role of the worker. Owner-managers are generally more likely to be men. In Upper Lachlan, there were 2.5 men per woman among incorporated businessmen and 2.2 men per woman among unincorporated (self-employed) owner-managers.

Roles at work, Upper
Lachlan, 2011



Roles at work, Upper Lachlan, 2011	U.Lachlan males	U.Lachlan females	U.Lachlan workers	Gender ratio	U.Lachlan workers, 2006	change 2006-11	% of U.Lachlan workers	% of workers in NSW	diff. from NSW
employees	535	597	1,132	1.1 F:M	1,022	up 11%	52%	82%	30% less
incorporated owner-managers	100	40	140	2.5 M:F	151	dn 7%	6%	7%	1% less
unincorporated owner-managers	380	175	555	2.2 M:F	521	up 7%	26%	9%	17% more
family workers	183	142	325	1.3 M:F	333	dn 2%	15%	2%	13% more
not stated	8	9	17	1.1 F:M	15	up 13%	1%	1%	0% more
total	1,206	963	2,169	1.3 M:F	2,042	up 6%	100%	100%	
total business owners	480	215	695	2.2 M:F	672	up 3%	32%	16%	16% more

Source: 2011 Census Table W02. Unincorporated owner-managers include many sole tradesman and farmers.

Incomes of Upper Lachlan's workforce

The incomes of Upper Lachlan's workforce gives a good indication of local wages. In August 2011, the average worker's income reported in the Census was \$767 a week.

This was 72% of the NSW average of \$1,061.

Women averaged \$651 a week, which was 76% of men's average (\$860 a week).

The average income of employees was \$796 a week, while that of owner-managers was \$998 a week for incorporated businesses and \$789 for unincorporated businesses. People working in family businesses averaged \$527 a week.

Overall, 27% of the workforce were on low-incomes (under \$400 pw).

Among employees, 21% were low-income; these would be mainly part-time workers.

25% of unincorporated owner-managers and 52% of family workers received low incomes.

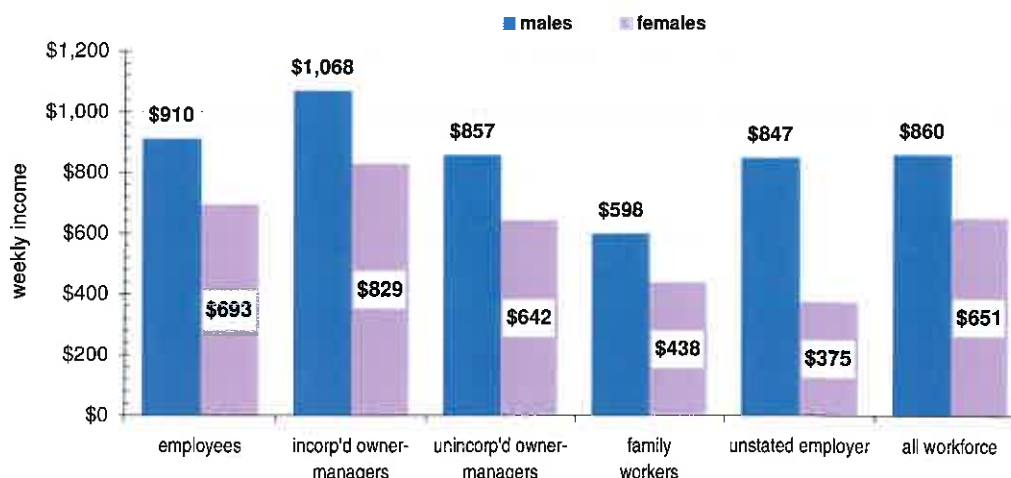
35% of women were on low incomes compared with 20% of men, partly because it was more common for women to work part-time than for men.

At the other end of the income scale, 25% of the workforce had incomes above the male average income; more than \$1,000 a week.

Of employees, 25% were high-income, as were 42% of incorporated owner-managers and 27% of unincorporated owner-managers. Of family workers, just 14% received high incomes.

17% of women were on high incomes compared with 31% of men.

Weekly incomes of U.Lachlan workforce, 2006



Weekly incomes of U.Lachlan workforce, 2006	% of U.Lachlan workers of each type, by income range					all workforce	males	females	gender ratio of workers
	employees	incorp'd owner- managers	unincorp'd owner- managers	family workers	unstated employer				
negative/nil income	1%	0%	1%	13%	0%	3%	3%	2%	1.0 M:F
\$1-\$199	7%	5%	6%	13%	0%	7%	5%	11%	2.4 F:M
\$200-\$299	6%	4%	7%	10%	20%	7%	4%	9%	2.2 F:M
\$300-\$399	8%	10%	11%	17%	0%	10%	8%	12%	1.5 F:M
\$400-\$599	18%	14%	20%	14%	47%	18%	16%	20%	1.3 F:M
\$600-\$799	20%	15%	14%	8%	0%	16%	17%	16%	1.1 M:F
\$800-\$999	14%	10%	12%	7%	0%	12%	14%	10%	1.5 M:F
\$1,000-\$1,249	10%	18%	12%	6%	33%	10%	13%	6%	2.1 M:F
\$1,250-\$1,499	6%	4%	6%	5%	0%	5%	6%	5%	1.4 M:F
\$1,500-\$1,999	7%	9%	4%	1%	0%	5%	7%	4%	1.9 M:F
\$2,000 or more	3%	11%	5%	3%	0%	4%	5%	2%	1.9 M:F
not stated	0%	0%	0%	0%	0%	0%	0%	0%	=
av income	\$796	\$998	\$789	\$527	\$658	\$767	\$860	\$651	1.3 M:F
males	\$910	\$1,068	\$857	\$598	\$847	\$860			
females	\$693	\$829	\$642	\$438	\$375	\$651			
female income as % male's	76%	78%	75%	73%	44%	76%			
average income, NSW	\$1,069	\$1,293	\$915	\$508	\$806	\$1,061			
ratio to NSW	74%	77%	86%	104%	82%	72%			

Source: WPP 2011 Table W06. Average incomes are calculated by multiplying the number of people in each income range by the mid point of the range (using \$2500 as the average for \$2000+ range), then dividing by that number of people.

Income distribution of all workers

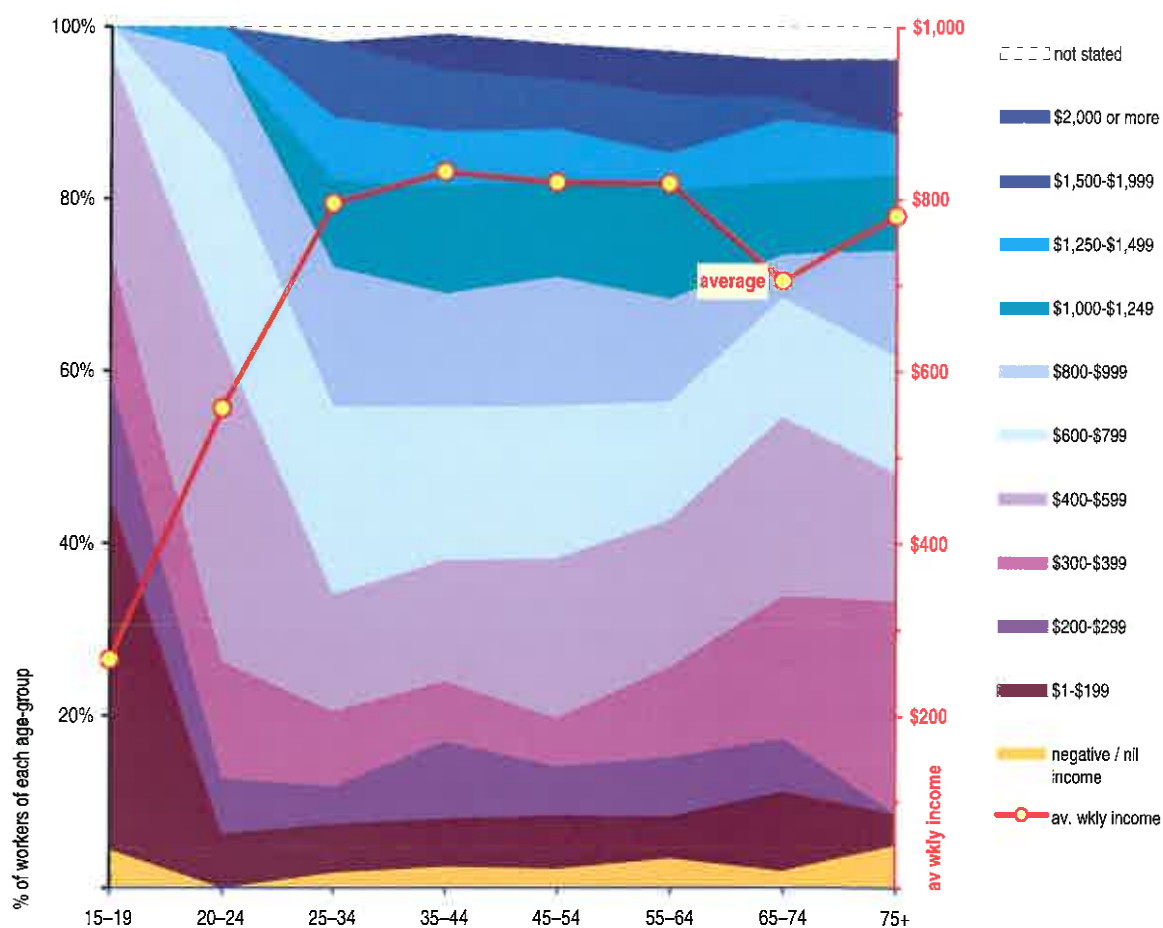
This graph shows how the incomes of all workers in Upper Lachlan varied with age in the 2011 Census.

The shaded bands represent income ranges; they widen when a greater proportion of an age group earn in that range.

The solid line across the graph marks the average income (shown on the right axis). It drops to zero if there are no income earners in an age group.

This chart and its data table can be altered to show the incomes of any of the eight occupational groups, or of all workers.

Incomes of all workers in U.Lachlan by age, 2011



Incomes of all workers in U.Lachlan by age, 2011	% of U.Lachlan all workers of each age, by income band, 2011								
	15-19	20-24	25-34	35-44	45-54	55-64	65-74	75+	total
negative / nil income	4%	0%	2%	2%	2%	3%	2%	5%	3%
\$1-\$199	41%	6%	6%	6%	6%	5%	9%	4%	7%
\$200-\$299	13%	6%	4%	9%	6%	7%	6%	0%	7%
\$300-\$399	14%	14%	9%	7%	6%	10%	17%	25%	10%
\$400-\$599	23%	37%	14%	14%	18%	17%	21%	15%	18%
\$600-\$799	3%	22%	22%	18%	18%	14%	14%	14%	16%
\$800-\$999	0%	12%	16%	13%	15%	12%	5%	12%	12%
\$1,000-\$1,249	0%	0%	10%	12%	11%	13%	8%	9%	10%
\$1,250-\$1,499	0%	3%	7%	6%	6%	4%	7%	5%	6%
\$1,500-\$1,999	0%	0%	9%	7%	6%	7%	3%	0%	5%
\$2,000 or more	0%	0%	0%	4%	4%	5%	4%	9%	4%
not stated	0%	0%	0%	0%	0%	0%	0%	0%	0%
av. wkly income	\$265	\$557	\$795	\$832	\$819	\$818	\$704	\$780	\$768

Source: Census 2011 Table W16. In the table, the largest income bands in each age group are shaded.

Occupations in local jobs

The largest occupation group in 2011, among the 2,170 people working in Upper Lachlan, consisted of 869 managers, 40% of the local workforce (27% of women and 50% of men). Managers include farm and small business managers. The next most common groups were:

- labourers (244 workers or 11% of the workers)
- technicians and trades workers (241 or 11%)
- professionals (235 workers or 11%).

The occupations that were more common here than across NSW included managers with 27% more of the workforce, and labourers with 3% more.

Offsetting this, fewer workers here were professionals (12% less of the workforce), or clerical / administrative workers (7% less).

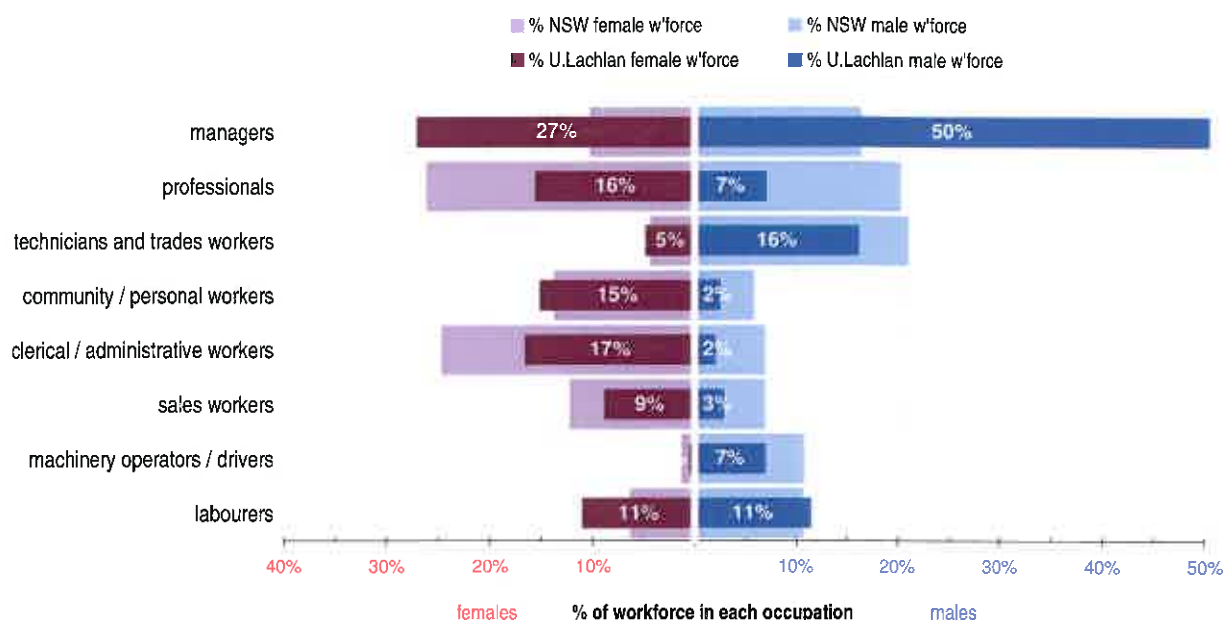
Many occupations are very gender-biased. In Upper Lachlan in 2011,

the most male-dominated occupations were machinery operators / drivers with 16.8 men per woman, technicians and trades workers with 4.2 men per woman, and managers with 2.3 men per woman

the most female-dominated were clerical / administrative workers with 6.7 women per man, community / personal workers with 4.9 women per man, and sales workers with 2.5 women per man

The chart below illustrates the distribution of occupations in Upper Lachlan jobs in 2011, comparing the proportions of the male and female workers in each occupation in Upper Lachlan (in dark bars) against the lighter, background bars representing NSW.

Occupations in Upper Lachlan jobs, 2011



Occupations in Upper Lachlan jobs, 2011					% U.Lachlan workforce	% NSW workforce	U.Lachlan diff. from NSW	% U.Lachlan male w'force	% U.Lachlan female w'force
	number	males	females	gender ratio					
managers	869	608	261	2.3 M:F	40%	14%	27% more	50%	27%
professionals	235	85	150	1.8 F:M	11%	23%	12% less	7%	16%
technicians and trades workers	241	195	46	4.2 M:F	11%	13%	2% less	16%	5%
community / personal workers	176	30	146	4.9 F:M	8%	10%	1% less	2%	15%
clerical / administrative workers	184	24	160	6.7 F:M	8%	15%	7% less	2%	17%
sales workers	119	34	85	2.5 F:M	5%	9%	4% less	3%	9%
machinery operators / drivers	89	84	5	16.8 M:F	4%	6%	2% less	7%	1%
labourers	244	138	106	1.3 M:F	11%	9%	3% more	11%	11%
inadequately described / not stated	13	9	4	2.3 M:F	1%	1%	0% less	1%	0%
total workforce	2,170	1,207	963	1.3 M:F	100%	100%		100%	100%

Larger results are in bold. Source: Census 2011 Table W13.

Specific occupations in local jobs

The table below and the graph overleaf show the relative size of more specific occupations in Upper Lachlan's jobs in 2011, listed in descending order of size from the largest, farmers / farm managers, who constituted 335 in every 1000 workers (442 in every 1000 males and 200 in every 1000 female workers). Then came farm, forestry and garden workers with 47 per 1000 workers, education professionals and so on.

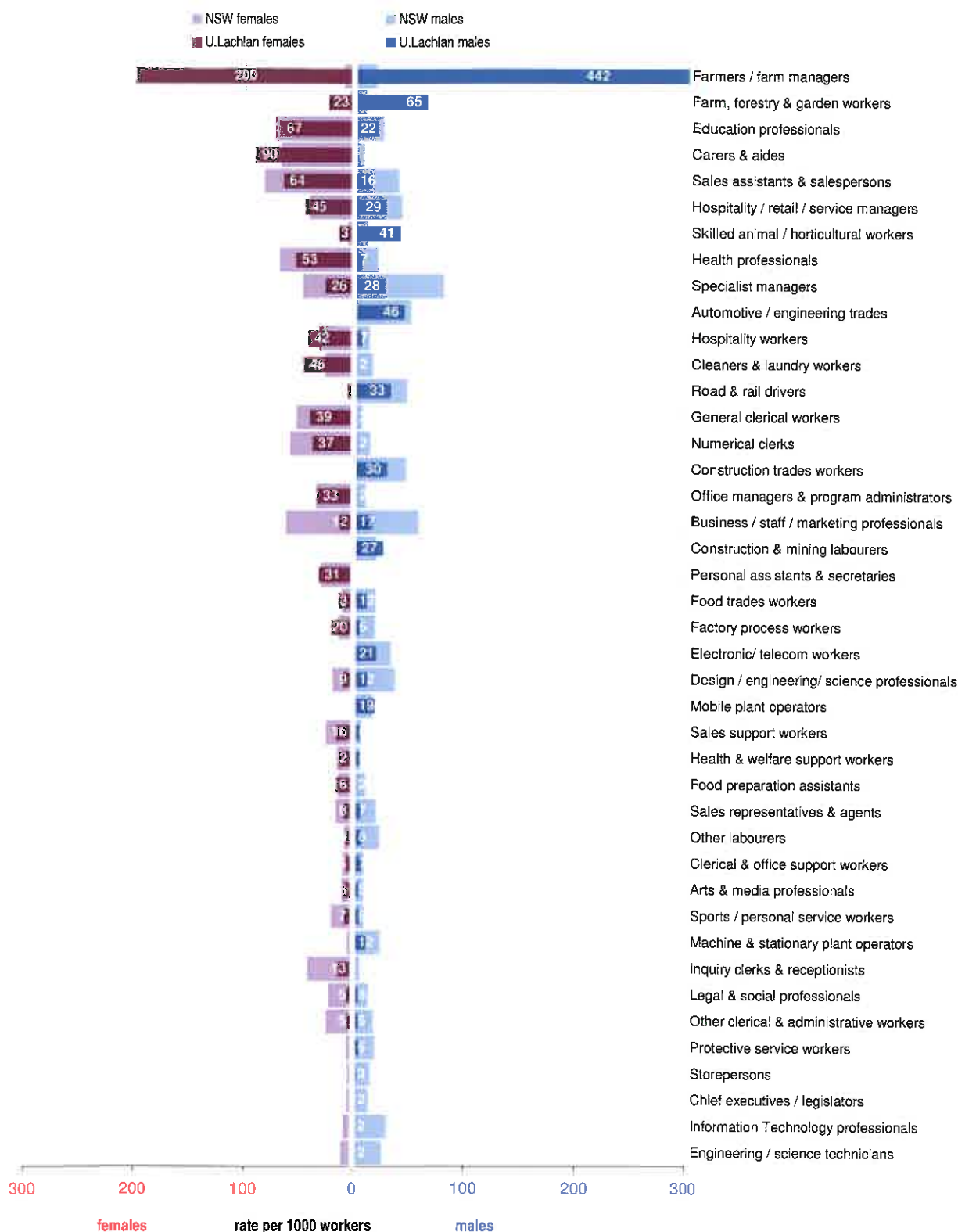
The table shows the number of men and women working in Upper Lachlan in each occupation and the gender ratio. The proportion of Upper Lachlan workers per 1,000 in each occupation is compared with NSW, and the difference per 1000 workers is calculated by subtraction. The last two columns show the proportion of male and female workers in each occupation, per 1000 workers.

Specific occupations in Upper Lachlan jobs, 2011	Workers in Upper Lachlan				per 1000 workers	NSW workers		rate /1000, U Lachlan	
	total	men	women	gender ratio		per 1000 workers	U Lachlan diff.	men	women
Farmers / farm managers	726	533	193	3 M:F	335	15	320 more	442	200
Farm, forestry & garden workers	101	79	22	4 M:F	47	8	39 more	65	23
Education professionals	91	26	65	3 F:M	42	48	6 fewer	22	67
Carers & aides	87	0	87	F	40	36	4 more	0	90
Sales assistants & salespersons	81	19	62	3 F:M	37	60	22 fewer	16	64
Hospitality / retail / service managers	78	35	43	1 F:M	36	42	6 fewer	29	45
Skilled animal / horticultural workers	63	50	13	4 M:F	29	9	20 more	41	13
Health professionals	60	9	51	6 F:M	28	43	15 fewer	7	53
Specialist managers	59	34	25	1 M:F	27	65	38 fewer	28	26
Automotive / engineering trades	55	55	0	M	25	28	2 fewer	46	0
Hospitality workers	49	9	40	4 F:M	23	23	0 more	7	42
Cleaners & laundry workers	47	3	44	15 F:M	22	21	1 more	2	46
Road & rail drivers	45	40	5	8 M:F	21	27	6 fewer	33	5
General clerical workers	41	3	38	13 F:M	19	28	10 fewer	2	39
Numerical clerks	39	3	36	12 F:M	18	35	17 fewer	2	37
Construction trades workers	36	36	0	M	17	26	9 fewer	30	0
Office managers & program administrators	35	3	32	11 F:M	16	21	5 fewer	2	33
Business / staff / marketing professionals	32	20	12	2 M:F	15	60	45 fewer	17	12
Construction & mining labourers	32	32	0	M	15	11	4 more	27	0
Personal assistants & secretaries	30	0	30	F	14	14	0 fewer	0	31
Food trades workers	27	14	13	1 M:F	12	15	3 fewer	12	13
Factory process workers	26	7	19	3 F:M	12	16	4 fewer	6	20
Electronic/ telecom workers	25	25	0	M	12	18	7 fewer	21	0
Design / engineering/ science professionals	24	15	9	2 M:F	11	29	18 fewer	12	9
Mobile plant operators	23	23	0	M	11	10	1 more	19	0
Sales support workers	22	7	15	2 F:M	10	15	5 fewer	6	16
Health & welfare support workers	19	7	12	2 F:M	9	10	1 fewer	6	12
Food preparation assistants	18	3	15	5 F:M	8	12	4 fewer	2	16
Sales representatives & agents	16	8	8	=	7	18	11 fewer	7	8
Other labourers	16	10	6	2 M:F	7	16	9 fewer	8	6
Clerical & office support workers	15	9	6	2 M:F	7	9	2 fewer	7	6
Arts & media professionals	14	6	8	1 F:M	6	10	3 fewer	5	8
Sports / personal service workers	14	7	7	=	6	14	8 fewer	6	7
Machine & stationary plant operators	14	14	0	M	6	15	9 fewer	12	0
Inquiry clerks & receptionists	13	0	13	F	6	22	16 fewer	0	13
Legal & social professionals	11	6	5	1 M:F	5	18	12 fewer	5	5
Other clerical & administrative workers	11	6	5	1 M:F	5	21	16 fewer	5	5
Protective service workers	7	7	0	M	3	13	10 fewer	6	0
Storepersons	4	4	0	M	2	10	9 fewer	3	0
Chief executives / legislators	3	3	0	=	1	10	9 fewer	2	0
Information Technology professionals	3	3	0	M	1	20	19 fewer	2	0
Engineering / science technicians	3	3	0	M	1	19	17 fewer	2	0
Workers included	2,115	1,176	939	1.3 M:F	975	960	\$ Dev: 52	974	975

Source: Census 2011 Table W13

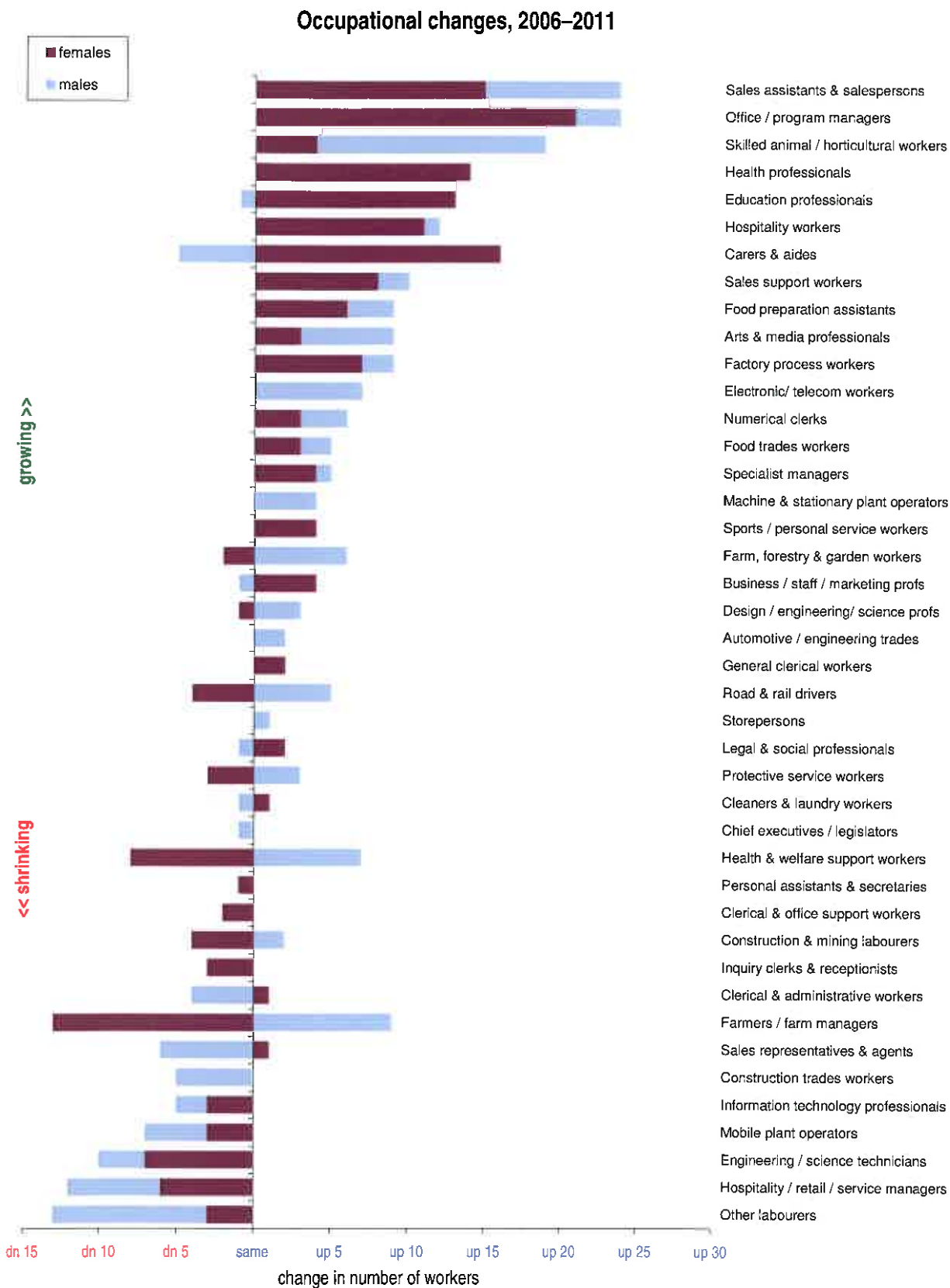
This graph illustrates the data on the previous page, showing the relative size of more specific occupations in Upper Lachlan's workforce. These occupations are listed in order of decreasing size from farmers / farm managers, the largest occupation with 442 in every 1000 males and 200 in every 1000 female workers, down through farm, forestry and garden workers, education professionals and so on. The darker branches represent Upper Lachlan, the lighter background branches represent NSW. The graph shows the significance gender differences in many occupations.

Specific occupations per 1000 local jobs, 2006



Occupational trends

The graph below and table overleaf show the changes in occupations between the 2006 and 2011 Censuses.



Occupational changes, 2006–2011	U.Lachlan w'force, 2011			U.Lachlan w'force, 2006			change, 2006 to 2011			
	males	females	workers	males	females	workers	males	females	workers	% w/ 2006
professionals	85	150	235	81	118	199	4	32	36	2% more
sales workers	34	85	119	29	61	90	5	24	29	1% more
community / personal workers	30	146	176	24	126	150	6	20	26	1% more
technicians & trades workers	195	46	241	180	38	218	15	8	23	1% more
clerical / administrative workers	24	160	184	22	139	161	2	21	23	1% more
labourers	138	106	244	137	101	238	1	5	6	0% more
inadequately described / not stated	9	4	13	10	3	13	(1)	1	nil	same
machinery operators / drivers	84	5	89	78	12	90	6	(7)	(1)	0% less
managers	608	261	869	605	276	881	3	(15)	(12)	1% less
Total	1,207	963	2,170	1,166	874	2,040	41	89	130	6% more
Specific occupational changes										
Sales assistants & salespersons	19	62	81	10	47	57	9	15	24	1.2% more
Office / program managers	3	32	35	0	11	11	3	21	24	1.2% more
Skilled animal / horticultural workers	50	13	63	35	9	44	15	4	19	0.9% more
Health professionals	9	51	60	9	37	46	nil	14	14	0.7% more
Education professionals	26	65	91	27	52	79	(1)	13	12	0.6% more
Hospitality workers	9	40	49	8	29	37	1	11	12	0.6% more
Carers & aides	0	87	87	5	71	76	(5)	16	11	0.5% more
Sales support workers	7	15	22	5	7	12	2	8	10	0.5% more
Food preparation assistants	3	15	18	0	9	9	3	6	9	0.4% more
Arts & media professionals	6	8	14	0	5	5	6	3	9	0.4% more
Factory process workers	7	19	26	5	12	17	2	7	9	0.4% more
Electronic/ telecom workers	25	0	25	18	0	18	7	nil	7	0.3% more
Numerical clerks	3	36	39	0	33	33	3	3	6	0.3% more
Food trades workers	14	13	27	12	10	22	2	3	5	0.2% more
Specialist managers	34	25	59	33	21	54	1	4	5	0.2% more
Machine & stationary plant operators	14	0	14	10	0	10	4	nil	4	0.2% more
Sports / personal service workers	7	7	14	7	3	10	nil	4	4	0.2% more
Farm, forestry & garden workers	79	22	101	73	24	97	6	(2)	4	0.2% more
Business / staff / marketing profs	20	12	32	21	8	29	(1)	4	3	0.1% more
Design / engineering/ science profs	15	9	24	12	10	22	3	(1)	2	0.1% more
Automotive / engineering trades	55	0	55	53	0	53	2	nil	2	0.1% more
General clerical workers	3	38	41	3	36	39	nil	2	2	0.1% more
Road & rail drivers	40	5	45	35	9	44	5	(4)	1	0.0% more
Storepersons	4	0	4	3	0	3	1	nil	1	0.0% more
Legal & social professionals	6	5	11	7	3	10	(1)	2	1	0.0% more
Protective service workers	7	0	7	4	3	7	3	(3)	nil	same
Cleaners & laundry workers	3	44	47	4	43	47	(1)	1	nil	same
Chief executives / legislators	3	0	3	4	0	4	(1)	nil	(1)	0% less
Health & welfare support workers	7	12	19	0	20	20	7	(8)	(1)	0.0% less
Personal assistants & secretaries	0	30	30	0	31	31	nil	(1)	(1)	0.0% less
Clerical & office support workers	9	6	15	9	8	17	nil	(2)	(2)	0.1% less
Construction & mining labourers	32	0	32	30	4	34	2	(4)	(2)	0.1% less
Inquiry clerks & receptionists	0	13	13	0	16	16	nil	(3)	(3)	0.1% less
Clerical & administrative workers	6	5	11	10	4	14	(4)	1	(3)	0.1% less
Farmers / farm managers	533	193	726	524	206	730	9	(13)	(4)	0.2% less
Sales representatives & agents	8	8	16	14	7	21	(6)	1	(5)	0.2% less
Construction trades workers	36	0	36	41	0	41	(5)	nil	(5)	0.2% less
Information technology professionals	3	0	3	5	3	8	(2)	(3)	(5)	0.2% less
Mobile plant operators	23	0	23	27	3	30	(4)	(3)	(7)	0.3% less
Engineering / science technicians	3	0	3	6	7	13	(3)	(7)	(10)	0.5% less
Hospitality / retail / service managers	35	43	78	41	49	90	(6)	(6)	(12)	0.6% less
Other labourers	10	6	16	20	9	29	(10)	(3)	(13)	0.6% less
Total specific occupations	1,176	939	2,115	1,130	859	1,989	46	80	126	6% more

Source: Census 2011 Table W13

Working hours across occupations

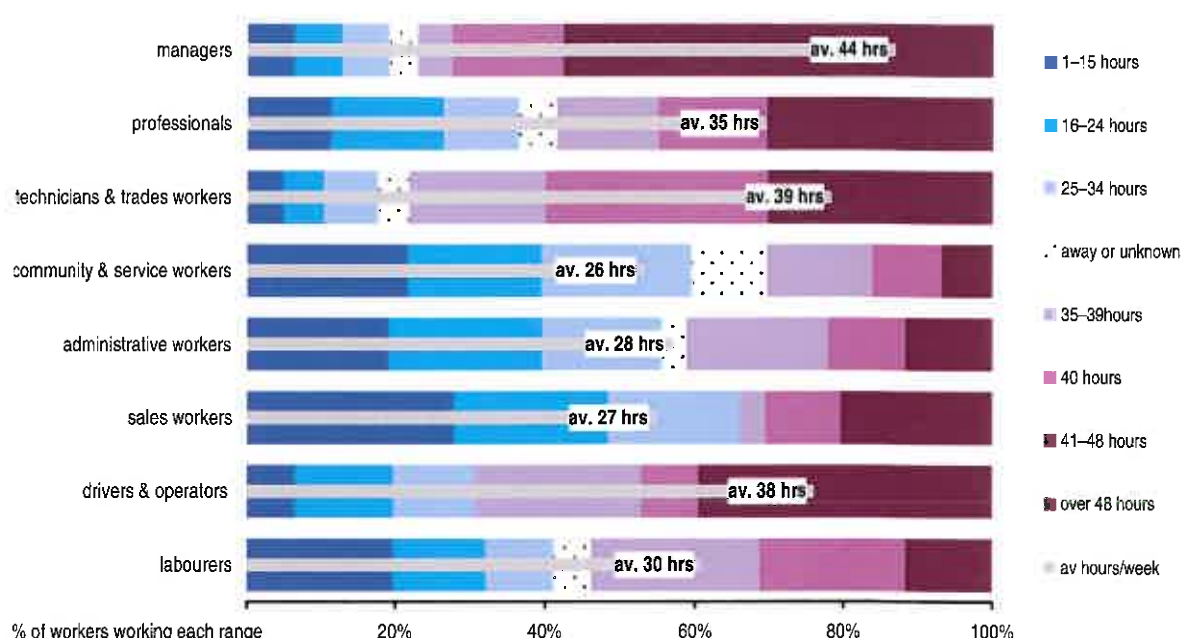
The chart below shows how the working hours varied among the different occupational groups in the local workforce, ranging from managers who averaged 44.8 hours a week, to community & service workers who averaged 23.7 hours.

The occupations where more people worked over 48 hours a week were managers (47% of whom worked over 48 hours), drivers & operators (26%) and technicians & trades workers (18%).

Occupations where part-time work was more common included sales workers (where 28% worked under 16 hours / two days a week), community & service workers (22%) and labourers (20%).

The shaded segments on each bar represent the proportion working in each hourly range, with the shorter working week being in blue colours to the left. The grey box inside each bar represents the average number of hours per week, written on the box.

Working hours by occupation, U.Lachlan, 2011



Working hours by occupation, U.Lachlan, 2011	% of workforce of Upper Lachlan working these hours, 2011								av hours/week	
	none or away from work	1-15 hours	16-24 hours	25-34 hours	35-39 hours	40 hours	41-48 hours	over 48 hours	2011	2006
managers	2%	6%	6%	6%	5%	15%	10%	47%	44 hrs	45 hrs
professionals	4%	11%	15%	10%	13%	15%	13%	17%	35 hrs	35 hrs
technicians & trades workers	2%	5%	5%	7%	18%	30%	12%	18%	39 hrs	39 hrs
community & service workers	9%	22%	18%	20%	14%	9%	2%	5%	26 hrs	24 hrs
administrative workers	3%	19%	20%	16%	19%	10%	5%	7%	28 hrs	29 hrs
sales workers	0%	28%	20%	18%	3%	10%	8%	13%	27 hrs	30 hrs
drivers & operators	0%	7%	13%	11%	22%	8%	13%	26%	38 hrs	37 hrs
labourers	2%	20%	12%	9%	23%	20%	5%	7%	30 hrs	30 hrs
not clear	0%	0%	0%	23%	23%	0%	0%	54%	45 hrs	38 hrs
all occupations	3%	12%	11%	10%	12%	16%	9%	27%	37 hrs	38 hrs
std dev'n	3%	9%	6%	5%	7%	7%	4%	14%	6 hrs	7 hrs

Source: Census 2011 Table W17, Census 2006 Table W17. The most common working hours are in bold and shaded green; where results are low, they are shaded lighter orange.

The labour balance

Labour balance by age

The balance between local labour supply (working residents) and demand (local jobs) is a useful indicator of where jobs are needed or where job opportunities might lie.

- A labour surplus occurs when there are more resident workers than jobs in the local workforce, which means that some residents have to work outside the locality.
- A labour deficit means there are more jobs locally than working residents, so workers must come from outside the local area to fill some local jobs.

In Upper Lachlan in 2011, there were 3,473 working residents and 2,169 local workers (jobs). The difference means that Upper Lachlan has a net labour surplus of 1,304 workers, equivalent to 38% of the residents working elsewhere.

- There were 349 more working residents aged 35–44 years than local workers of that age.
- There were 341 more working residents aged 45–54 years than local workers of that age.
- There were 225 more working residents aged 55–64 years than local workers of that age.

Since 2006, the labour surplus had increased by 125 from 1,179. The biggest change was that there were 47 more residents aged 45–54 years, relative to jobs, than in 2006.

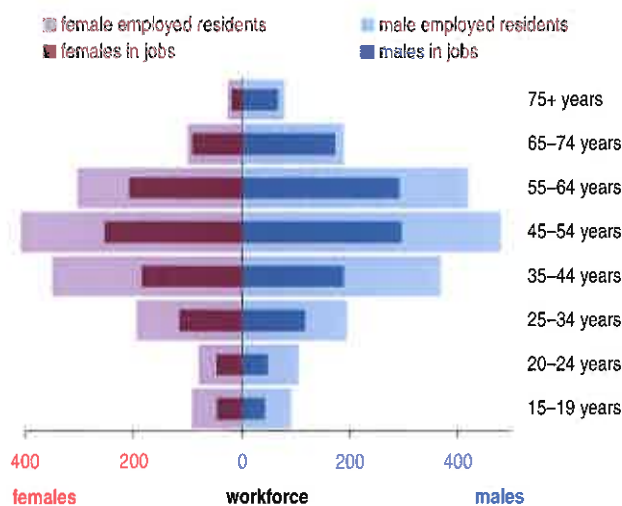
The labour supply and demand for local labour is illustrated in the left graph, by the age of workers.

- The narrow, solid bars represent workers (ie local jobs).
- The wider, lighter background bars represent working residents.
- Here, the darker 'jobs' bars are generally much shorter than the lighter 'working residents' bars. There are many fewer local jobs than working residents.

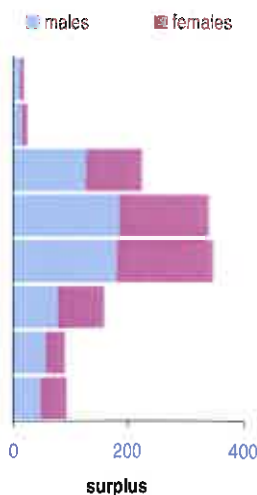
The net labour balance is illustrated in the right graphs for people of different ages. Here, bars to the right mean a labour surplus, bars to the left mean a jobs surplus.

- The longest bar to the right, for example, shows there was a surplus of 349 workers aged 35–44 years, with 182 too many males and 167 too many females for the number of local jobs.
- Here, no bar extends to the left because there was a labour surplus across all age groups.

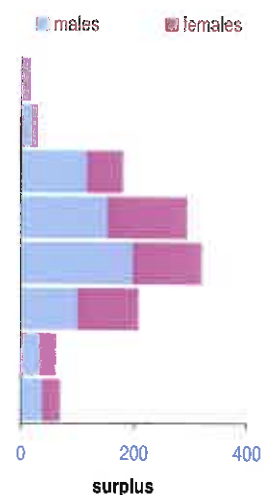
Labour supply and demand, 2011, U.Lachlan



Labour balance, 2011



Labour balance, 2006



Ages of workers & employed residents in U.Lachlan, 2011

	U.Lachlan employed residents			U.Lachlan workforce			labour surplus / (shortage)			change 2006-11
	males	females	workers	males	females	workers	males	females	workers	
15-19 years	90	92	182	41	46	87	49	46	95	up 25
20-24 years	104	80	184	46	47	93	58	33	91	up 30
25-34 years	193	194	387	114	114	228	79	80	159	dn 49
35-44 years	368	351	719	186	184	370	182	167	349	up 28
45-54 years	480	408	888	294	253	547	186	155	341	up 47
55-64 years	419	304	723	290	208	498	129	96	225	up 45
65-74 years	186	101	287	170	92	262	16	9	25	dn 4
75+ years	76	27	103	64	20	84	12	7	19	up 3
all workers	1,916	1,557	3,473	1,205	964	2,169	711	593	1,304	up 125

Source: Census 2011 Tables W01; B42, Census 2006 Tables W01; B41.

Full-time / part-time balance

The labour balance can be calculated for part-time and full-time jobs, by subtracting the workforce / job numbers from resident worker numbers. In Upper Lachlan in 2011, the net surplus of 1,304 working residents over jobs included a surplus of 859 full-time workers and a surplus of 326 part-time workers.

The net male balance comprised a surplus of 558 full-time workers and a surplus of 94 part-time workers, compared to local workers.

The net female balance comprised a surplus of 301 full-time workers and a surplus of 232 part-time workers, compared to local workers.

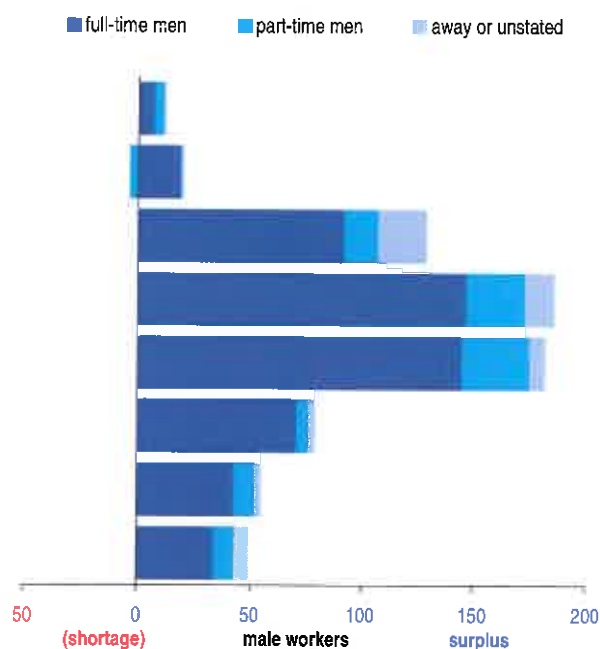
Since 2006, the labour surplus had increased by 125 from 1,179.

- The full-time labour surplus had increased by 92.
- The part-time labour surplus had increased by 39.

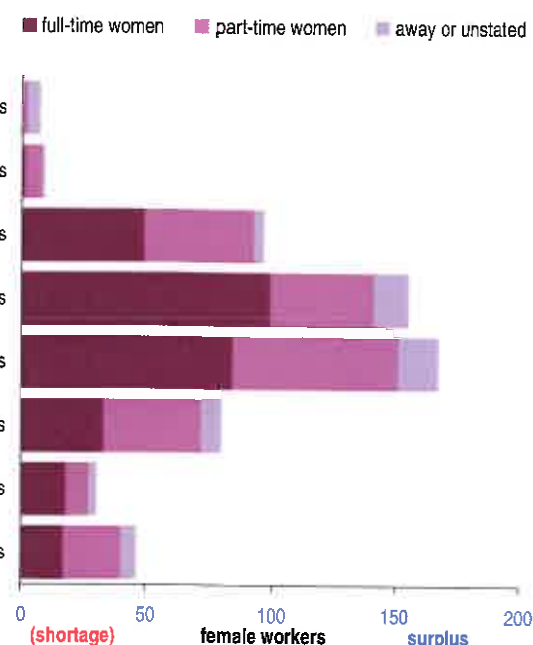
The table and graphs below show the labour balance for full-time and part-time workers, for male and female workers of different ages.

- A positive balance, with bars pointing to the right in the graph, means that there were more working residents in that age group than local jobs of that sex and status (eg, full-time).
- A negative balance means more local jobs than residents, so labour had to be imported from other areas.

Male labour balance, U.Lachlan, 2011



Female labour balance, U.Lachlan, 2011



Labour balance by age & employment, U.Lachlan, 2011	Male labour surplus / (shortage)					Female labour surplus / (shortage)				
	full-time men	part-time men	away or unstated	all men	difference 2006-11	full-time women	part-time women	away or unstated	all women	difference 2006-11
15-19 yrs	34	9	6	49	10	17	23	6	46	15
20-24 yrs	43	9	3	58	24	18	9	3	33	6
25-34 yrs	71	5	3	79	(21)	33	39	8	80	(28)
35-44 yrs	145	30	7	182	(16)	84	67	16	167	44
45-54 yrs	147	26	13	186	33	99	42	14	155	14
55-64 yrs	92	15	22	129	13	49	43	4	96	32
65-74 yrs	19	(4)	1	16	(3)	1	7	1	9	(1)
75+ yrs	7	4	1	12	6	0	2	5	7	(3)
Balance in 2011	558	94	56	711	46	301	232	57	593	79
Balance in 2006	509	89	67	665		258	198	58	514	
difference 2006-11	49	5	(11)	46		43	34	(1)	79	

Source: Census 2011 Table W01; Table B42, Census 2006 Table W01; Table B41.

Occupational balance

The balance between labour supply and jobs in Upper Lachlan can also be examined to see how the occupations of working residents differ from those used in the local economy (in current jobs). In 2011, the occupation with the greatest labour surplus was professionals; there were 246 more professionals among working residents than were used in local industries.

Other occupations with a labour surplus here were:

- technicians & trades workers with more 228 residents than local jobs
- administrative workers with more 175 residents
- technicians & trades workers with more 152 residents
- managers with more 147 residents

Taking account of gender differences, local labour supply most exceeded local job numbers (so more residents had to work elsewhere), among:

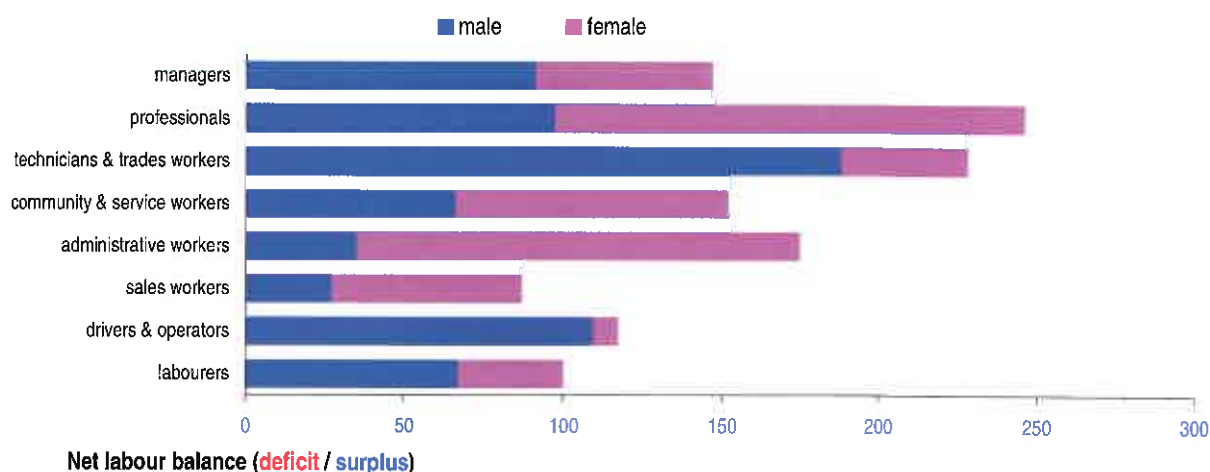
- male technicians & trades workers (188 more residents than worked in local jobs),
- female professionals (149 more residents than local jobs),
- female administrative workers (140 more residents than local jobs),
- male drivers & operators (109 more residents than local jobs).

In Upper Lachlan, there were more working residents in all occupational groups than used in local jobs. The closest to a labour balance was among:

- female drivers & operators (8 more residents than local jobs),
- male sales workers (27 more residents than local jobs),
- female labourers (33 more residents than local jobs),
- male administrative workers (35 more residents than local jobs),

From 2006 to 2011, the labour surplus increased by 125. The surplus of professionals had grown by 72. The surplus of technicians & trades workers had grown by 31. On the other hand, the surplus of labourers had reduced by 21 and the surplus of managers had reduced by 16.

Occupational balance, U.Lachlan, 2011



Occupational balance, U.Lachlan, 2011	Surplus (shortage) = residents – jobs			difference 2006–11	Workforce / jobs			Working residents		
	male	female	workers		male	female	workers	male	female	workers
managers	91	56	147	(16)	608	261	869	699	317	1,016
professionals	97	149	246	72	85	150	235	182	299	481
technicians & trades workers	188	40	228	31	195	46	241	383	86	469
community & service workers	66	86	152	7	30	146	176	96	232	328
administrative workers	35	140	175	22	24	160	184	59	300	359
sales workers	27	60	87	8	34	85	119	61	145	206
drivers & operators	109	8	117	(3)	84	5	89	193	13	206
labourers	67	33	100	(21)	138	106	244	205	139	344
unknown occupation	28	24	52	25	9	4	13	37	28	65
total employed workers	708	596	1,304	125	1,207	963	2,170	1,915	1,559	3,474

Source: ABS Census 2011 Tables W13 and B45, ABS Census 2006 Tables W13 and B44

Labour balance by industries

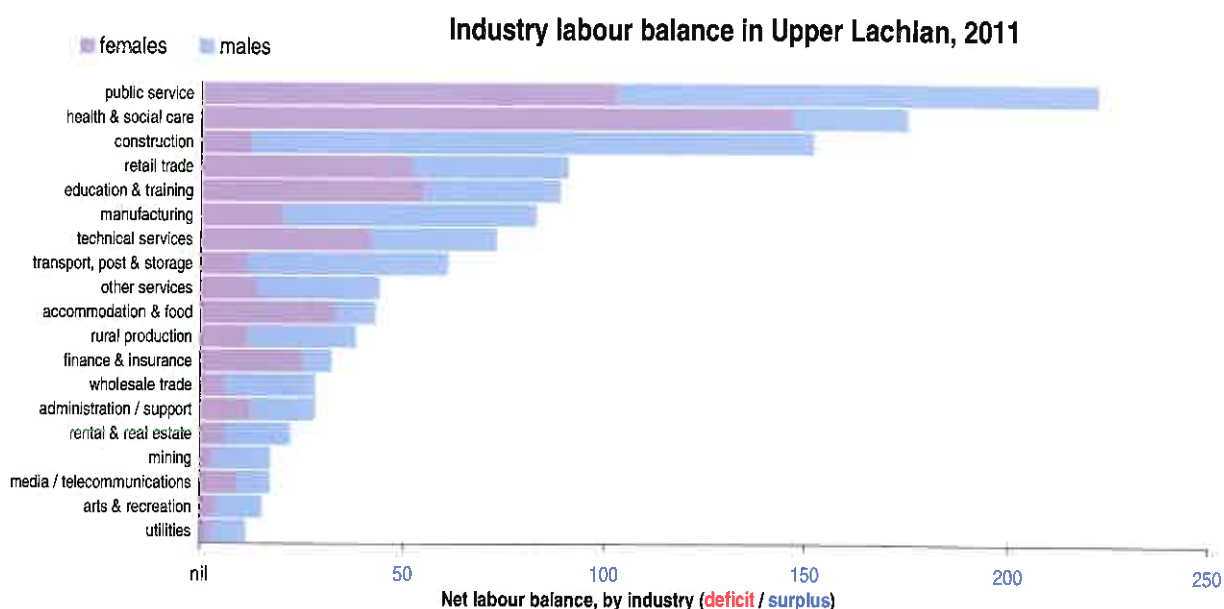
The differences between which industries residents work in, and which are based in Upper Lachlan and provide jobs, is important for developing local strategies.

Industries employing more workers here than the number of residents working in them might be encouraged to hire more locally, or workers could be encouraged to live locally. This would increase local employment and reduce journeys to work. In Upper Lachlan, all industries had fewer local jobs than the number of employed residents..

In Upper Lachlan, local labour supply most exceeded local job numbers (so more residents worked elsewhere) in public service (222 more residents than local jobs), health & social care (175 more), then construction (152 more), and retail trade (91 more).

From 2006 to 2011, the labour surplus increased by 121. The surplus in construction had grown by 44 and the surplus in public service had grown by 42. On the other hand, the surplus in rural production had reduced by 97 and the surplus in transport, post & storage had reduced by 8.

The graph below shows the labour balance for each industry, by subtracting the number of local workers (jobs) in each industry, from the number of residents working in that industry. A positive balance (with bars to the right in the graph), indicate that more residents worked in that industry than worked locally. A negative balance means there were more local jobs in that industry than residents, so labour was imported.



Industry labour balance in Upper Lachlan, 2011	Surplus (shortage) = residents – jobs			difference 2006–11	Working residents			Workforce / jobs		
	males	females	workers		males	females	workers	males	females	workers
public service	119	103	222	42	191	141	332	72	38	110
health & social care	28	147	175	24	46	323	369	18	176	194
construction	140	12	152	44	222	26	248	82	14	96
retail trade	39	52	91	12	84	159	243	45	107	152
education & training	34	55	89	32	76	166	242	42	111	153
manufacturing	63	20	83	18	100	48	148	37	28	65
technical services	31	42	73	7	63	81	144	32	39	71
transport, post & storage	50	11	61	(8)	87	32	119	37	21	58
other services	30	14	44	18	77	50	127	47	36	83
accommodation & food	10	33	43	(5)	52	113	165	42	80	122
rural production	27	11	38	(97)	675	248	923	648	237	885
finance & insurance	7	25	32	18	14	35	49	7	10	17
wholesale trade	22	6	28	(5)	50	21	71	28	15	43
administration / support	16	12	28	16	24	34	58	8	22	30
rental & real estate	16	6	22	3	16	12	28	0	6	6
mining	14	3	17	8	14	3	17	0	0	0
media / telecommunications	8	9	17	(4)	18	14	32	10	5	15
arts & recreation	11	4	15	(5)	18	13	31	7	9	16
utilities	8	3	11	(4)	35	6	41	27	3	30
not known	36	27	63	7	52	34	86	16	7	23
total workers	709	595	1,304	121	1,914	1,559	3,473	1,205	964	2,169

Source: ABS Census 2011 Table W13 & B43; Census 2006 Table W11, B43.

Industries' occupational balance

Information about the labour balance for each industry-occupation can inform local employment and industry development strategies.

- Strategies aimed at reducing an outflow of workers could look at encouraging jobs in the industry occupations with the greatest positive numbers (the largest labour surpluses).
- Strategies aimed at filling local jobs with residents might focus on training in the industry occupations with the biggest negative numbers (job surpluses).

In Upper Lachlan in 2011, the largest local labour surpluses over local job numbers were:

- community & service workers in health & social care (76 more working residents than local jobs)
- technicians & trades workers in construction (70 more residents than local jobs)
- administrative workers in public service (65 more residents than local jobs)
- professionals in health & social care (64 more residents than local jobs)
- community & service workers in public service and sales workers in retail trade (55 more residents than local jobs).

The greatest excess of jobs over local labour supply were:

- community & service workers in administration / support and administrative workers in arts & recreation and labourers in mining (3 more local jobs than residents),

The table below shows the labour balance for each industry-occupation sub-group from the 2011 Census, with both the industries and occupations listed in order of their labour balance. Industries and occupations where there was the greatest surplus of labour (so more left Upper Lachlan to work), are towards the top left corner, while those with the greatest labour job surpluses are towards the bottom right corner of the table.

Workforce balance, industry by occupation, Upper Lachlan, 2011	Surplus (shortage) = working residents – local jobs									total workers
	professionals	technicians & trades workers	administrative workers	community & service workers	managers	drivers & operators	labourers	sales workers	unknown occupation	
public service	48	10	65	55	29	5	8	0	7	227
health & social care	64	4	11	76	6	0	8	4	3	176
construction	3	70	4	0	19	24	30	0	3	153
education & training	50	4	18	8	2	0	6	0	3	91
retail trade	0	5	4	0	14	12	0	55	0	90
manufacturing	2	30	5	0	9	11	13	5	6	81
technical services	32	18	23	0	2	0	(2)	0	0	73
transport, post & storage	0	0	3	3	5	44	0	0	0	55
accommodation & food	3	6	(1)	3	12	3	8	12	0	46
other services	2	26	9	1	1	0	6	(1)	0	44
finance & insurance	16	0	13	0	9	0	0	0	0	38
rural production	1	22	3	0	5	1	2	0	1	35
wholesale trade	4	10	4	0	(1)	8	4	0	0	29
administration / support	6	7	2	(3)	5	0	10	0	0	27
rental & real estate	0	0	8	3	0	0	0	7	0	18
arts & recreation	7	8	(3)	5	0	0	0	0	0	17
media / telecommunications	2	5	0	0	7	0	0	0	0	14
utilities	0	(1)	1	0	6	2	0	0	3	11
mining	3	4	0	0	3	2	(3)	0	0	9
unstated	0	0	0	0	0	0	0	0	0	0
all workers	243	228	169	151	133	112	90	82	26	1,234

Source: ABS Census 2011 Tables W12, B44, Census 2006 Table W12, B44

Journeys to and from work

The chart below shows the journey-to-work patterns of Upper Lachlan's working residents, male and female, on the left, compared with its local workforce, on the right. These groups overlap – both include residents who work locally. The local workforce were travelling into or within Upper Lachlan to work, while the residents were either travelling within Upper Lachlan or leaving to work elsewhere.

Overall, 1,406 workers travelled in/to Upper Lachlan to get to work, 65% of the workforce, while 2,494 residents travelled to work from Upper Lachlan, 72% of the employed residents. Most drove a car – 71% of trips by the workforce, and 77% of trips by working residents.

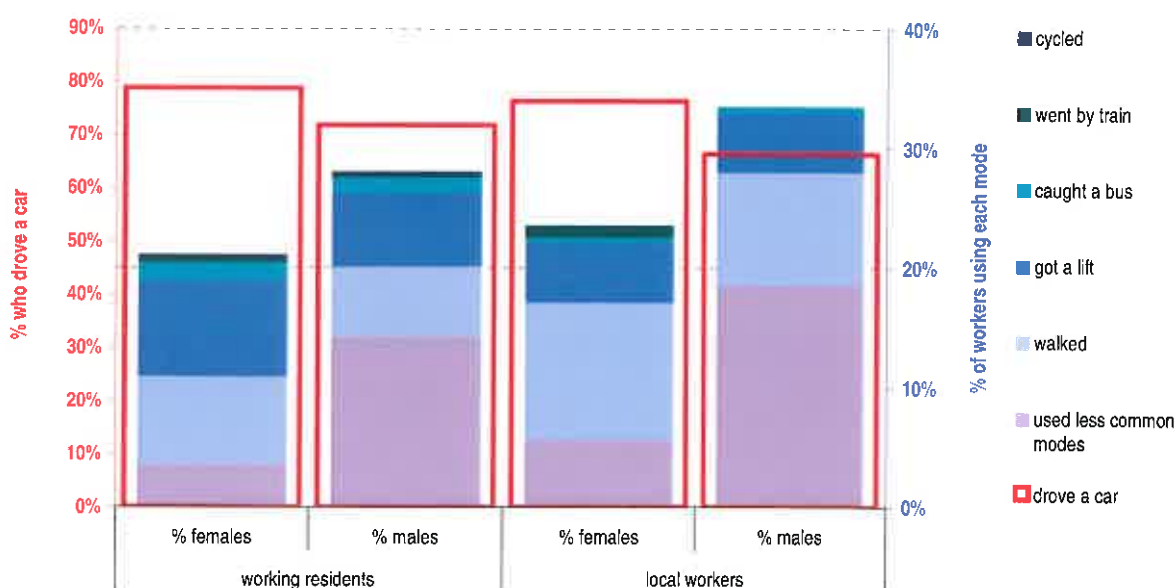
The other most common modes of transport in journeys to work, and the proportion of trips, were:

- * 10% of workforce and 10% of working residents used less common modes
- * 13% of workforce and 7% of the residents walked
- * 5% of workforce and 7% of the residents got a lift
- * none of workforce and 1% of the residents caught a bus

The journey-to-work data show that in Upper Lachlan the number in the local workforce who worked at home was 548, while the number of employed residents who did so was 572. Those working at home made up 25% of the workforce and 16% of employed residents, compared with 5% of the workforce across NSW.

The journey-to-work data also indicate the average absentee rate in Upper Lachlan's workforce in 2011 was about 9%; it was 10% across NSW.

Modes of trips to work



Trips to work	local workers		working residents		local workers		working residents		change, 2006-11	
	trips	% travellers	trips	% travellers	% males	% females	% males	% females	workers	residents
drove a car	1,005	71%	1,909	77%	67%	76%	72%	79%	up 163	up 296
used less common modes	186	10%	246	10%	19%	6%	14%	4%	dn 13	dn 25
walked	146	13%	165	7%	9%	11%	6%	7%	dn 40	dn 24
got a lift	71	5%	178	7%	5%	5%	6%	8%	dn 12	up 17
caught a bus	7	0%	36	1%	0%	0%	1%	2%	up 7	up 7
went by train	6	0%	8	0%	0%	1%	0%	0%	dn 6	up 3
cycled	0	0%	6	0%	0%	0%	0%	0%	dn 12	dn 8
went by ferry or tram	0	0%	0	0%	0%	0%	0%	0%	same	same
Trips to work	1,421	101%	2,548	102%	100%	100%	100%	100%	up 87	up 266
Number of workers who ...	% workforce									
travelled to work	1,406	65%	2,494	72%	67%	62%	74%	69%	up 87	up 256
worked at home	548	25%	572	16%	27%	23%	17%	15%	up 37	dn 22
did not work on Census day	186	9%	332	10%	5%	13%	6%	14%	up 1	up 4
not stated	30	1%	75	2%	1%	2%	2%	2%	up 5	up 15
Total employed	2,170	100%	3,473	100%	100%	100%	100%	100%	up 130	up 253

Source: ABS Census 2011 Tables W21, B46, Census 2006 Table W21, B46. The top half of the table shows trips, not workers, and multiple-mode trips (eg lift then bus) are counted as several trips, where possible. The '% travellers' is the number of trips as a % of the number who travelled to work. The 'used other modes' category includes trips by taxi, truck, motorcycle and