



# Annual Report 2019/2020





# ANNUAL REPORT 2019/2020





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## Photographs

The photographs featured throughout this Annual Report have been obtained from many sources including professional photographers, stock image suppliers and Council officers. Thank you to all for your contribution.

## Cover Image

Julia Reserve Youth Precinct, Oran Park.

## Acknowledgement of Country

Council acknowledges the Dharawal people as the traditional custodians of this land and pays our respect to their Elders both past and present.



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## Mayor's message

**As the Mayor of Camden, I am proud to present Camden Council's 2019-20 Annual Report.**

This report looks at the actions Council has taken during the 2019-20 financial year, to drive economic, social and physical improvements across the area and foster the wellbeing and prosperity of residents.

The achievements detailed in this report are particularly impressive because of what this organisation has had to overcome to deliver them. It has been no secret that the second half of this financial year has been one of the most disruptive and uncertain times the world has ever experienced.

We started 2020 with the most horrific bushfires the world has ever seen, with many communities near and far brought to their knees. We then endured flooding which affected Camden residents and surrounding Council areas. And now we find ourselves in the middle of a global pandemic, with COVID-19 throwing the biggest spanner in many people's lives, including right here at Council.

## Most recently, our \$16.8M COVID-19 Community Support Package was released, with help for all our residents.

I am incredibly proud to say, through all this hardship, Camden Council has supported its community more than ever. Most recently, our \$16.8M COVID-19 Community Support Package was released, with help for all our residents. From rates and charges rebates to grants; fee waivers to volunteering; an accelerated infrastructure program and so much more, our residents can be sure Council's number one priority is their safety and wellbeing.

Camden Council has maintained its high-quality planning and delivery of major projects, which has been particularly exciting through such challenging times. As the fastest growing local government area in Australia, it is important for us to provide infrastructure, services, projects and initiatives that support our growing community. This financial year, we saw the delivery of the highly anticipated, \$14M Julia Reserve Youth Precinct. The facility in Oran Park, delivered through a partnership between Camden Council, Landcom

and Greenfields Development Company, includes a skate park, a parkour facility, multi-use courts, kick-about areas, ping-pong tables and a community centre.

The \$1.6M first stage of the BMX Facility in Kirkham Park was also completed this financial year, with a five-metre start hill, access ramps, lighting, timing and scoring system and a main racetrack for Club, State and National BMX events.

This financial year also saw a 20-year planning vision for Camden set, with Council formally adopting its Local Strategic Planning Statement (LSPS). This plan outlines the characteristics which shape the area's local identity and directs how future growth and change will be managed.

There have been some terrific aspects of our event program this financial year. We enjoyed the best TASTE Camden event yet on 29 September 2019, with a record-breaking 15,000 attendees coming down to experience the diverse food, terrific entertainment and, of

course, much-loved celebrity guest chef, 'Fast Ed' Halmagyi.

Our events have looked different of late. We're now running what we like to call an 'E-vent program', which has seen our community events program move online to be mindful of COVID-19 restrictions. It has been fantastic to see these E-vents be just as amazing as the physical events and to see so many residents get involved.

It has been inspiring to see everyone work together this year to help each other get by. I am proud of the support Council has given its residents and businesses and I believe it's only up from here. I really believe the Camden area is the best place to live, work and play and I look forward to building an enriched place for all to enjoy.

*Cr Theresa Fedeli*  
**Mayor of Camden**

# General Manager's message



**This financial year has been one of the most challenging we've seen to date, but Camden Council has risen to the challenge.**

We have continued to focus on getting our residents and businesses the support and answers they need by seeing our Customer Service function go from strength to strength. This financial year saw an incredible 99 per cent of customer requests initiated within the first day and 90 per cent resolved within the time promised to the customer.

As an organisation, we have adapted and responded to the challenges that COVID-19 has presented. We have had to work, think and deliver our projects and services differently, while still being responsive to the needs of our growing community and adapting to the daily changing circumstances presented by the pandemic.

We have continued to bolster our presence online with more and more of our residents turning to our digital and social channels to connect with Council and access information and services.

We have continued to maintain our strong financial position through smart and responsible financial management. Our 2019/20 Operational



## **We have continued to maintain our strong financial position through smart and responsible financial management.**

Plan saw \$313M invested in community services and infrastructure, including the delivery of a \$166M Capital Works Program. This Program allowed Council to provide some really fantastic projects for our growing community, including the recently completed Spring Farm Community Facility as well as the highly anticipated Dawson Damer Water Play and Recreation precinct. We've also started work on a new synthetic football field at Nott Oval, Narellan, which will provide yet another space for our community to engage in sport and recreation.

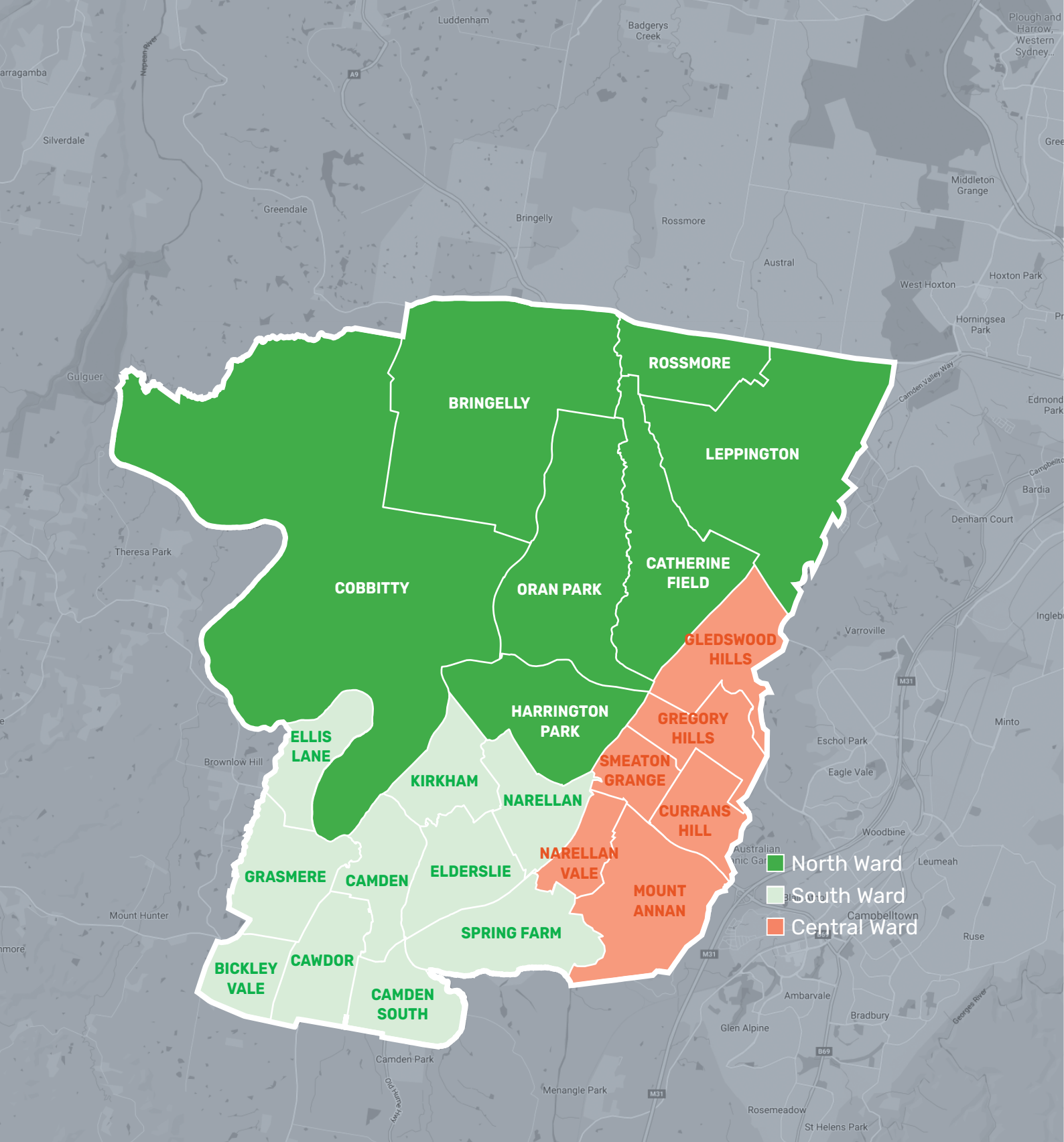
This financial year has also seen a number of our projects, initiatives and staff recognised with awards. While the real win is seeing our community happy, healthy and enjoying the beautiful Camden area, these acknowledgements are a well-deserved recognition, highlighting the great people we have working hard to achieve the best possible outcomes for our community.

This is an exciting time for our residents. Not only are we managing unprecedented growth with more than 100 new residents moving into the area every week, we are providing quality services and infrastructure to grow and support communities and business, while planning for the future.

We look forward to continuing to strive for excellence in our organisation and rise to the challenges of a rapidly growing Local Government Area.

I thank Mayor Theresa Fedeli and our elected Councillors for their leadership and support over 2019/2020. I also thank our dedicated, hardworking and innovative staff who go over and above every day to serve the citizens of Camden.

*Ron Moore*  
**General Manager**



## The suburbs and localities of the LGA are:

- Bickley Vale
- Bringelly (part)
- Camden
- Camden South
- Catherine Field
- Cawdor
- Cobbitty
- Currans Hill
- Elderslie
- Ellis Lane
- Gledswood Hills
- Grasmere
- Gregory Hills
- Harrington Park
- Kirkham
- Leppington
- Mount Annan
- Narellan
- Narellan Vale
- Oran Park
- Rossmore
- Smeaton Grange
- Spring Farm

# Camden Local Government Area, Councillors and Council

The LGA is:

- Currently the fastest growing LGA in Australia, with the population forecast to increase from 114,971 to more than 233,000 by 2036
- Home to rapidly growing residential areas, with the LGA welcoming more than 100 new residents each week. The LGA also has many rural, industrial and commercial areas
- Approximately 200km<sup>2</sup> in size, bounded by Liverpool City Council in the north, Campbelltown City Council in the east, and Wollondilly Shire Council in the south and west
- Located in Sydney's south-west, about 60kms from the Sydney CBD
- Home of Tharawal and Gundungurra nations
- Well-known for the major features, including the Nepean River, The Australian Botanic Garden Mount Annan (part), William Howe Regional Park, Camden Bicentennial Equestrian Park, The Camden Town Farm, The University of Sydney (Camden Campus), Coates Park Farm (The University of Sydney), Belgenny Farm, the Camden Town Centre, Camden Hospital, Gledswood Homestead, wineries and historical homesteads

# Profile - Rapidly Growing Population

**The Camden LGA is the fastest growing population amongst LGAs across Australia.**

## The population forecast

- The population forecast for 2020 is 114,971.
- Between 2016 and 2020 there was a 51% increase in the population under working age.
- It is estimated that the population by 2026 will be 161,448 and in 2036 the population will be 233,299.

## Drivers of Population Change

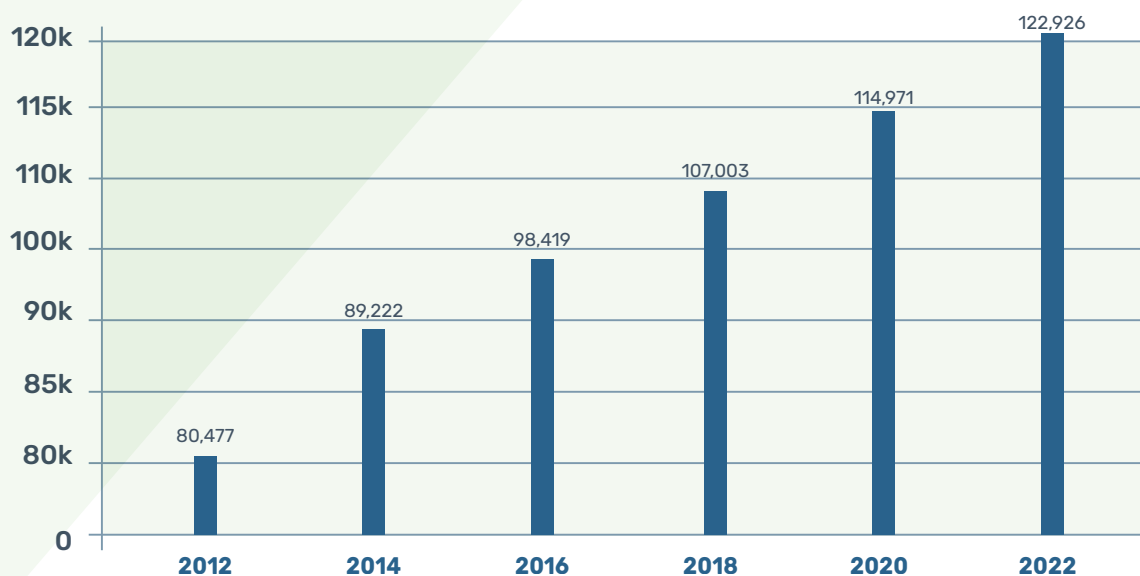
The population forecast presents what is driving population change in the community with the addition of housing supply as a major driver of population growth.

While the increase in growth is predominantly residential, there are significant increases in industrial and commercial areas around Camden, Narellan and Smeaton Grange.

The Camden LGA continues to retain tracts of agriculture in the west, and rural residential and market gardens in the north.

Oran Park and the Turner Road Precinct are current residential growth areas, followed by Catherine Field and Leppington, including Leppington North. Suburban development is also forecast to spread along The Northern Road to Marylands and Lowes Creek.

## Forecast Population Growth



Source : ABS Census 2016 and forecast.id



**114,971**

**POPULATION**  
(forecast for 2020)



**16,892**

**HOUSEHOLD TYPES**  
(Families with Dependents)



**2,085**

**RESIDENTIAL BUILDINGS**  
approved to be built in 2019-20



**55,315**

**EMPLOYED RESIDENTS**



**7,553**

**LOCAL BUSINESSES**



**35,630**

**LOCAL JOBS**



**\$4.76 billion**

**GROSS REGIONAL PRODUCT**

Source : ABS Census 2016, forecast.id and National Institute of Economic and Industry Research 2019



**The Camden LGA  
is administered by  
Camden Council.**

**There are nine elected  
Councillors from which  
the Mayor is elected by  
a vote of Councillors in  
accordance with the  
Local Government Act  
1993.**

The role of Councillors is to:

- Facilitate communication between the community and Council
- Represent the community and make decisions in the best interest of the public and the environment
- Participate in the review of where Council's resources are allocated
- Provide leadership and guidance to the community

The Mayor has the same role and responsibilities as a Councillor. In addition, the role of Mayor is to:

- Preside at meetings of Council
- Exercise urgent policy-making functions, where necessary
- Carry out civic and ceremonial functions of the Mayoral office

NORTH  
WARD



Cr Lara Symkowiak



Cr Cindy Cagney



Cr Michael Morrison

CENTRAL  
WARD



Cr Rob Mills  
Deputy Mayor



Cr Ashleigh Cagney



Cr Theresa Fedeli  
Mayor

SOUTH  
WARD



Cr Eva Campbell



Cr Paul Farrow

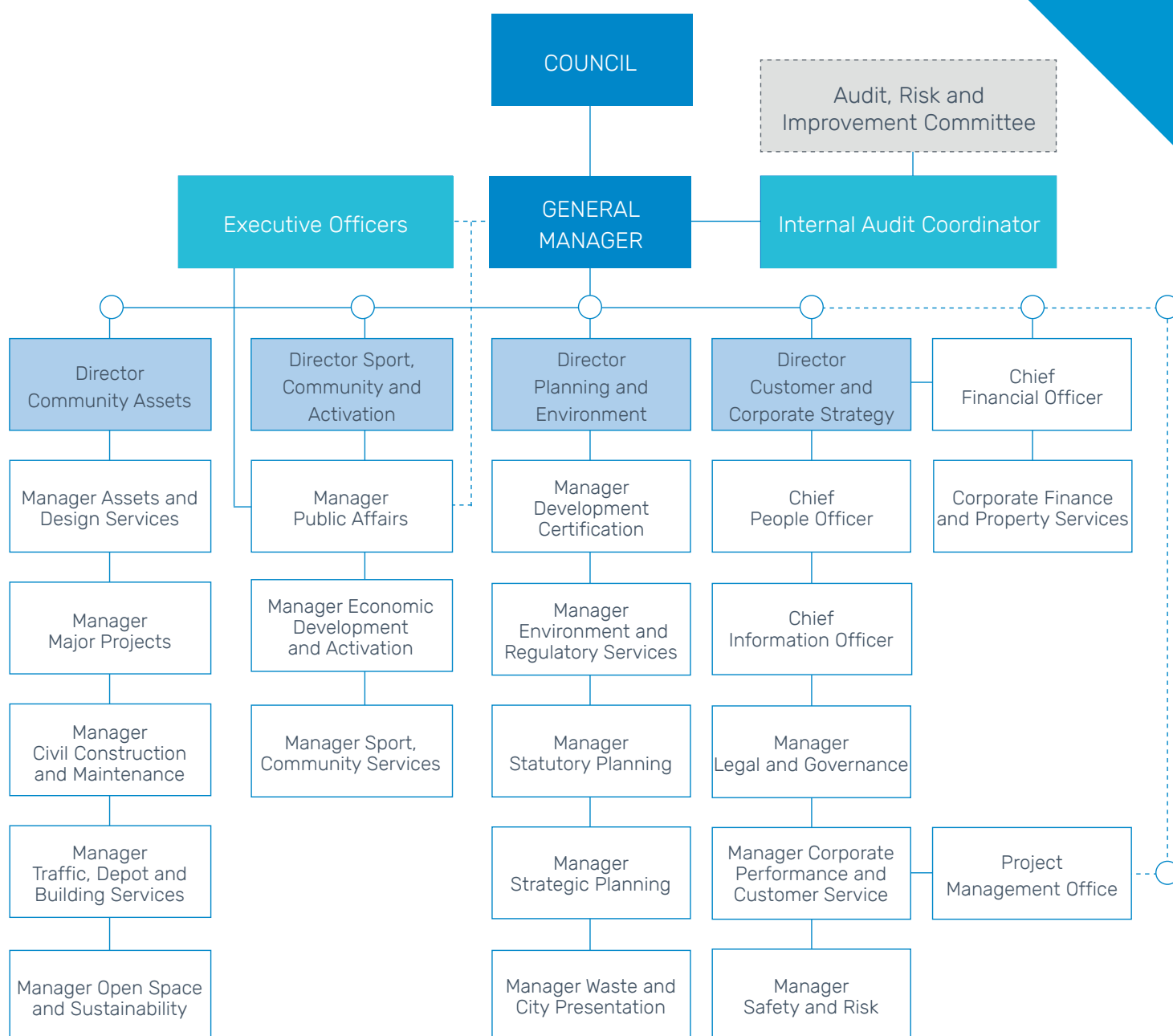


Cr Peter Sidgreaves



## Council and its nine Councillors administer services and facilities to the Camden Local Government Area.

The Mayor and Councillors employ and delegate the management and delivery of Council services to the General Manager. Below is the adaptive organisational structure.









# Summary of Council's Progress

There are six Key Directions as stated in the Community Strategic Plan, driving Council to meet the stated Objectives under each direction. The six Key Directions are:

<b>01</b>	<b>key direction</b> Actively Managing Camden LGA's Growth	<ul style="list-style-type: none"><li>• Urban development is managed effectively</li><li>• Rural land is adequately administered</li></ul>
<b>02</b>	<b>key direction</b> Healthy Urban and Natural Environment	<ul style="list-style-type: none"><li>• Caring for urban and natural environment including heritage sites</li></ul>
<b>03</b>	<b>key direction</b> A Prosperous Economy	<ul style="list-style-type: none"><li>• Tourism and economic development is supported</li></ul>
<b>04</b>	<b>key direction</b> Effective and Sustainable Transport	<ul style="list-style-type: none"><li>• Integrated and safe transport system</li><li>• Road infrastructure and transport connections are effectively established</li></ul>
<b>05</b>	<b>key direction</b> An Enriched and Connected Community	<ul style="list-style-type: none"><li>• Celebrating social diversity and cultural expression</li><li>• Opportunities for life-long learning</li></ul>
<b>06</b>	<b>key direction</b> Strong Local Leadership	<ul style="list-style-type: none"><li>• Maintain strong partnerships and shared responsibilities with stakeholders</li><li>• Community and stakeholders are kept informed</li></ul>

This report reflects Council's annual progress status against 39 performance indicators and provides information on how Council is progressing with its Delivery Program 2017/18 to 2020/21.

Each Key Direction has a set of individual performance indicators. Council utilises a rating scale to ensure consistency, accountability and transparency, when assessing the status of each performance indicator under the six Key Directions and associated symbol descriptors.

**The rating scale is:**



**On Track**

When the 'actual' is either equal, less or greater than the set target.



**Monitoring**

Corporate variance of  $\pm 10\%$  applies to the set target and is considered achievable, feasible and realistic for performance improvement, with the exception of Legislative requirements.



**Needs Work**





When the 'actual' is either below or above the corporate variance



**Trend**

Shows a pattern of change data over time where setting a target is not possible

Below is the snapshot of this year's progress status against each Key Direction

Key Directions	No. of Performance Indicators	Status			
		On Track 	Monitoring 	Needs Work 	Trend 
KD 1 - Actively Managing Camden LGA's Growth	4	4	0	0	0
KD 2 - Healthy Urban and Natural Environment	12	8	0	1	3
KD 3 - A Prosperous Economy	3	1	0	0	2
KD 4 - Effective and Sustainable Transport	5	3	1	1	0
KD 5 - An Enriched and Connected Community	8	6	1	1	0
KD 6 - Strong Local Leadership	7	6	0	0	1
<b>TOTALS</b>	<b>39</b>	<b>28</b>	<b>2</b>	<b>3</b>	<b>6</b>

**Details of Council's achievements are available in the Delivery Program Progress Reports on Council's website**

**[www.camden.nsw.gov.au/council/interated-planning/delivery-program](http://www.camden.nsw.gov.au/council/interated-planning/delivery-program)**





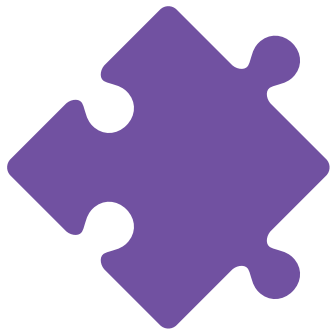
# Community Outcomes against each Key Direction

This section includes information under each Key Direction with Council's progress comments that supports the long-term objectives as stated in the Community Strategic Plan.









# Key Direction 1

## Actively Managing Camden LGA's Growth

**Effectively managing growth, determined under the State Government's Metropolitan Strategy and Western City District Plan (former South West District Plan), will be an important focus area for Council and its various partners.**

The community of the Camden LGA does not want to lose the character that they so highly value – its rural setting, country town feel, and the lifestyle associated with these attributes, at the same time it must cater for well-managed development. Achieving a balance between large population increases and keeping the valued heritage/rural characteristics of the Camden

LGA, will be an ongoing challenge with significant new opportunities in terms of infrastructure, services, employment, housing choices and economic benefit.

The community would like to see public transport, roads, infrastructure, parks and recreational facilities, and the effective management of development as major priorities for the Camden LGA.

# Objectives

- **Urban development is managed effectively.**
- **Rural land is adequately administered.**

## **To support the above objectives...**

Council has a range of services to ensure that the LGA, as a fast-growing area, is actively managed in keeping its local characteristics which are highly valued by the community.

Below are some of the actions and activities Council undertook in managing the urban development and adequately administering rural lands.

### **Development assessments turnaround time within the legislative timeframe**

- Council's median development assessment processing time was 29 days in the 2019/2020 reporting period which is less than the 40-day turnaround time stated by the Legislation. During this reporting period Council determined development applications to the value of \$ 1,009,950,579.

### **Construction Certificates are approved in a timely manner**

- Building Construction Certificates were processed with an average determination time of 2 days throughout the 2019/2020 reporting period. This result reflects the strong performance in building certification services provided by Council.

### **Development Contribution Plans are developed and monitored in a timely manner**

- New policies to inform the administration of Council's Contributions Plans and Planning Agreements have been endorsed. These policies will better inform how Council identifies and collects for social and public infrastructure to support existing and new communities during this time of significant growth.
- The last twelve months of reporting on Council's Contribution Plans has shown satisfactory performance from both a financial and delivery perspective. Some of the community assets that have been delivered in the last twelve months include:
  - Julia Reserve Youth and Recreation Facility, Oran Park
  - Julia Reserve Skate Park, Oran Park
  - Dawson Park Playground and Water Play Park, Oran Park
  - Emerald Hills Sports Field and Amenities Building, Emerald Hills
  - Thomas Donovan Park Amenities, Gregory Hills
  - Multiple drainage and transport infrastructure

### **LEP Review Program**

#### **Phase 2 Local Environment Plan Review - Draft Local Strategic Planning Statement (LSPS)**

- The second phase of the LEP Review included the drafting and exhibition of a draft Local Strategic Planning Statement (LSPS). The LSPS is a 20-year planning vision, emphasising land use, transport and sustainability objectives to demonstrate how the Camden LGA will change to meet the community needs over the next 20 years.
- The draft LSPS was publicly exhibited from 23 July to 27 August 2019. Three public information sessions were held at Oran Park, Harrington Park and Camden. Council officers also attended local shopping centre drop-ins in various locations in the LGA.

#### **Phase 3 Local Environment Plan (LEP) Review - Final Local Strategic Planning Statement**

- The draft LSPS was amended as a result of community and state agency feedback. Council resolved to seek final assurance from the Greater Sydney Commission (GSC) and on 5 March 2020, assurance was granted.
- Council adopted its Local Strategic Planning Statement (LSPS). The LSPS sets the 20-year vision for land-use in the Camden LGA, the special character and values that are to be preserved, and how change and future growth will be managed into the future.



## **Phase 4 and 5 Local Environment Plan (LEP) Review – LEP Amendment**

### **Stage 1 LEP Amendment**

- Stage 1 to amend the Camden LEP 2010 involved aligning with the State Government's direction and, in particular, the planning priorities outlined within the District Plan and LSPS. The Stage 1 Planning Proposal also included amendments to improve the readability and application of the Camden LEP 2010.
- Council endorsed the Stage 1 Planning Proposal for Gateway Determination by the Department of Planning, Industry and Environment. The Gateway Determination was received on 28 February 2020 and a Gateway Alteration was received on 15 May 2020.
- The Stage 1 LEP Planning Proposal was placed on public exhibition during June and July 2020.
- Council resolved to endorse the Stage 1 Camden LEP amendment (as amended) and forwarded to the Department for the Plan to be made.

### **Western Sydney City Deal**

- Council entered into a Deed of Agreement between all eight Western Sydney City Deal councils to formalise the Western Parkland Councils alliance. The Western Parkland Councils supports regional collaboration, leadership and advocacy in the delivery of the Western Sydney City Deal, and on matters of regional significance which fall outside the remit of the City Deal.
- Council entered into a three-year non-binding Memorandum of Understanding to formalise the operations of the Western Sydney Health Alliance, which includes representation by all eight City Deal councils, the South Western Sydney and Nepean Blue Mountains Local Health Districts, and the South Western Sydney and Nepean Blue Mountains Primary Health Networks.

- Council participated in the delivery of City Deal Commitments including the Western Sydney Planning Partnership, the Western Sydney Investment Attraction Office, the business case for Sydney Metro Western Sydney Airport (North-South Rail), the inception of the Western Sydney Rapid Bus project, the completion of a Digital Action Plan and participation in the Digital City Implementation Steering Committee, and the Western Sydney Health Alliance.
- Work continued on the planning and delivery of three initiatives under the Western Parkland City Liveability Program (WPCLP) which is a City Deal commitment to deliver improved liveability, health and well-being outcomes to communities across the Western Parkland City. Jointly funded by Federal, State and Local governments, Council's projects include Stage 2 of the Narellan Sports Hub, Stage 1 of the Fergusons Land Premier Cricket Facility, and a synthetic field at Nott Oval, Narellan.

### **Assess potential land use for housing, employment and associated facilities and utilities**

- Council resolved to adopt the Camden Development Control Plan (DCP) 2019 and rescind the Camden DCP 2011. The DCP provides detailed planning and design guidelines to give effect to development permitted by the Camden Local Environmental Plan 2010.
- The Turner Road Development Control Plan (DCP) – Part B Entertainment Precinct came into effect which removed the individual shop cap of 500m2 applying to the Entertainment Precinct in Gledswood Hills.
- The Oran Park DCP Amendment No. 13 – Part B4 – Northern Neighbourhood Centre came into effect which provides the controls for development of the Neighbourhood Centre.



- Council endorsed an amendment to the Camden Development Control Plan 2019 – Schedule 6 Camden Lakeside for public exhibition to increase the dwelling capacity from 380 to 550 dwellings and update the associated masterplan and figures.
- An amendment to the Camden Local Environmental Plan 2010 was finalised which introduced minimum lot size and lot frontage controls for dual occupancy and multi-dwelling housing.
- An amendment to the Camden Local Environmental Plan 2010 was finalised which rezoned 190 Raby Road, Gledswood Hills to provide for approximately 250 residential lots.
- An amendment to the Camden Local Environmental Plan 2010 was finalised which reclassified land at 72A John Street, Camden from 'Community' to 'Operational' land, enabling it to be sold.
- An amendment to the Camden Local Environmental Plan 2010 was finalised which rezoned the Glenlee site at Spring Farm for employment and environmental conservation uses.
- An amendment to the State Environmental Planning Policy (Sydney Region Growth Centres) 2006 was finalised which enabled hotel and motel accommodation, pub and a retail liquor outlet as permitted uses on the Lockies Hotel site at 1423 Camden Valley Way, Leppington.
- Council endorsed a draft Housekeeping Planning Proposal for Gateway Determination to resolve minor mapping anomalies, improve readability and provide clarity of clauses in the State Environmental Planning Policy (Sydney Region Growth Centres) 2006.
- Council endorsed a draft amendment to Schedule 4 of the Camden Growth Centre Precinct Development Control Plan for public exhibition to amend controls applying to the Coach House Neighbourhood Centre and

development surrounding Oran Park House.

- Council participated in the Camden Precinct Collaboration Group (PCG), established in January 2020, to oversee precinct planning for Camden precincts within the South West Growth Area.

### **Rural Lands Strategy and its implementation**

- A Rural Land Strategy (RLS) Actions Implementation Plan has been developed to track and monitor the progress on the RLS. Initiatives undertaken to progress the actions of the RLS include:
  - inclusion of provisions within the Camden Development Control Plan (DCP) 2019 with the aim to minimise potential land use conflicts between rural uses and rural residential uses
  - adoption of the Camden Local Strategic Planning Statement that includes a priority to protect Camden's rural land (Local Priority S3)
  - the Stage 1 Local Environment Plan (LEP) Review Planning Proposal has been submitted to the Department of Planning, Industry and Environment for finalisation. The Stage 1 LEP seeks to enable non-agricultural land uses (including tourism-related uses) only where they are compatible with the agricultural, environmental and conservation values of the land

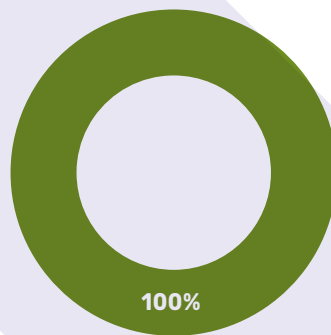
### **Respond to State Government and Agencies compliance and planning**

- Council submitted feedback on the Western Sydney Aerotropolis Land Use and Infrastructure Implementation Plan – Stage 1: Initial Precincts to the Department of Planning Industry and Environment.
- Completed improvements, requested by the Independent Pricing and Regulatory Tribunal (IPART), for the Camden Growth Areas Contribution Plan.

**There are four performance indicators to measure the progress and they are:**

1. Development assessments are completed in a timely fashion
2. Construction certificates are provided in a timely fashion
3. Developers Contribution Plans are developed and monitored in a timely manner
4. Rural Lands Strategy and associated Action Plan are delivered

**The assessment on the below performance indicators shows all 4 Indicators (100%) as 'On Track'.**



✓ **On Track**

**COMMUNITY OUTCOMES**

- A quick response on development assessment process and construction certificate responding to the customer's needs
- Created new communities and facilities in priority growth areas
- Preserved highly valued rural land, local characteristic and vistas, and landscapes across the LGA
- Strong partner of the Western Parkland City – the City Deal to ensure liveability, health and well-being outcomes are delivered to the communities

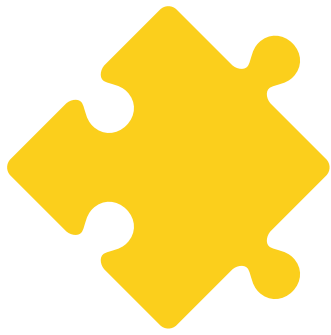












## Key Direction 2

### Healthy Urban and Natural Environment

**The Camden LGA's natural and built environment are the "settings" for all aspects of life and are essential for sustaining the health, well-being and prosperity of people who live here.**

The natural environment encompasses all living and non living things, occurring both naturally, and as a result of human activities. The built or urban environment is the human made surroundings that provide the physical setting for human activity and enables private, economic and community life to function effectively and healthy.

# Objectives

- **Caring for urban and natural environment including heritage sites**

## **To support the above objectives...**

Council services ensure that the Local Government Area's natural and built environment are protected, managed and supports the well-being and prosperity of residents and community life.

Below are some of the actions and activities Council undertook in administering the urban and natural environment.

### **Active management of reserves, bushlands, rivers, lakes and waterways**

- Council continued to maintain over 150-hectares of natural areas across the LGA, this includes an additional area within the Camden Town Farm to restore native vegetation along the Nepean River.
- Updated the Volunteer Management Policy to reflect best practice and to recognise the contribution volunteers make to our community. The Policy provides greater clarity for both volunteers and Council staff responsible for the supervision of volunteer activities.
- Bushcare volunteers contributed to protecting and restoring our natural areas. Due to COVID-19, Bushcare activities were not able to be continued resulting in a lower number of volunteer hours. This year volunteers undertook 909 hours of Bushcare, the equivalent of 129 standard working days.
- Council completed the grant funded Creating Habitat for Camden White Gum project. This is restored and revegetated 4.2-hectares of land along a portion of the Nepean River at the Camden Town Farm. Two hundred iconic Camden White Gum's (*Eucalyptus benthamii*) have been installed, with community engagement activities and planting days held to install tube stock plants and raise awareness of the need to protect local biodiversity.

- Council continues to monitor water quality in the Nepean River, lakes and waterways across the LGA. All monitored sites showed high levels of nutrients which led to Blue-Green Algae outbreaks in some waterways. To encourage the community to reduce their impact on local waterways, Council implements a Stormwater Education Program.
- Council successfully secured funding of \$20,000 from the Australian Government's Communities Environment Program to install a floating wetland in an upstream water body at Harrington Park Lake. This project will help to treat stormwater and act to improve water quality, not only in the wetland, but also in Harrington Park Lake.
- Harrington Forest's Cumberland Plain Woodland is set to be restored after Council successfully secured funding of \$20,000 from the Australian Government's Communities Environment Program 2019/2020. The aim of the project is to restore, enhance and protect the critically endangered ecological community, Cumberland Plain Woodland within Harrington Forest.
- NSW Department of Primary Industries (DPI) released Australian Bass fish in five local lakes - Springs Lake, Annan Lake, Lake Yandel'ora, Thornleigh Gully (The Cascades), and Harrington Park Lake. The fish stocking aims to increase the quality of recreational fishing and will promote conservation in the area.

### **Proactive management of biodiversity**

- Council prepared for the sale of biodiversity credits established under the Biobanking Agreement for Gundungurra Reserve in Narellan Vale and Spring Farm as a biobanking site. The proceeds from the sale of the biodiversity credits will provide for the preservation and protection of almost 40-hectares of critically endangered Cumberland Plain Woodland.
- To ensure adequate protection measures are established as part of the development process, Council continued to review development applications with the potential to impact local biodiversity.
- To manage the Australian White Ibis population at Lake Annan, Mount Annan, Council continued to implement management actions identified in the adopted Management Plan for Australian White Ibis.
- Development of the revised Biodiversity Strategy is nearing completion and will build on the previous 2013 Strategy to continue the long-term protection, enhancement and biodiversity values in the Camden LGA.
- Following the preparation of the Cobbitty Hills Biodiversity Corridor Masterplan, a guide for landholders has been developed. The Guide provides landholders with information on the value of bushland found on their property and what key actions can be taken, including financial incentives, to protect the environmental values of this land.

### **Implement initiatives and host community education programs**

- Council continues to partner with Campbelltown and Wollondilly Councils to deliver regional initiatives to engage the local community, including the Threatened Species Art and Writing Competition and the Macarthur Nature Photography Competition.
- Following on from receiving Bronze accreditation under the NSW Government's Sustainable Advantage Program, Council is now working towards Silver accreditation.
- The draft Sustainability Strategy 2020-24 will bring together actions that Council will implement to work towards creating a Sustainable Camden.
- Council's 'Green Team' has implemented projects to improve Council's sustainability performance including reducing water bottle usage by 86%, establishing soft plastic recycling stations and encouraging staff to go back to black with their printing resulting in financial savings and toner waste.
- A number of planting events have been held over the year including National Tree Day celebrations at Camden Town Farm, Threatened Species Day planting at Spring Farm and planting events with local schools, pre-schools and corporate groups.
- To celebrate National Tree Day 2019 and to increase local biodiversity, Council offered 20 native plants to each school within the Camden LGA. This distribution of plants to local schools helped to create awareness and encourage active contributions to the management and enhancement of local biodiversity.
- Council hosted three free home solar and battery webinars to support the community with the uptake of solar photovoltaics. The webinars were presented by an independent energy expert and covered how to understand your energy bill, energy efficiency, and solar and battery basics. Participants were able to ask questions using online question and answer or chat functions.



### **Promote heritage and historical sites across the Local Government Area**

- Council's Heritage Advisory Committee and Council officers continue to explore initiatives to promote heritage across the LGA.
- Council's Heritage Advisory Committee held a heritage promotion event titled 'Unlock Camden', as part of NSW History Week 2019 and at the commencement of the Camden Spring Festival. The event attracted around 200 visitors, and residents were invited to share images on social media using the hashtag #mycamdenstory.
- A community workshop was held to discover themes of uniqueness and richness of place for Camden as a part of the Community Video Project titled 'Yesterday Stories'.
- Council provided on-going advice to applicants relating to works proposed to heritage items through development applications, and development application exemption requests for minor works to a heritage item.
- Council provided advice to over 70 developer application referrals proposing works to heritage items and 25 customer enquiries.
- Council's Heritage and Urban Design Advisor issued six exemptions from needing a Development Application for minor works on heritage items under Clause 5.10 (3) of the Camden Local Environmental Plan 2010. This enables landowners to maintain heritage items without the need for obtaining development consent.

### **Provision of adequate public amenities, recreation facilities, open space and parks**

- Council's draft Sportsground Strategy 2020-2024 offers a strategic framework and action plan to support the role Council plays in the provision of high quality and well-maintained sporting fields and amenities over the next five years.
- Council's draft Spaces and Places Strategy outlines the current and future needs for social infrastructure. The Strategy provides a strategic framework and action plan to support the significant role that Council plays in the provision of open space, play spaces and community facilities to meet the needs of current and future populations.
- Equipment in five playgrounds across the Camden LGA have been replaced with brand new structures as part of Council's Infrastructure Renewal Program. The five locations with brand-new equipment are:
  - Manna Gum Reserve, Narellan Vale
  - Little Reserve, Camden
  - Eastlewood Reserve, Narellan
  - Solander Reserve, Mount Annan
  - Harrington Park Reserve, Harrington Park

- Curry Reserve was named as the winner of the Park of the Year Award at the Parks and Leisure Australia (NSW/ACT) 2020 Awards of Excellence.
- The water play space, which opened in September last year, is an inclusive facility with accessible activities, wet play wheelchairs and the Macarthur region's first fully accessible and accredited public toilet and adult change facility.

As well as its inclusivity, the park was also recognised for its sustainable design, including its:

- Use of recycled and treated water
- Construction around existing trees
- Water bottle refill station, to help reduce plastic bottle wastage
- Official opening of the Miss Llewella Davies Pioneer Walkway at the Camden Town Farm, providing a 2.35km walking track giving users the option of three different loops, two of which are accessible.
- Grant funding of \$101,000 (excluding GST) under the NSW Government Club Grant Program to provide additional funding towards the provision of floodlighting at Ron Dine Reserve.

### **Implement and advocate for waste avoidance**

- During 2019/2020 Council diverted 38.9% of waste from landfill generated by residents. Council is continuing to work towards the Environmental Protection Authority target of 75% of waste being diverted from landfill by 2021/22.
- Contamination rates for garden organics increased to 5.5% for the year with the recycling contamination rates continuing to increase to 18.5%.
- Council's Waste Education team participated in 12 community engagement events, facilitated 21 excursions at local preschools and Out Of School Hours (OOSH) Services delivering waste education to 1,323 local students.
- Over 500 'Kerbside Collection' information packs were distributed to 35 local real estate agencies, with the aim of reducing illegal dumping at rental properties.
- 29% of waste generated at Council's 2019 Taste Food and Wine Festival was diverted from landfill through waste-wise initiatives implemented as part of the event. A total of 77kg of surplus food leftover from the TASTE Camden event was donated to OzHarvest allowing them to deliver 230 meals to people in need from the Macarthur area.
- Council's annual Chemical Clean Out Day had 1,114 vehicles drop off

approximately 41 tonnes of chemicals which have been diverted from landfill and disposed of properly.

- Council held two Recycling Drop Off events in 2019 with 293 vehicles dropping off over five tonnes of recycling. Only two events were held in 2019/20 due to COVID-19.
- Council was successful in receiving \$116,185 (excl GST) in grant funding from the Environmental Protection Authority to help combat illegal dumping within the Camden LGA.
- Council was successful in receiving \$200,000 (excl GST) in grant funding from the Environmental Protection Authority to construct a Community Recycling Centre at Council's Works Depot. The Recycling Centre will allow residents to safely dispose of problem waste and is currently in the design phase and should be constructed in 2020/21.
- A total of 1,063 incidents of illegal dumping on public land were identified and investigated by Council officers.

### **Water Restrictions**

- Level 2 Water Restrictions were introduced, and Council ensured that signage was placed at its four rural water standpipes advising users that this water must be used in accordance with water restrictions. Water standpipes are available for use by rural customers to fill watercarts to replenish water supplies at their properties, particularly to water livestock.
- Annuals used in high impact roundabouts and gardens were replaced with more resilient, waterwise plants for the duration of the water restrictions. Sites also had compost and wetting agent applied to improve the soil condition and mulch applied after planting.
- Council's street sweeping and city cleansing operations were adjusted to reduce water usage and meet the requirements of both Level 1 and 2 restrictions without impact to public health and safety.

### **Address reported noise concerns**

- A total of 257 complaints were received relating to barking dogs, trail bikes and noise due to amplified music and other sources. Council investigated all concerns and complaints with appropriate compliance action taken.

### **Initiatives Promoted to Reduce Air Pollution**

- Council continued to promote better practices for wood heater operations to help reduce air pollution through local media, Council's website and educational programs.

In November and December 2019 and January 2020, air quality was significantly impacted by bushfire smoke. Information regarding the bushfires was shared on Council's social media platforms.

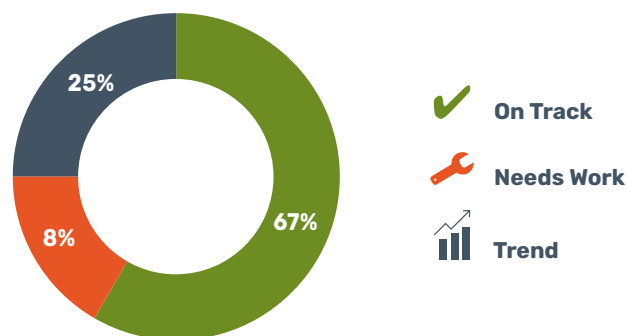
### **Maintain the register of companion animals and conduct education programs**

- Council promotes Responsible Pet Ownership at local events and improve microchipping and registration rates through initiatives including Council's free microchipping program, school visits and advertising campaigns. Council officers microchipped 97 companion animals this year under its free microchipping program.
- Council returned 88 dogs to their owners instead of delivering them to Council's Facility.
- A total of 175 dogs arrived at Council's Facility including 81 dogs seized by Council officers, 92 dogs delivered by members of the public and 2 dogs surrendered by their owners.
- In recognition of the work undertaken by Council, the PAWS Program was named Community Education Outreach Program of the Year at the Jetpets Companion Animal Rescue Awards.

**There are 12 performance indicators to measure the progress and they are:**

1. Waste diverted from landfill
2. Incidents of illegal dumping (observed by Council officer)
3. Incidents of illegal dumping (advice from residents)
4. Companion animals are appropriately identified
5. Monitor water quality in rivers and waterways
6. Number of initiatives promoted to reduce air pollution
7. Number of complaints received regarding noise concerns
8. Increase number of public amenities, recreation facilities, open space and parks
9. Bushland under active management – number of volunteers bushcare hours
10. Maintain biodiversity across the Camden LGA
11. Number of sustainability community education programs conducted
12. Number of community education activities conducted to promote heritage and historical sites across the Camden LGA

**The assessment on the above performance indicators shows 8 Indicators (67%) on 'On Track', 1 Indicator (8%) as 'Needs Work' and 3 Indicators (25%) as 'Trend'.**



**COMMUNITY OUTCOMES**

- Designated off-leash areas and free microchipping service for companion animals
- Effective preservation of our heritage sites
- New recreation facilities and amenities, open space and parks for the community
- A healthy and natural environment with connected natural areas











## Key Direction 03

### A Prosperous Economy

**Prosperity means that people have enough – that they are satisfied with their standard of living and have a balance between their financial and social well-being. Financial well-being relies on access to education, employment, housing, and a strong and diverse local economy.**

A strong local economy for the Camden LGA is characterised by vibrant towns and commercial centres, thriving local businesses, stable and diverse employment opportunities, skilled local residents, infrastructure that supports economic growth, and a thriving tourist/visitor market.

The development of a strong local economy is essentially about developing an environment that supports a diversity of business and industry to invest, establish, grow and be sustainable over time.

The economic development and prosperity of the Camden LGA is linked with the broader South West Sydney region and much of the focus for the Camden LGA into the future will continue to be working with relevant partners, as well as through the Camden Regional Economic Taskforce (CRET) and the Macarthur Regional Organisation of Councils (MACROC), on the development of a strong regional economy.

# Objectives

- **Tourism and economic development is supported**

## **To support the above objective...**

Council has a range of services to manage significant places across the LGA and promote tourism that influences in strengthening the local economy.

Below are some of the actions and activities Council undertook across the business and tourism industry over the year and in response to COVID-19 from March 2020 onwards.

### **Support existing local businesses and new investments**

- There are 9,210 active and registered for GST businesses in the Camden LGA reported in January to June 2020, an increase of 5.2% from the previous six months (July to December 2019), figure of 8,752. (Source ABS)
- Programs designed to support business in the wake of COVID-19, including a business information portal and business grants to deliver rapid response for meeting operational expenses and project-based grants to allow businesses to pivot their operations in response to COVID-19.
- Council launched the VendorPanel Marketplace to encourage suppliers to register their details so they can be sought for quotes on goods and services required by Council.
- In partnership, Camden Region Economic Taskforce (CRET) and Council launched a video to showcase the region's investment potential.
- Council and CRET worked collaboratively on a range of projects including supporting local businesses and attracting new businesses, visitors and investment into the Camden Local Government Area





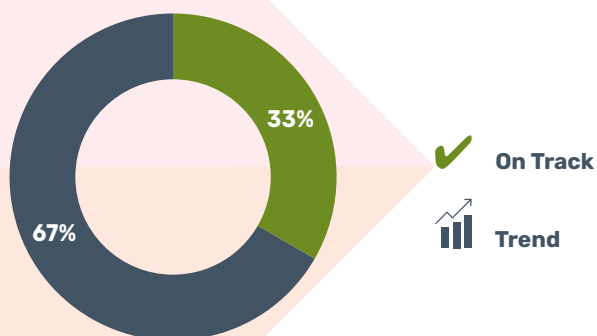
### **Promote tourism activities across the Local Government Area**

- Macarthur Tourism received 145,473 visits on the website [www.macarthur.com.au](http://www.macarthur.com.au). This website gives visitors and the community better and easier access to a wide range of information.
- The COVID-19 pandemic has had a significant impact on visitation from March 2020. The impacts of the pandemic are ongoing with NSW Health restrictions regarding travel and social distancing in place. These restrictions have led to the cancellation of many popular events including the Camden Show, which further impacted visitation to the area.

**There are three performance indicators to measure the progress and they are:**

1. Utilisation of the regional tourism website is increasing
2. Monitor the visitation to the Tourism Information Centre
3. Increase in number of registered businesses operating within the Camden LGA

**The assessment on the above performance indicators shows 1 Indicator (33%) as 'On Track' and 2 Indicators (67%) as 'Trend'.**



**COMMUNITY OUTCOMES**

- More diverse employment opportunities from the local registered business across the LGA
- Easy access to a range of information within the Macarthur Region via the Macarthur Tourism website
- A range of business education and training opportunities









# Key Direction 04

## Effective and Sustainable Transport

**Effective and sustainable transport underpins all aspects of an accessible and functioning place.**

**Transport impacts on the health of the natural environment as well as the health and well-being of people able to connect with their community and services. It impacts on the effectiveness and amenity of the urban environment, and on the viability and growth of the local and regional economy.**

An accessible Camden LGA means that people are able to travel easily within their own local area and are well connected to the wider Macarthur and metropolitan regions.

Effective and sustainable transport for the Camden LGA would include:

- affordable, convenient and integrated public transport that is a viable choice over private vehicles.
- infrastructure that enables and encourages healthy forms of transport such as walking and cycling.
- safe and uncongested roads.
- support structures that enable public and private transport systems to operate effectively, including interchanges, traffic management and parking.



# Objectives

- **Integrated and safe transport system**
- **Road infrastructure and transport connections are effectively established**

## **To support the above objectives...**

Council has programs and projects to improve accessibility and connectivity that influence the community's health and well-being.

Below are some of the actions and activities Council undertook on road safety programs, transport options and transport infrastructure.

### **Conduct road education programs**

- Council coordinated and worked in partnership with local Police, Transport for NSW and community groups to deliver road education programs, including:
  - RBT Plan B Campaign
  - Drive 2 Stay Alive, School Safety Program
  - Slow Down Program
  - Choose Right Buckle Right
  - Graduated Licensing Scheme Workshops
  - Drives for Learners In Macarthur
  - Traffic Offenders Program
- Fourth quarter program delivery was impacted by COVID-19 restrictions for all programs except Slow Down, for which Council launched the '50 on Local Streets' campaign at this time.

### **Conduct crime prevention programs**

- Council coordinated graffiti education programs with high schools.
- Establishment of Alcohol Prohibited Areas at Julia Reserve, Oran Park and Bowman Reserve, Camden South.

## Transport options across the Local Government Area

- Council's Pedestrian Access Mobility Plan (PAMP) and Bike Plan continued to provide footpaths/shared paths enhancing connectivity for the community. Under the PAMP and Bike Plan programs, paths were installed in existing precincts in the following streets:
  - Camden Valley Way – final section of shared path at Herbert's Hill Reserve completing the link between Camden and Narellan
  - Bates Reserve, Elderslie – shared path through the length of the reserve
  - Southdown Road and Cashmere Drive, Elderslie – path connections completed on the bus route
  - Narellan Town Centre – missing path connections on Camden Valley Way, Elyard Street, Queen Street and Somerset Avenue
  - Doncaster Avenue, Narellan – footpath connection completed through the suburb
  - Old Hume Highway, Camden South – bus stop and path connection near Armour Avenue
  - Macquarie Grove Road, Kirkham – bus stop and path connection near Sutton Avenue
  - Rickard Road, Leppington – footpath and drop off/pick up area (Stage 2) at Leppington Public School
  - Minor footpath works completed at Sir Warwick Fairfax Drive, Harrington Park; Alisma Road, Mount Annan; Adriana Street, Mount Annan; Gardiner Crescent, Elderslie; Munday Place, Currans Hill; and Camden View Drive, Narellan
- Other projects delivered include:
  - John Street, Camden – crossings at Camden Public School and Mitchell Street
  - Lodges Road and Liz Kernohan Drive, Elderslie and Springs Road, Spring Farm – design works for remaining streetscape. Works include paths, bus stops and shelters, crossings and tree planting
  - Richardson Road, Spring Farm – refuge islands and indented bus bay
  - Working in partnership with Greenfields Development Company to install traffic lights at Oran Park High School
  - Working in partnership with Dartwest to install bus shelters and stops in Gregory Hills
- Council processed all 95 Traffic Committee recommendations within the set timeframes.
  - Minor traffic facilities – 42
  - Program reports – 8
  - Events Traffic Management Plans – 10
  - Development projects – 34
  - Road Upgrade Projects – 1

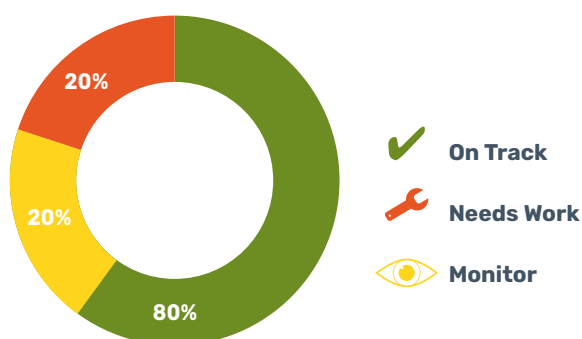
### **Respond to State Government plans and funding opportunities**

- Narellan Urban Forest footpaths and lighting upgrade – Stage 2 works completed with Safer Communities grant funding.
- Oran Park and Narellan Library – bollards installed to deter vehicular access in civic spaces with \$48,000 secured from NSW Department of Communities and Justice.
- Barsden Street/Broughton Street, Camden, Upgrade – delivered with \$55,000 funding secured from Transport for NSW Safer Roads Program.
- Murray Street/Broughton Street, Camden, Roundabout – delivered with \$250,000 funding secured from Transport for NSW REPAIR Program.
- Raby Road Upgrade – strategic concept design commenced in partnership with Campbelltown City Council, progressing with Special Infrastructure Contribution funding of \$700,000 secured from the NSW Government.
- Council is actively engaging with the Australian and State Governments and partner Councils in progressing the Western Sydney City Deal which incorporates several major transport infrastructure components.
- Council submitted feedback on the publicly exhibited 'Western Sydney Aerotropolis Plan' to the Department of Planning, Industry and Environment.
- Porrende Street Upgrade, Narellan – Progressing with Federal Government funding of \$3,053,592 secured for delivery over a three-year period.
- Old Hume Highway Intersection Upgrades scoping and concept design – Progressing with Federal Government funding of \$494,417 secured for study over a three-year period.
- Rickard Road (Ingleburn Road to Heath Road), Leppington, Upgrade – planning and design progressing with Special Infrastructure Contribution funding of \$2.8M secured from NSW Government over a four-year period.
- Rickard Road (Ingleburn to Bringelly Road) and Ingleburn Road (Rickard to Camden Valley Way) – Housing Acceleration Funding 3 secured from the NSW Government.
- Byron Road and Ingleburn Road (Rickard Road to Eastwood Road) – Housing Acceleration Funding 5 secured from the NSW Government.

**There are five performance indicators to measure the progress and they are:**

1. Successful completion of Black Spot funded projects
2. Number of transport options delivered through Pedestrian Access Mobility Plan and Bike Plan
3. Number of Road Education Programs conducted
4. Traffic Committee recommendations are actioned within the timeframe
5. Road and traffic facility construction projects completed on-time and within budget

**The assessment on the above performance indicators shows 3 Indicators (60%) on 'On Track', 1 Indicator (20%) as Monitor and 1 Indicator (20%) as 'Needs Work'.**



### COMMUNITY OUTCOMES

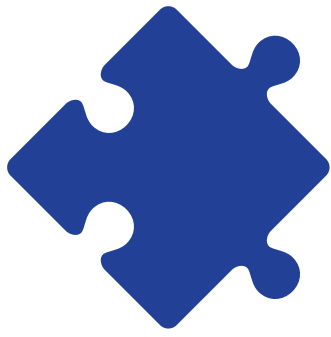
- A range of community education initiatives to raise community awareness of road safety and crime prevention
- Transport options delivered for the community through Pedestrian Access Mobility Plan and Bike Plan implemented across the Local Government Area
- Improved road infrastructure planned across the Local Government Area through partnership projects and access to State Government funds





Kirkham Park  
BMX Facility





## Key Direction 05

### **An Enriched and Connected Community**

**An enriched and connected community involves arts and culture, community safety, healthy lifestyles and community health. In addition, the community is further enriched through learning, access to information, recreation and leisure to build social capital and cohesion.**

These are all elements that lead to a community with high levels of well-being. This is usually characterised by connection, networks and support within the community; participation and ownership; equity and access; and democratic governance. Equity and access means that all people are able to access a variety of opportunities within a community, both social and economic, regardless of background, ability or circumstance.

Community well-being describes the state of satisfaction, contentment and fulfilment of needs experienced within a particular group of people.

# Objectives

- **Celebrating social diversity and cultural expression**
- **Opportunities for life-long learning**

## **To support the above objectives...**

Council has a range of services to foster cultural and social inclusion across the LGA.

Below are some of the actions and activities Council undertook to support and enrich social connectivity, promote cultural diversity and provide learning opportunities for all.

### **Provision of high quality Family Day Care Service**

- Camden Family Day Care's average utilisation rate has been down slightly due to the impacts of COVID-19. Despite this, Camden Family Day Care continued to provide high quality high based education and care to 300 families across the LGA.
- Camden Family Day Care hosted a Family Day Care Educator Forum with representatives from Wollondilly, Fairfield and Campbelltown LGA's as well as educators attending.

### **Provision of programs delivered to various community groups**

- Council continued to deliver a wide range of activities and events for identified community groups. Many of these were moved from face to face provision to online due to COVID-19. These included Camden Interagency meetings, Cohesive Communities Advisory Group meetings, Youth Council Meetings, Youth Week Program, Youth Survey, National Families Week Program, Skateboarding Titles, Call Connect Program. Cancelled or postponed activities included Seniors Program Committee meetings, Seniors Bus Trip, Seniors Autumn lunch and Access Community Advisory Group meetings.
- Council's Café Connect Program was Highly Commended at the 2020 Local Government Professionals Excellence Awards, recognised for hosting a series of monthly Connection Cafes for older people. The Café is a one-stop shop that provides information about health, social and service provisions in a variety of formats.

- Council introduced the Matching Aged To Engaging Youngsters (MATEY) project as a pilot program over an eight-week period. The MATEY pilot project connected aged care facilities and seniors group residents with local children from pre-schools and childcare centres through craft, stories, pictures, mail and online technology.
- Changing Places Accreditation at Curry Reserve Water Play Space and listed on the National Changing Places Facility List. Camden is the only Council nationally offering an innovative pin pad code system for a changing place facility and is the only Council in the Sydney region to offer free Master Lock Access Keys (MLAK) for this public facility to eligible residents.
- Council has made available three wet play wheelchairs exclusively at Curry Reserve Water Play Space for use. Offering child and adult size all terrain wheelchairs these now provide and improve access to the water play area for children and people living with a disability.
- Council installed hundreds of posters in both male and female toilets in every Council owned community and administration facility to help residents connect with valuable support from Lifeline Macarthur.
- As part of 2019 NAIDOC Week celebrations, Council endorsed its first Aboriginal Protocols Policy. The policy outlines inclusive protocols to acknowledge the Aboriginal community and promote greater understanding and acceptance of general cultural awareness.
- Classic board game Monopoly was localised with the Camden edition showcasing 22 local landmarks and 2000 copies sold. A total of \$120,000 was raised with funds going to two local charities, Camden Wollondilly Domestic Violence and Lifeline Macarthur.

### **Provision of recreation facilities**

- Mount Annan Leisure Centre and Camden War Memorial Pool continued to be popular with the local community however due to a number of factors including bushfires, air quality, significant rainfall and COVID-19 closures, numbers are lower than in previous years. Despite these factors this year saw more than 49,000 visitors to the Camden War Memorial Pool and a total of 494,820 participants were involved in a range of activities at Mount Annan Leisure Centre, including visits to the gym, stadium and swimming pools.
- Julia Reserve Youth Precinct at Oran Park was opened. The new state-of-the-art youth facility and community centre includes a multi-dimensional skate park, parkour zone, multi-purpose courts, multi-purpose activity rooms, community office spaces, community centre, basketball court, ping pong tables and a kick-about space.
- Construction of the new Spring Farm Community Centre was completed. This modern, functional community space is ideal for use by residents and a wide range of organisations.
- Construction of a new park at Olive Hill Drive, Cobbitty.

### **Conduct arts/cultural events and deliver programs**

- The inaugural Youth Multicultural Festival was held providing young people aged 12 to 25 years with the opportunity to come together in a safe, supported and inclusive environment, where they could access information, meet peers and celebrate diversity.
- Council adopted the Public Art Policy to ensure a coordinated and strategic framework is in place to integrate art and design in the public domain.



- To support busking within the Camden LGA a new draft policy was developed that outlines key responsibilities and procedures for Council and applicants. The policy will ensure that busking activities on Council owned land are managed in a consistent and safe manner while supporting important placemaking functions. The launch of the busking program was delayed due to the COVID-19 pandemic.
- Cultural development events included 51 About Face Art Group workshops, two artist networking events, five events for the Creative Camden Holiday Program, two Writers Programs, an Artist Network, Yesterday Stories Program and two Business Week workshops for creative businesses.
- Within the Alan Baker Art Gallery an additional 40 programs were delivered including children's workshops, history walks, life drawing classes and adult programs.

### **Library Services**

- Over 2000 scheduled programs were held across the libraries. Despite libraries being closed to the public across Australia during the COVID-19 pandemic, residents were able to access Library Services through their e-resources through its website.
- To ensure Library patrons safety, Perspex safety screens were installed at customer counters, antiseptic wipes and hand sanitiser were available at each location and increased cleaning schedules were introduced. Personal Protection Equipment (PPE) and training were provided to Library staff.
- Introduced an expanded home delivery service for vulnerable residents in the community as part of Council's COVID-19 community support package.
- Homeschoolers Day Program introduced.
- Development of a new Library Strategic Plan is being prepared which will guide the development of services from 2020 to 2024. The Strategic Plan will address the informational and recreational needs of the community to ensure future libraries are providing the best customer service and experience to residents.

### **Camden Civic Centre**

- Council provided funding of \$13,200 through the Civic Centre Cultural Performance Subsidy Program to 12 community organisations to support local talent, showcase performances and provide quality affordable entertainment to the community.

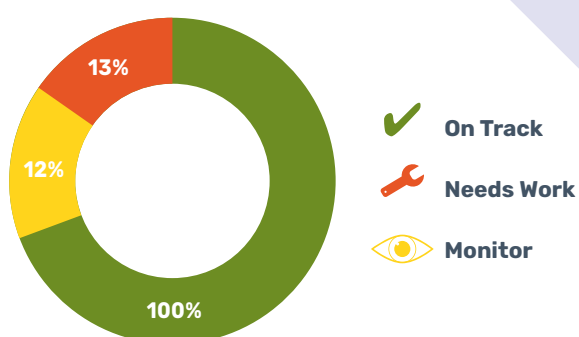
### **Respond to State Government funding opportunities**

- The first stage of the BMX facility was completed and provides a venue and training facility for all levels of BMX racing. Stage 1 consisted of a five-metre start hill, access ramps, main racetrack, timing and scoring system and landscaping. Council has secured an additional \$2.79M from the NSW Government's 2019/20 Greater Sydney Sports Facility Fund to cover Stage 2 construction, additional carparking and landscaping works.
- Council was successful in obtaining funding of \$50,000 (excl. GST) through the NSW Department of Family and Community Services Youth Opportunities Program. This Program will deliver a series of youth-led events for young people in Camden.
- Council was successful in obtaining funding of \$93,528 (excl. GST) through the Club Grants Category 3 Program. The funding will facilitate the upgrade of audio-visual equipment at the Camden Civic Centre Auditorium.

**There are eight performance indicators to measure the progress and they are:**

1. Number of programs delivered to various community groups including identified target groups
2. Number of arts/cultural events hosted across the Camden LGA
3. Increase number of participants in active recreational activities using Camden Memorial Pool (seasonal)
4. Increase number of participants in active recreational activities using Mount Annan Leisure Centre (seasonal)
5. Ratio of returning clients to new clients for hiring Camden Civic Centre
6. Number of non-Council events hosted at the Camden Civic Centre
7. Number of programs conducted at local libraries:
8. Camden families have access to a quality Family Day Care service – hours of care provided

**The assessment on the above performance indicators shows 6 Indicators (75%) on 'On Track', 1 Indicator (12%) as 'Monitor' and 1 Indicator (13%) as 'Needs Work'**



## COMMUNITY OUTCOMES

- Camden Family Day Care providing a range of childcare options
- Accessible recreation facilities available to the community across the Local Government Area
- A range of activities and a place for life-long learning experience through libraries
- Camden Civic Centre – a great venue to connect with people
- Alan Baker Art Gallery provides opportunity for creativity and to explore art







# Key Direction 06

## Strong Local Leadership

**Strong local leadership means that the Camden LGA has strong organisations and individuals representing its interests, who are responsive to the community, and who are working together to achieve the community's vision for the future.**

Strong local leadership will be needed from all levels of government, as well as the private sector, non government organisations, business, industry groups, and community organisations. Developing leaders within the community will place the Camden LGA in good stead for the years to come.

Camden Council, as the level of government in closest contact with the local community, has a particular role in the planning, advocacy and delivery of good outcomes on behalf of the Camden community. This role is important as the Camden LGA faces massive urban and population growth, particularly in advocating for the delivery of major infrastructure provision, and in balancing the needs and desires of the current population with the pressures of growth.

Importantly, strong local leadership can influence the way that government engages with, and responds to, the local community needs and aspirations in decision making and planning process as well as delivering services.

# Objectives

- **Maintain strong partnerships and shared responsibilities with stakeholders**
- **Community and stakeholders are kept informed**

## **To support the above objectives...**

Council has a range of services, projects and programs responding to the community needs and to advocate on behalf of the community.

Below are some of the actions and activities Council undertook to support the community, keep the community informed and provide opportunities for the community to participate.

### **Provision of community small grants, donations, annual subsidies and sponsorships**

Council recognises the contribution of individuals and locally based groups and organisations to the development of community spirit through the provision of community events and activities.

- Council distributed community small grants valued at \$86,593 to 23 community service groups.
- Council donated \$7,809 to 16 community groups for charitable purposes.
- Council provided over \$50,000 in annual subsidies to a wide variety of community organisations. All eight annual subsidies were distributed - RSL Sub Branch, Leppington Progress Association, Camden Historical Society, SWS Academy of Sport, Camden Community Band, Campbelltown Macarthur Scottish Pipes and Drums, Campbelltown Camden District Band, Camden Art Prize.
- Council sponsored 28 organisations for community programs.
- Council was awarded the 2020 Supportive Employer Special Commendation Award in recognition the vital contribution employers make to the NSW RFS by releasing volunteers to attend incidents and other NSW RFS activities during work hours.

### **Create opportunities for the community to access information and to participate**

- Council re-launched the updated and rebranded Camden Kids website [www.camdenkids.com.au](http://www.camdenkids.com.au). Since the relaunch the Camden Kids website has supplied regular e-Newsletters and articles to residents, successfully addressing several Strategic Actions in Council's Children and Families Strategy.
- Council launched the MATEY Project – Matching Aged to Engaging Youngsters as a response to COVID-19, this project connected those isolated and with limited technological knowledge, focusing specifically on connecting Camden's children and older people during this time of social isolation.
- Council published the quarterly community newsletter, Let's Connect.
- Council celebrated the first birthday of Oran Park Library and Alan Baker Art Gallery.
- Council published information on Facebook, rates notices and weekly Council news column in the local newspaper.
- Council expanded the Camden Festival, Bounce Town and Paws in the Park events during 2019.
- Council's community engagement increased drastically due to the impact that COVID-19 has had on the organisations service delivery. While many services weren't able to operate or had to change how they were delivered, it required a higher level of communication with the community. Social media posting and engagement increased and continued to distribute a high volume of signage across the LGA to support residents with the challenges of COVID-19 and isolation.
- Council introduced a program of 'Pop Up' Customer Service Information Hubs at shopping centres and events located across the Camden LGA.
- Live streaming of all Council meetings commenced in February 2020 with audio-visual recordings of each meeting uploaded to Council's website.
- A new event, the inaugural Winterfest saw Larkin Place car park transformed into a winter wonderland with ice-skating rink, food stalls, live entertainment and winter menus at venues along Argyle Street.





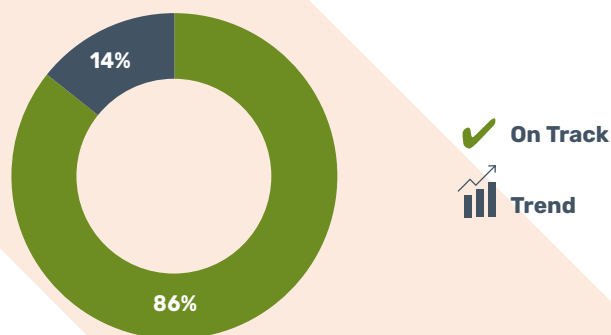
## Respond to State Government plans, grant funds and partnership opportunities

- Council endorsed the draft Western Sydney Health Alliance Memorandum of Understanding.
- Council's endorsed a Deed of Agreement to formalise the long-term governance arrangements for the Western Parkland Councils.
- Council received financial assistance to support the community and business sector during COVID-19.

## There are seven performance indicators to measure the progress and they are:

1. Number of Community Small Grant Agreements
2. Number of donations for charitable programs
3. Number of annual subsidies extended to community organisations
4. Number of community sponsorship programs supported
5. Maintain publication of regular Council's information
6. Maintain Council's social media platform
7. Maintain Council's community engagement and communication practices

**The assessment on the above performance indicators shows 6 Indicator (86%) on 'On Track' and 1 Indicator (14%) as 'Trend'.**



## COMMUNITY OUTCOMES

- Council's community small grants, donations, annual subsidies and sponsorships continues to build stronger communities
- Social media, Let's Connect newsletter and Council's website assist in keeping the community informed
- A range of festivals and events, including on-line activities, ensured community participation

# Resilience and Adaptability Demonstrated in Response to COVID-19 Pandemic

## \$16.8 Million COVID-19 Community Support Package

In March 2020, all Australians were asked to quickly adapt the way they live and work on a scale not previously imagined.

Like other towns and cities around the world, our community has felt the effects of the coronavirus pandemic. The wellbeing of the community and staff were the highest priority.

To support and assist residents and local businesses in these unprecedented times, Council developed a support package, totalling \$16.8M. Council implemented this package to help as many people as possible.

The package has three stages to be rolled out over a six-month period.

Stage One, commenced in April and included:

- The reimbursement of payments to Council and relaxation of cancellation policies for community groups and individuals using Council's facilities, spaces and services
- A digital portal for support information and services for community and businesses adversely effected by COVID-19
- Digital media campaigns to support local businesses and to boost positivity in the community
- Council staff members volunteering at Lifeline
- Digital and contactless home delivery of library programs and services for Camden residents who used to attend regular programming and vulnerable groups needing social engagement

Stage Two commenced from 30 April 2020 and included:

- Rate relief for all rateable properties, with \$4M committed
  - Provide a one-off \$100 rates and charges rebate for the 2020/21 rating year for all rateable properties within the Camden area
  - Waive the interest due on overdue rate notices for residents experiencing hardship for a period of up to 12 months



- Remove red tape and requirement for a hardship application
- A \$350,000 commitment to freeze increases to domestic waste charges
- Business grants, with \$350,000 committed thus far. These grants include:
  - Quick Response Grants of up to \$2,000 for businesses struggling to meet their short-term operational commitments
  - Digital Adaptation and Innovation Grants of up to \$15,000 for small businesses who are trying to pivot their operations in response to COVID-19
  - Community Response Grants of up to \$15,000 for organisations and not for profit organisations providing on the ground services to Camden residents
- A \$320,000 commitment to a six-month waiver of some non-statutory fees for business and residents using Council services
- Businesses, currently leasing Council facilities, with an annual income of up to \$50M, will receive a 50 per cent reduction in rent, with \$180,000 committed thus far
- A commitment of an additional \$11.4M to accelerate the delivery of a number of infrastructure projects from the 2020/21 Capital Works Program, to be completed by 31 December 2020
- Altering Council's procurement process to introduce a Local Preference Policy and a Local Vendor Panel
- The digital delivery of Alan Baker Art Gallery programs and exhibition

Stage Three, or the recovery phase of the package, will be tailored, as the social and economic impacts of COVID-19 on the Camden community becomes clearer. It will include a mix of major projects, events, grants and financial support for business and community groups.

## Local Business Support Expanded

Local businesses and suppliers will now receive preference under Council's revised purchasing and procurement policy.

The introduction of both the Local Supplier Marketplace in Vendor Panel and a local supplier initiative in Council's Purchasing and Procurement Policy will serve to support local business during and after the current economic climate created by COVID-19.

The policy includes:

- Vendor Panel (Local Supplier Marketplace) and Request for Quotes – A system capable of geo-locating local suppliers and their service/product categories
- Tenders and Local Preference initiatives – providing preference to local suppliers by including a weighting benefit towards suppliers within the Camden LGA. The weighting would be included as part of the assessment criteria for all tenders and request for quotes over \$100,000
- Small Business Friendly Program (On Time Payment Policy) – applies to businesses with a turn-over of less than \$2M. The business must be registered as a small business with Council, with the payment of invoices for small business within 20 days.



# Asset Summary

Council maintains a significant portfolio of assets and infrastructure to support the Camden LGA community. These include road and civil infrastructure, stormwater drainage networks, public space, buildings and land. The total value of all assets is \$2.257B.

## Asset Growth

Asset Class	2017-2018	2018-2019	2019-2020
Roads	695km	712km	717km
Footpaths and Cycleways	336km	384km	558km
Kerb and Gutter	992km	1051km	1077km
Stormwater Pipes	622km	667km	688km
Stormwater Pits (number)	28692	31510	33050
Headwalls (number)	1050	1106	1169





## Road and Civil Infrastructure

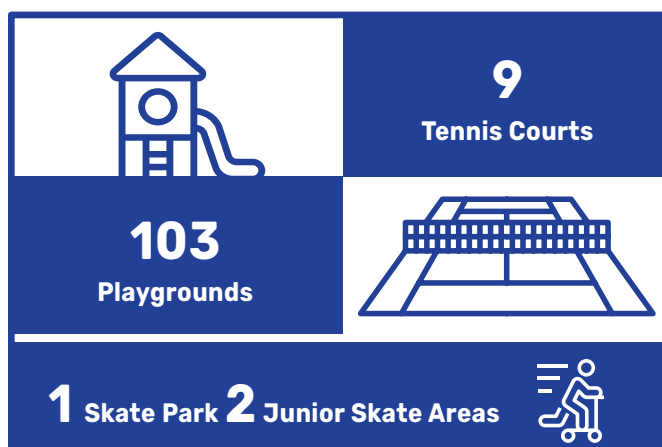
Council is responsible for the care, control and management of \$1.03B (replacement cost) of roads and transport related assets. These include:

- 557km of local urban sealed roads
- 141km of local rural sealed roads
- 1km of local rural unsealed roads
- 8km of regional urban roads
- 10km of regional rural roads
- 558km of footpaths and cycleways
- 18 road bridges
- 99-foot bridges/viewing platforms
- 78 major culverts
- 1,077km of kerb and gutter
- 107 car parks

## Achievements for the year

Council spent a total of \$7.8M on preserving, restoring and enhancing road and transport related assets during 2019/2020. Some of the major works completed include:

- Murray Street/Broughton Street Roundabout Upgrade
- Oran Park Drive Resurfacing
- Raby Road Pavement Rehabilitation
- Cawdor Road Rehabilitation
- Rickard Road School Drop-Off Area Improvements
- Hartley Road reconstruction (stage)
- Various reseal projects in Leppington
- Footpath Maintenance and Renewal Program – various locations
- Pedestrian Access Mobility Plan (PAMP) – new footpaths – various locations



## Public Space

Council manages public open space providing a range of opportunities for active and passive recreation. These assets are valued at \$118M (replacement cost) and these recreational facilities include:

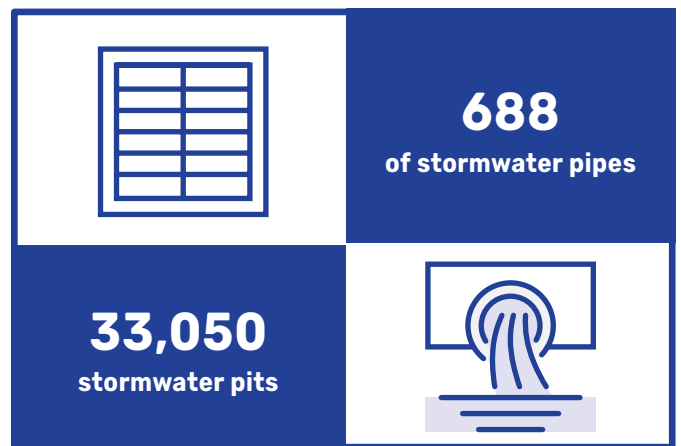
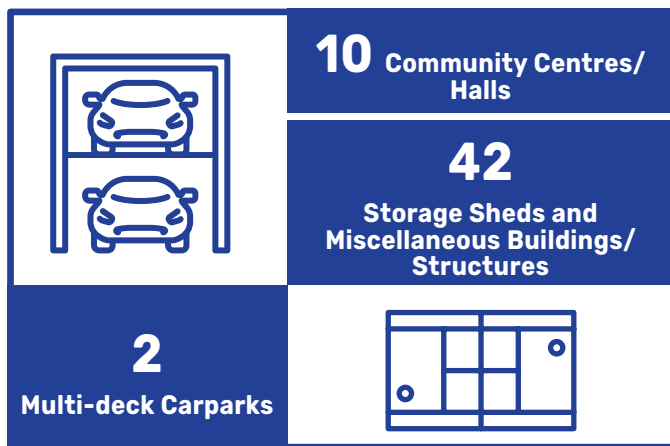
- 227 Public Reserves
- 22 sporting fields
- 103 playgrounds
- 21 exercise equipment sites
- 1 outdoor water play park
- 9 tennis court sites
- 2 multipurpose courts
- 1 skate park and 2 junior skate areas
- 2 netball facility sites
- 1 equestrian facility (Bicentennial Equestrian Park)
- 16 cricket pitches and 15 practice wicket nets

## Achievements for the year

Council spent a total of \$5.3M preserving, restoring and enhancing recreation and open space facilities during 2019/2020. Some major works completed include:

- Kirkham Park BMX Track and Ramp Structure
- Kirkham Park Playing Field Upgrade
- New Park at Olive Hill Drive
- Pindari Reserve Playground and Landscaping Works
- Herberts Hill Open Space Embellishment
- Curry Reserve Shade Sails and Landscape Work
- Pat Kontista Reserve Improvements
- Hilder Reserve Baseball Field Netting Upgrade





## Buildings

Council has in its care 161 buildings which have a wide range of community uses. These assets are valued at \$199.681M (replacement cost) and include:

- 1 Council Administration Office
- 14 Council Works Depot Buildings and Structures
- 10 Community Centres/Halls
- 3 Libraries
- 1 Civic Centre
- 2 Museum/Art Gallery
- 42 Sporting Amenities and Clubhouse Facilities
- 20 Public Toilet Amenities
- 42 Storage Sheds and Miscellaneous Buildings/Structures
- 6 Council Leased Properties
- 12 Council RFS and SES Buildings or Structures
- 3 Heritage Buildings
- 2 Multi-deck Carparks
- 9 Council Commercial Investment Buildings
- 5 Scout Halls
- 2 Leisure Centres with 5 Swimming Pools

## Achievements for the year

Council spent a total of \$5.5M preserving, restoring and enhancing buildings during 2019/2020. Some major works completed include:

- Construction of Spring Farm Community Centre
- Construction of Catherine Park Amenities Building (VPA)
- Construction of Curry Reserve Amenities
- Camden Senior Citizen Community Hall Maintenance and Renewal
- Harrington Park Community Centre Maintenance and Renewal
- Harrington Park Sportsground Amenities Maintenance and Renewal

## Stormwater Drainage Network

Council is responsible for a wide range of stormwater and drainage facilities. These assets are valued at \$465.4M (replacement cost) and include:

- 688km of stormwater pipes
- 33,050 stormwater pits
- 1,169 headwalls
- 6.4km of concrete channels
- 26km of open formed channels
- 48 detention basins
- 374 Water Quality Devices

## Achievements for the year

Council spent \$1.45M preserving, restoring and enhancing these assets during 2019/2020. Some major works and programs completed include:

- Harrington Park Lake GPT Rectification
- Increased water quality maintenance activities as growth occurs
- GPT Cleaning Program
- Water Quality Testing Program
- Litter in Waterways Program

# Financial Statements

Council's financial statements are available on the  
Council website [www.camden.nsw.gov.au](http://www.camden.nsw.gov.au)

# Finance Summary

**Camden continues to be one of the fastest growing areas in New South Wales with more than 100 new residents per week. This growth places substantial pressure on Council's finances and resources. The cost of planning for growth is an upfront cost that is required before additional rate income is realised through growth.**

The last quarter of the financial year was also impacted by COVID-19 with the closure of facilities and additional cost to implement prudent risk measures to protect staff and our community. Further information on the impact of COVID-19 is provided below. 2019/20 also saw the introduction of new accounting standards relating to Income recognition (AASB 1058 and 15) and leases (AASB 16), the impact to Council's financial performance was immaterial.

Council works closely with all levels of Government and the community to ensure there is a balance between providing for existing residents and those we welcome to Camden in the future.

The information below provides a snapshot of Council's financial performance over the past 12 months, more detailed information is provided within the Financial Statements.

## Financial Performance

The following table highlights the 'financial performance' comparison between 2019/20 and 2018/19:

Income Statement	2019/20 \$'000	2018/19 \$'000
Total Income from Continuing Operations	\$263,322	\$238,973
Total Expenses from Continuing Operations	\$125,557	\$124,608
Surplus Operating Result from Continuing Operations	\$137,765	\$114,365
Grants and Contributions provided for Capital Purposes	\$153,981	\$130,445
Net Operating Result before Grants and Contributions provided for Capital Purposes (deficit)	(\$16,216)	(\$16,080)

## Local Government Accounting - Operating Result

It is important to note that the operating result shown in the Income Statement is not Council's budget or cash position. The Income statement complies with the International Financial Reporting Standards and is required to be reported on an accrual basis, it considers non-cash entries and the timing of the receipt or payment of money. Council's budget is done on a cash basis. The reported surplus of \$137.8M (after capital items) does not mean Council has additional funds of \$137.8M to spend. Alternatively, the fact that Council's Income Statement has a reported deficit of \$16.2M (before capital items) does not mean Council's budget is overspent or Council's liquidity position is poor.

Council continues to balance its budget annually and its liquidity position is strong as demonstrated by the financial indicators in Note 28 to the Financial Statements.

## Operating Result (after capital items)

The 2019/20 Operating Result after accounting for capital income is a surplus of \$137.8M (\$114.4M 2018/19). This surplus is primarily due to non-cash contributions made by developers for infrastructure such as roads, drainage and open space. The value of the non-cash dedications for 2019/20 was \$126.7M (\$89.8M 2018/19). Accounting standards require the dedication of assets (non-cash) to be brought to account as income which inflates the surplus reported.



## Operating Result (before capital items)

Council's operating result before capital items is a deficit of \$16.2M. This result excludes capital income of \$153.9M. The result is consistent with last year's result. Council's depreciation expense has increased by \$6.83M over the past 2 years. The impact of depreciation expense is significant due to a unique environment of substantial growth, Council's current economies of scale and the method used to calculate depreciation expense. Council is currently constructing or receiving dedicated assets that provide for a population in the future. The straight-line method of calculating depreciation expense does not consider growth or the current population, meaning the expense is representative of a higher capacity to pay or greater economies of scale. There is also a timing issue to consider, Council must provide for infrastructure now, this cannot be done after the population arrives.

Council has not ignored the need to understand the consumption of assets and the need to provide for future renewal. Council has invested over \$23M in community infrastructure renewal programs over the past 10 years and will continue to invest in renewal programs representative of its capacity to pay. Significant growth in infrastructure and council's economies of scale will continue to be an issue for Council and needs to be understood when considering Council's financial performance in a rapidly growing environment.

It has been through the Council's understanding of this that it remains in a strong cash position with a good capacity for debt to assist in managing its growth now and into the future.

Other significant movements include an increase in Rates and Charges income of \$4.2M (growth), a decrease in User Charges and Fees of \$6.0M (Centre closures due to COVID-19, Development Assessment Income due to economic environment and Rental Income of \$1.9M is now shown as a separate line item due to AASB 16). Council allowed for an additional 17 new positions during 2019/20 to meet the demand for essential services. Salaries and Wages increased by \$3.9M. Materials and Contracts decreased by \$4.2M (2018/19 Materials and Contracts included works for Roads and Maritime Services (RMS) which inflated Council's normal level of Material and Contracts. The 2019/20 expense is normalised). Depreciation expense increased by \$3.2M due to the Council's growing asset base.

Council continues to monitor its operating result and whilst Council's liquidity position is strong, Council recognises that longer term, operating deficits are not sustainable and that sustained reported deficits will ultimately reduce Council's ability to maintain or replace its asset base over time. Council expects that this position will improve over time through increased income associated with growth and prudent long-term financial management of expenditure budgets that consider the timing of future income.

**Measures that Council has adopted to improve and ensure that its long-term financial position remains sustainable include:**

**Balanced Budget**

Council annually adopts and maintains a balanced budget position and does not spend beyond its means.

**Loans and Loan Reduction Program**

Council still has a good capacity to borrow for capital projects (one-off) upon the appropriate financial assessment being completed. Council also considers low-interest loan programs under the Local Infrastructure Renewal Scheme (LIRS) offered by the State Government. This program has already realised Council over \$700,000 in loan interest savings.

**Long-Term Financial Planning (LTFP)**

Council has a 10-year LTFP which is updated quarterly. The LTFP is critical to Council's planning and monitoring of its immediate and future financial sustainability. It is central to correcting the reported operating deficit in the Income Statement by containing expenditure and allowing natural growth in Council's income base to achieve a balanced or reported operating surplus. It allows Council to make informed decisions about sustainable levels of debt and reserves (liquidity) it also forms part of a suite of resourcing plans that support Council's Integrated Planning and Reporting Package.

**Asset Management Planning**

Sound asset management and the correct allocation of resources are central to Council's sustainability. Council has a dedicated asset management section which continues to monitor Council's asset maintenance and renewal programs now and into the future. A recent review was undertaken to review the useful life of infrastructure assets and market test unit rates as part of the revaluation process for Roads, Bridges and Drainage. Council's infrastructure backlog remains within the industry benchmark.

**Cash Reserves and Investing in the Future**

Council has established reserves for capital improvement, asset replacement and technology improvements.

**Community Infrastructure Renewal Program (CIRP)**

Council endorsed a \$5.1M Community Infrastructure Renewal Program as part of its 2019/20 budget to continue the renewal of assets in a poor condition. This Program was put in place without the need to raise rates beyond that approved by IPART for 2019/20.

**Building Partnerships**

Council continues to actively pursue both State and Federal funding opportunities to fund infrastructure and service requirements when made available. Examples include accessing the low interest loans under Local Infrastructure Renewal Schemes.

**Organisational Improvement Plan**

Council remains committed to continuously improving its financial and non-financial performance and continuing its path to excellence and best practice. Council's five-year Organisational Strategic Plan which commenced in July 2019 provides the roadmap to deliver measurable improvement across six key result areas: Good Governance, Financially Successful, Effective Leadership, Engaged People, Improved Processes, Knowledge and Systems, and Customer Focused. In the 2019/20 financial year, five organisational transformational projects were delivered with another 12 commenced.

## Statement of Financial Position

The net value of assets owned by our community is \$2.0B (\$1.67B in 2018/19). The majority of this equity relates to the ownership of land and infrastructure assets such as roads, stormwater drainage, footpaths and bridges. Council's increase in equity is predominately due to infrastructure assets being dedicated to Council as part of new release areas being developed and the revaluation of

Roads, Footpaths, Bridges and Drainage which added an additional \$206.7M in value to Council's asset base.

Council's loan debt is now \$24.7M with a decrease of \$3.56M from 2018/19; primarily a result of principal repayments during 2019/20 and no new loans being taken up in 2019/20.

## Prior Year Adjustments and third Balance sheet

As part of revaluing Roads, Bridges and Drainage asset class a comprehensive inventory review has been undertaken.

This process identified newly discovered assets (\$23.1M) and assets disposed of (\$18.3M) in previous accounting periods. A correction to the method for calculating the Land Under Roads (LUR) area increased the value of LUR by \$9.6M relating to previous accounting periods. As a result, a third balance sheet has been provided as the adjustments relate to accounting periods prior to 30 June 2018. The net result is an adjustment to the opening equity balance as at 1 July 2018 of \$14.4M, representing the net increase in asset value. Council's asset identification systems for new assets (predominately the dedication of assets from developers) and disposals has been comprehensively reviewed and procedures implemented to ensure Council's asset management system remains current. Additional information can be found in Note 17 to the General-Purpose Financial Statements.

## COVID-19 Financial Impact 2019/20

Council's financial performance to the 30 June 2020 has not been materially impacted by COVID-19. The community has continued to pay rates which has not reduced Council's cash flow or its ability to fund commitments. Council's rates outstanding ratio continues to be less than 5% (industry benchmark) and is consistent with 2018/19.

There is a small increase in Council's leave liability for annual leave which is representative of both growth in staff and staff not taking leave. Council monitors leave balances to ensure no more than 40 days annual leave is held per employee.

Council has seen a reduction in User Fees and Charges predominately due to the closure of facilities during COVID-19. This has been offset by savings in operational expenditure with many facilities being closed for a defined period.

To 30 June 2020 Council has spent approximately \$870,000 on additional cleaning of public facilities/offices and setting up a second works depot to ensure strategically Council could provide essential services should one depot be closed due to COVID-19. Council has also invested in technology to ensure a seamless service experience for the customer when staff are working from home.

Council continues to closely monitor its budget position and will have a better indication of COVID-19's impact when Council considers the 2020/21 December Quarterly Budget Review. Further information on how Council is assisting our community through COVID-19 and plans for the future can be found in Council's Annual Report.

## Financial Health Indicators

The financial health indicators for the 2019/20 financial year can be found in Note 28 and Special Schedule – Report on Infrastructure Assets (final page). This section of the financial statements provides a detailed explanation of each indicator and any unique considerations which need to be taken into account when assessing Council's financial performance. Overall, Council is in a strong cash position, our asset base is in good condition and the asset renewal backlog is being maintained within industry benchmarks.









# Statutory Report

## Compliance with Companion Animals Act 1998 cl217 (1) (f)

### Enforcing and ensuring compliance with the Companion Animals Act and Regulation

The principal objective of this Act is to provide for the effective and responsible care and management of companion animals. The Act places responsibility on the owners of domestic cats and dogs to micro-chip and register their animals with penalties for non-compliance.

### Companion Animal seizure and animal care facility activities

The NSW Office of Local Government has initiated a system to collect data from NSW councils about their animal care facility activities under the Companion Animals Act 1998 and Regulation. This data is being collected primarily to assist individual councils in their animal management activities. The information is useful to assist in developing companion animal management policies, strategies and promotional activities.

Stray animals seized within the LGA in 2019/2020 were transported to Council's Animal Care Facility operating out of Rossmore Veterinary Hospital.

The collection of data has been lodged with the Office of Local Government. The number of companion animals seized and/or impounded during the 2019/2020 reporting period is as follows:

	Seized	Returned to owner in the field	Impounded at Animal Care Facility by Ranger	Found by member of the public	Surrendered by owner
Dogs	169	88	81	92	2
Cats	7	0	7	16	0
<b>Total</b>	<b>176</b>	<b>88</b>	<b>88</b>	<b>108</b>	<b>2</b>



## Companion Animal Management and Activities

Council employs eight officers within Ranger Services; one Team Leader, one Companion Animal Ranger, four General Duty Rangers whose duties include some animal control and enforcement, one Environmental Protection officer and one Biosecurity officer.

The Companion Animal Ranger position oversees Council's rehoming activities, provides enrichment to impounded animals, assists in their promotion via websites and social media and leads Council's educational activities around responsible pet ownership.

In 2016, Council resolved to become a 'No Kill' facility whereby all attempts are made to re-home or rescue suitable animals.

Council received a total of \$85,863 in companion animal payments from the Office of Local Government during 2019/2020. From this \$63,895 relates to payments for the period of 19/20 while \$21,968 relates to payments that were due for the period 18/19 but paid to Council in the 2019/2020 financial year.

## Reported Dog Attacks 2019/2020

Dog attack data is required to be reported to the Office of Local Government in order to guide policy and provide information to the Minister and Parliament. When Council receives a report of a dog attack and the investigation commences, a Dog Attack Data Collection Form is submitted to the Office of Local Government.

Within the Camden LGA during 2019/2020, there were 102 dog attack incidents reported to Council. Council investigated all customer requests received and out of these 102 reports, 57 were proven and reported to the Office of Local Government. The number of victims from those incidents reported is as follows:

Victims	No Injury	Minor	Medical Treatment Required	Hospitalisation	Death	Total
Adult (16 yrs +)	10	12	7	1	0	30
Child (up to 16yrs)	0	0	2	0	0	2
Animal	11	9	12	3	7	42
<b>TOTAL</b>	<b>21</b>	<b>21</b>	<b>21</b>	<b>4</b>	<b>7</b>	<b>74</b>





## Companion animal community education programs

**Camden Council promotes responsible pet ownership within the community in a variety of ways:**

- Responsible Pet Ownership Program aimed at educating children and residents on the importance of microchipping and name tags on animals, this includes a 'PAWS' and 'PIP' mascot and regular attendance at local schools, libraries and community events promoting responsible pet ownership.
- Paws in the Park – an annual community event raising awareness of responsible pet ownership and attracting over 3,000 local residents and animal lovers (online event held in 2019/2020).
- Establishment of a number of dog off-leash parks in existing and new release areas to encourage residents to socialise their dogs and undertake physical activity.
- Subsidised de-sexing program to reduce the number of unwanted animals.
- Free microchipping for dogs and cats.
- Advertising and regular educational days at schools and local events.
- A 'No Kill' policy in line with community expectations whereby all re-homeable pets are re-homed or rescued.
- A dedicated Companion Animal Ranger trained in animal care and behaviour assessment.
- Independent breed and temperament assessment of impounded animals believed to be dangerous/aggressive/restricted.
- Council attempts to return stray dogs and cats to their owners if microchipped and registered rather than impounding.
- Offer of free name tags for all impounded animals released.
- Development and distribution of information books on responsible pet ownership.
- Subsidised sale price of some impounded animals to assist in their being re-homed.
- A dedicated web page and utilising social media platforms to post lost animals to assist in them being reunited with their owners.
- Working closely with the community, residents, rescue organisations and community animal advocacy groups.
- Information nights for residents on Companion Animal issues.



## Alternatives to euthanasia for unclaimed animals

Under Section 64 of the Companion Animals Act, councils are required to seek alternatives to euthanasia for unclaimed animals. Council informs and promotes responsible pet ownership including micro-chipping and registration. Micro-chipping and registration help to ensure the pet and its owner can be reunited.

In 2016, Council resolved to operate as a 'No Kill' animal care facility. Council is committed to minimising unwanted behaviours in impounded animals, promoting animals through social media and website advertising and working closely with the community and rescue groups to place animals that cannot be sold. In 2019/2020, Council re-homed or rescued all suitable companion animals that were impounded.

## Outcome of Dogs/Cats Impounded at Councils Animal Care Facility on behalf of Camden Council

Dogs that have been declared dangerous/menacing that have been impounded or surrendered or a restricted breed by law are not able to be re-homed and are euthanased. These dogs are included in the figures shown below. The animals that are euthanased comprise of animals which are not suitable to be re-homed due to temperament, feral, illness or at the request of the owner.

In 2019/2020, no animals considered suitable for re-homing were euthanased.

## Outcome of Dogs/Cats Impounded

	Released	Unsuitable Animals Euthanased*	Sent to Rescue Organisations	Sold	Other (Stolen/deceased)
Dogs	117	1	19	40	1 (AWL)
Cats	3	3	1	17	0
<b>Total</b>	<b>120</b>	<b>4</b>	<b>20</b>	<b>57</b>	<b>1</b>

\* Unsuitable animals include restricted breed, dangerous dogs, menacing dogs,

## Off-leash areas provided within the Camden Local Government Area

The Camden LGA has a number of off leash dog areas. A list can be found on Council's website using the following link [www.camden.nsw.gov.au/pets/off-leash-dog-parks](http://www.camden.nsw.gov.au/pets/off-leash-dog-parks)

## Section 85

Section 85(1A) of the Act requires Council to use any money paid from the Fund only for the purposes that relate to the management and control of companion animals in its area.

The Office of Local Government rebate was fully utilised to offset employment and associated activities of companion animal management by Council.







# Environmental Planning and Assessment Act 1979

## Particulars of compliance with and effect of planning agreements in force during 2019/2020 (s7.5(5))

### Oran Park

This Voluntary Planning Agreement (VPA) applies to land within the Oran Park Precinct, generally to the east of The Northern Road, which is being developed by Greenfields Development Company, partly in partnership with Landcom. The land is located within the South West Growth Centre and was rezoned in December 2007.

The objective of this VPA is to provide all of the local recreation/open space, community facilities, roads and drainage required to support this new community. The VPA also includes the delivery of district facilities such as the Oran Park Library, Community Centre, Youth Recreation Centre and Leisure Centre, which will meet the needs of the Oran Park, Turner Road, Catherine Field (Part) precinct and future Maryland communities.

The VPA contains works and land dedications with a value in excess of \$140M (excluding the value of the water cycle management works and land, and the riparian corridor works and land). Significant work has been undertaken in this rapidly growing precinct. Council and the developers continue to work closely to ensure suitable community outcomes are being produced.

The Youth and Recreation Centre associated with the skate park was completed and handed to Council. The sports fields, tennis courts and playground that make up Doohan Reserve are well progressed and are due for completion in the first quarter of 2021. Dawson Park, including the playground and splash pad, are completed and will be available to the public prior to Christmas 2020.

The embellishment of Angus Park, a neighborhood park, north of Dick Johnson Drive was also completed.

Further water cycle management and shared pathway infrastructure assets were constructed and dedicated to Council.

### Oran Park South

This VPA, executed in August 2020, applies to land south of the Oran Park VPA and is also being developed by Greenfields Development Company. The VPA includes transport, drainage and open space projects with associated land dedications with a total value of approx. \$32M. The VPA also includes approximately \$4M in monetary contributions.

## Gregory Hills

This VPA applies to land known as Gregory Hills, which is approximately half of the Turner Road Precinct that was rezoned in December 2007.

The objective of the VPA is to provide a local community centre and all of the local recreation/open space, drainage and roads required to support this new community. The VPA has a value of approximately \$60M and includes provisions for the developer to make a monetary contribution toward the funding of other off-site facilities such as a library, leisure centre and youth recreation centre, which are to be located within the Oran Park Town Centre. The VPA includes significant riparian land works, the funding for two major facilities, including a double playing field and a community facility, and the dedication of embellished transmission line easement land to Council.

The developers have continued to construct water cycle management infrastructure to service the development, along with riparian corridor embellishment works. The double playing field, hard court and exercise equipment complex, including an amenities building located in the north-eastern corner of the development, has been completed. New shade sails were installed over the Howard Park Playground, which was a major undertaking given the topography. There was also a public toilet facility constructed at Thomas Donovan Reserve.

## Gledswood Hills

This VPA applies to land known as Gledswood Hills, which forms part of Turner Road Precinct that was rezoned in December 2007.

The objective of the VPA is to provide infrastructure, facilities and services to support the development. The VPA has a value in excess of \$24M and includes significant dedication of two major facilities to Council, these being the South Creek road crossing and an open space corridor through the centre of the site, as well as other parks and facilities. Under the VPA, the developer will also make a monetary contribution toward the funding of other off-site facilities such as a library, leisure centre and youth recreation centre which are to be located within the Oran Park Town Centre.

This year, the developer has further embellished the South Creek Riparian Corridor, including paths/cycleways through the riparian corridor and completed embellishment work at Gledswood Hills Reserve North and the Stage 18 Pocket Park.



## **Yamba**

This VPA applies to land known as Yamba, which is an 8.3-hectare site fronting Camden Valley Way at Kirkham. The site is situated between existing residential development at The Links Estate Narellan, rural land to the west and Kirkham Lane to the south. The objective of the VPA is to require the proponent to undertake heritage conservation and adaptive re-use works to Yamba Cottage and associated buildings in conjunction with various stages of development of the site.

The proponent has completed some heritage conservation works to Yamba Cottage in accordance with the VPA, and the cottage is currently tenanted. Conservation works have also been undertaken regarding the roadside stall and barn buildings. Conservation works are yet to commence regarding the worker's cottage.

The site was sold during the 2013/14 financial year by the mortgagee and no further development has been undertaken to date.

## **Harrington Grove**

This VPA applies to land known as Harrington Grove, which is a 440-hectare site located to the north and west of the existing Harrington Park development. The objectives of the VPA are to conserve significant areas of Cumberland Plain Woodland Vegetation, restore two heritage homesteads (Harrington Park Homestead and Orielton), provide a range of on-site facilities (both Public Facilities and Community Title Facilities) and provide a monetary contribution.

The bushland conservation works are well underway and annual reporting is continuing. The heritage restoration works on the Orielton Homestead are now completed. The pedestrian/cycleway network and parks in Harrington Grove East have been delivered. The Country Club and a Neighbourhood Centre and associated facilities have also been delivered in Harrington Grove East. Construction of the Harrington Grove West development has begun, and as a result, it is expected that further facilities will be delivered progressively over the next couple of years.



## **Mater Dei (Wivenhoe)**

This VPA applies to land known as Mater Dei or Wivenhoe, which is a 150-hectare site bound by Cobbitty Road to the north, Macquarie Grove Road to the east and the Mater Dei access driveway to the west. The objectives of the VPA are to conserve a significant area of the Cumberland Plain Woodland Vegetation, restore the heritage homestead Wivenhoe, provide a range of on-site facilities, and provide a monetary contribution.

The bushland conservation works are well underway and annual reporting is continuing. The restoration of Wivenhoe is complete and the landscaping of Wivenhoe will be completed in the near future.

## **El Caballo Blanco, Gledswood and East Side Land Owners**

This Planning Agreement has been superseded by the Execution by Council of two further Planning Agreements which apply to the same land as the original Agreement. The two Planning Agreements which now supersede this Agreement are known as the Gledswood Hills (The Crest) VPA (prepared by Mirvac) and the draft El Caballo Blanco and Gledswood VPA (prepared by Sekisui House).

The two new Planning Agreements incorporate the outstanding obligations contained within the original El Caballo Blanco, Gledswood and East Side Site Planning Agreement and include waivers that relinquish each of the parties to the original Planning Agreement to deliver items under that Planning Agreement.

## **East Leppington**

This VPA applies to land known as East Leppington, which comprises approximately 45-hectares that was rezoned in 2013. The VPA has a value in excess of \$7M and will deliver local open space and recreation, a collector road, pedestrian and cycle paths, water cycle management and embellishment of riparian land that is to be dedicated to Council.

Development within this precinct is significantly advanced, and during this period the local park and riparian corridor embellishment works have been completed.

## **Emerald Hills**

This VPA applies to land known as Emerald Hills, which comprises over 151-hectares of land that was rezoned in 2014. The VPA has a value in excess of \$47M and will deliver local open space and recreation, community facilities, collector roads, pedestrian and cycle paths, water cycle management and embellishment of riparian land that is to be dedicated to Council.

The amenities building/community facility associated with the double playing fields has been completed and handed to Council as well as an amenities building in Price Park.

## **Spring Farm (Cornish)**

This VPA applies to 82-hectares of land within the Spring Farm Urban Release Area, generally to the south of Springs Road, which is being developed by Cornish Group. The objective of this VPA is to provide local infrastructure including open space, road works and stormwater facilities with a value of over \$37M, in conjunction with the staged release of this development.

Works under the VPA commenced in March 2015 and are progressively being released in stages. Further open space land and drainage infrastructure was provided during the past year to support the ongoing development of the precinct.











## **Narellan Town Centre**

This VPA applies to the land owned by the Narellan Town Centre shopping centre and its approved expansion to its northern site across Camden Valley North. The objective of this VPA is for the developer to undertake over \$6.7M worth of streetscape, road works, drainage works and public access works to plazas associated with the development of the site. Construction on the site commenced in April 2015 with the first stage opened in September 2016, and the developer has now completed the works proposed under this VPA. The remaining civil works will be completed by Council in its 2020/21 Capital Works Program. This work will be funded from developer contributions.

## **Arcadian Hills**

This VPA applies to the development known as Arcadian Hills, which forms part of the Oran Park Growth Centre precinct on the western side of The Northern Road. The objective of this VPA is for the developer to undertake approximately \$20.1M of open space, transport, riparian corridor and water cycle management works and land dedication, and monetary contributions towards off-site facilities on behalf of the 457 residential lots proposed in the development.

The two local parks in the northern part of Arcadian Hills have also now been completed, as has the embellishment of the open space land which surrounds the heritage driveway.

## **Catherine Park**

This VPA applies to the development know as Catherine Park, which is a 163-hectare site bound by Camden Valley Way and Oran Park Drive. The objective of the VPA is for the developer to undertake \$52M of open space, transport, riparian corridor and water cycle management land and works, as well as a contribution towards off-site facilities, on behalf of the 1850 residential lots proposed in the development.

The developer has constructed water cycle management infrastructure to support the subdivision of land, and works have commenced on the double playing fields, local park and Robbins Lane corridor. Construction has commenced on the amenities building and community facility which will be located at the double playing fields.

## **SH Camden Lakeside Planning Agreement**

This VPA applies to land adjoining the Turner Road precinct of the South West Growth Corridor and is bound by Camden Valley Road to the north, Raby Road to the east, the Sydney Water canal to the south and Gledswood Hills Homestead to the west.

The VPA includes drainage, open space and transport works with associated land dedications to the value of approx. \$7.5M and monetary contributions of approx. \$4.2M.

## **Gledswood Hills (The Crest) Planning Agreement**

The Agreement includes the provision of embellished passive open space, transport infrastructure, the intersection upgrade of Raby Road, land dedication inclusive of 41-hectares of public reserve. In addition to this infrastructure, the Agreement also requires the payment of monetary contributions towards the embellishment and augmentation of public reserves being dedicated, as well as existing and future community facilities within the Camden LGA.

The Agreement applies to land adjoining the Turner Road precinct of the South West Growth Corridor but is not included within the Growth Corridor. The land is bound by the Sydney Water Canal to the west, Gregory Hills Drive to the south, Camden Lakeside Golf Course to the north and the boundary of the Campbelltown LGA to the east.

## **El Caballo Blanco and Gledswood Hills Planning Agreement**

The Agreement includes the provision of embellished passive open space, transport infrastructure, riparian corridor embellishment, land dedication, and the payment of monetary contributions towards the embellishment and augmentation of existing and future community facilities within the Camden LGA.

The Agreement applies to land adjoining the Turner Road precinct of the South West Growth Corridor but is not included within the Growth Corridor. The land is bound by Camden Valley Way to the west, The Hermitage Way to the south, the Sydney Water Canal to the East and Camden Lakeside Golf Course to the north.







# Government Information (Public Access) Act 2009 s 125(1) Government Information (Public Access) Regulation 2018, Cl 8, Schedule 2

## GIPA (s125 of the Act and cl7 of Regulation)

The Government Information (Public Access) Act 2009 (GIPA Act) came into effect on 1 July 2010. The GIPA Act is the NSW Government's approach to giving the community greater access to information. The NSW Government has made a commitment to provide access to information held by the Government, including local councils, unless on balance it is contrary to the public interest to provide that information.

Council is committed to providing the community with open and transparent access to information about our services, activities and business operations. Much of this information is routinely provided in our corporate documents, which are identified in our Agency Information Guide, publicly available on Council's website [www.camden.nsw.gov.au](http://www.camden.nsw.gov.au)

## Review of release of Government information under s7(3) of the GIPA Act

According to the GIPA Act, to make information publicly available, agencies must review their programs for the release of government information. This review must be undertaken at least once every 12 months.

Council's program for the proactive release of information involves the following actions:

- Regularly reviewing and updating online content.
- Encouraging the community to seek information, not available online, via informal requests for information free of charge (with the exception of photocopying costs).
- Reviewing the disclosure log to identify the main types of information being requested.
- Auditing information requests.
- Researching other Council websites to see the types of information proactively released.
- Discussions with Council staff regarding what information is regularly sought and whether such information could be made available on Council's website.

## Number of Applications received during 2019/20

In 2019/20 Council received 25 formal and 613 informal GIPA applications. All applications received were assessed and responded to within statutory timeframes.

## Statistical information about access applications - Schedule 2

The statistical information about formal GIPA (access applications) applications is outlined below:

Table A: Number of applications by type of applicant and outcome\*

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm/ Deny whether information is held	Application withdrawn	Total	% of Total
Media	0	0	0	0	0	0	0	0	0	0%
Members of Parliament	0	0	0	0	0	0	0	0	0	0%
Private sector business	0	3	4	0	0	0	0	1	8	32%
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0	0%
Members of the public (by legal representative)	1	7	0	0	0	0	0	3	11	44%
Members of the public (other)	0	2	0	0	0	1	0	3	6	24%
<b>Total</b>	<b>1</b>	<b>12</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>7</b>	<b>25</b>	
% of Total	4%	48%	16%	0%	0%	4%	0%	28%		100%

\*More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B

Table B: Number of applications by type of application and outcome\*

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm/ Deny whether information is held	Application Withdrawn	Total	% of Total
Personal information applications*	0	0	0	0	0	0	0	0	0	0%
Access applications (other than personal information applications)	1	12	4	0	0	1	0	7	25	100%
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0	0	0%
<b>Total</b>	<b>1</b>	<b>12</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>7</b>	<b>25</b>	
% of Total	4%	48%	16%	0%	0%	4%	0%	28%		100%

\* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table C: Invalid applications

Reason for invalidity	No of applications	% of Total
Application does not comply with formal requirements (section 41 of the Act)	0	0%
Application is for excluded information of the agency (section 43 of the Act)	0	0%
Application contravenes restraint order (section 110 of the Act)	0	0%
Total number of invalid applications received	0	0%
Invalid applications that subsequently became valid applications	0	0%
<b>Total</b>	<b>0</b>	<b>0%</b>



Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of Act

	Number of times consideration used*	% of Total
Overriding secrecy laws	0	0%
Cabinet information	0	0%
Executive Council information	0	0%
Contempt	0	0%
Legal professional privilege	0	0%
Excluded information	0	0%
Documents affecting law enforcement and public safety	0	0%
Transport safety	0	0%
Adoption	0	0%
Care and protection of children	0	0%
Ministerial code of conduct	0	0%
Aboriginal and environmental heritage	0	0%
<b>Total</b>	<b>0</b>	<b>0%</b>

\*More than one public interest consideration may apply in relation to a particular access application and if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E

Table E: Other public interest considerations against disclosure: matters listed in table to Section 14 of Act

	Number of times consideration used*	% of Total
Responsible and effective government	3	12%
Law enforcement and security	2	8%
Individual rights, judicial processes and natural justice	11	40%
Business interests of agencies and other persons	11	40%
Environment, culture, economy and general matters	0	0%
Secrecy provisions	0	0%
Exempt documents under interstate Freedom of Information legislation	0	0%
<b>Total</b>	<b>27</b>	<b>100%</b>

Table F: Timeliness

	Number of applications*	% of Total
Decided within the statutory timeframe (20 days plus any extensions)	25	100%
Decided after 35 days (by agreement with applicant)	0	0%
Not decided within time (deemed refusal)	0	0%
<b>Total</b>	<b>25</b>	<b>100%</b>

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	Total	% of Total
Internal review	0	0	0	0%
Review by Information Commissioner*	0	0	0	0%
Internal review following recommendation under section 93 of Act	0	0	0	0%
Review by NCAT	0	0	0	0%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0%</b>
% of Total	0%	0%	0	0%

\*The Information Commissioner does not have the authority to vary decisions but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of the Act (by type of applicant)

	Number of applications for review	% of Total
Applications by access applicants	0	0%
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0	0%
<b>Total</b>	<b>0</b>	<b>0%</b>

Table I: Applications transferred to other agencies

	Number of applications transferred	% of Total
Agency-Initiated Transfers	0	0%
Applicant - Initiated Transfers	0	0%
<b>Total</b>	<b>0</b>	<b>0%</b>





# Local Government Act 1993 and Local Government (General) Regulation 2005

## Environmental upgrade agreements (s54p)

Council did not enter into any environmental upgrade agreements during 2019/2020.

## Code of Conduct Reporting (s440 of the Act and cl193 of the Regulations)

*Council's Code of Conduct provides a framework for minimum standards of conduct by all Council officials and is in line with the Office of Local Government's (OLG) Model Code of Conduct. The current Code of Conduct incorporates provisions relating to complaint handling procedures and reporting requirements of the General Manager.*

The Council is to provide the OLG with a report containing the statistics referred to below within three months of the end of September of each year.

All staff undertake mandatory Code of Conduct refresher training as part of Council's commitment to reduce the risks of fraud and corruption. This training provides a reminder to staff of their Code of Conduct responsibilities and ensures that our customers are also made aware of Council's ethical standards.

The Complaints Coordinator must arrange for the following statistics to be reported to the Council within three months of the end of September of each year.

The total number of code of conduct complaints made about Councillors and the General Manager under the code of conduct in the year to September	2
The number of code of conduct complaints referred to a conduct reviewer	Nil
The number of code of conduct complaints finalised by a conduct reviewer at the preliminary assessment stage and the outcome of those complaints	Nil
The number of code of conduct complaints investigated by a conduct reviewer	Nil
The number of code of conduct complaints investigated by a conduct review committee	Nil
Without identifying particular matters, the outcome of code of conduct complaints investigated by a conduct reviewer or conduct review committee under these procedures	N/A
The number of matters reviewed by the Division and, without identifying particular matters, the outcome of the reviews	N/A
The total cost of dealing with code of conduct complaints made about Councillors and the General Manager in the year to September 2020, including staff costs.	Nil

# Local Government Regulation 2005

## Contracts awarded cl217 (1) (a2)

### All new contracts (>\$150,000) during 2018/2019

Nature of Goods and Services Supplied	Name of Contractor	Total Amount Payable (ex. GST)
Parkland and Open Space Grass Cutting and Maintenance	GLG Greenlife Group Pty Ltd Unit 3/44 Dunn Road SMEATON GRANGE NSW 2567	
Parkland and Open Space Grass Cutting and Maintenance	Summit Open Space Services Unit 1-197 Power Street GLENDENNING NSW 2761	\$2,735,714
Parkland and Open Space Grass Cutting and Maintenance	Standby Forty Six Pty Ltd 48 Menangle Road CAMDEN NSW 2570	
Human Resource Information Management System	Cornerstone OnDemand Level 23/52 Martin Place SYDNEY NSW 2000	\$757,250
Street Sweeping Waste Processing and Disposal	Total Drain Cleaning PO Box 6083 WETHERILL PARK BC NSW 1851	Schedule of Rates
Oran Park Leisure Centre – Design Services	Warren and Mahoney Architects Australia Pty Ltd The Plaza 13.03/87-95 Pitt Street SYDNEY NSW 2000	\$2,045,941
Microsoft Agreement Renewal	Data#3 Level 8 100 Arthur Street NORTH SYDNEY NSW 2060	\$1,035,052
Construction of Catherine Park Community Centre and Sports Amenities	Belmadar Pty Ltd 214 Willoughby Road NAREMBURN NSW 2065	\$1,827,850
Construction of a Shared Pathway at Herberts Hill, Elderslie	Statewide Civil Pty Ltd Unit 9/40 Brookhollow Avenue BAULKHAM HILLS NSW 2153	\$207,055
Kirkham Park BMX Facility Stage 1	Statewide Civil Pty Ltd Unit 9/40 Brookhollow Avenue BAULKHAM HILLS NSW 2153	\$1,397,418

Nature of Goods and Services Supplied	Name of Contractor	Total Amount Payable (ex. GST)
Upgrade of existing playing field at Narellan Sports Hub	Renworx Pty Ltd Level 5 4 Columbia Circuit NORWEST NSW 2153	\$230,829
Construction of a new Park at Olive Hill Drive Cobbitty	Greater West Landscapes Pty Ltd 6 Cloyton Road MINCHINBURY NSW 2770	\$537,650
Asphalt Road Reconstruction & Resheeting – Cawdor Road	Fulton Hogan Industries Pty Ltd Botanicca Corporate Park Building 7, Level 1,572 Swan Street RICHMOND VIC 3121	\$211,508
Protective Coating of Railings & Minor Repairs on Cowpasture Bridge	Rapid Construction Pty Ltd 407 Church Street NORTH PARRAMATTA NSW 2151	\$186,575
Front End Loader	Komatsu Australia 50-60 Fairfield Street FAIRFIELD NSW 2165	\$256,000
Medium Rigid Water Cart	Isuzu Australia Limited PO Box 328 ALTONA NORTH VIC 3025	\$225,752
Asphalt Gang Truck	Hino Motor Sales 6-10 Parraweena Road CARINGBAH NSW 2229	\$152,040
Single Cab 15 Tonne GVM Vehicle	Isuzu Australia Limited PO Box 328 ALTONA NORTH VIC 3025	\$317,232
Design, Supply and Installation of Floodlighting Upgrade at Onslow Oval, Camden	Smada Electrical Services 9/593 Withers Road ROUSE HILL NSW 2155	\$174,730
	Avijohn 38 Bluett Drive SMEATON GRANGE NSW 2567	\$242,742
Asphalt Resheet Program	Fulton Hogan Industries Pty Ltd Botanicca Corporate Park Building 7, Level 1,572 Swan Street RICHMOND VIC 3121	\$189,701
	State Asphalt Services 90 Jedda Road PRESTONS NSW 2170	\$47,308
Rear Loader Compactor Truck	Stillwell Trucks 20 Ashford Avenue MILPERRA NSW 2214	\$389,377



Nature of Goods and Services Supplied	Name of Contractor	Total Amount Payable (ex. GST)
Side loading waste truck	Penske Power Systems 11-13 Garling Road KINGS PARK NSW 2148	\$ 407,843
Rear loader waste collection truck	Stillwell Trucks 20 Ashford Avenue MILPERRA NSW 2214	\$ 385,846
Construction of a Synthetic Football Field at Nott Oval, Narellan	Greenplay Australia Pty Ltd 1/165 Morphett Road NORTH PLYMPTON SA 5037	\$ 2,407,320

## Statement of all Companies in which the Council held a Controlling Interest during 2019/20

### Controlling interests cl217 (1) (a7)

The Camden Region Economic Taskforce was set up as an independent company run by a board of directors which includes two Councillors, professional experts and business leaders. The taskforce brings together key local business leaders and experts to drive and facilitate the economic growth of the area through leadership, advocacy and coordination to focus on helping Council to deliver the right conditions to create jobs, attract investment and to support the growth of business and industry, now and into the future.

Council is the sole member of the company.

## Councillor induction and professional development

### Local Government Act 1993 - section 232 - 1(g)

*"(g) to make all reasonable efforts to acquire and maintain the skills necessary to perform the role of a councillor"*

Councils are to publish the following information in their annual reports:

- the name of the mayor and each individual councillor that completed council's induction program (where an induction program has been delivered during the relevant year)
- the name of the mayor and each councillor who participated in any ongoing professional development program during the year
- the number of training and other activities provided to the mayor and councillors during the year as part of a professional development program, and
- the total cost of induction and professional development activities and any other training provided to the mayor and councillors during the relevant year.

Below are the training and other activities listed to maintain the skills necessary to perform the role of a Councillor:

Induction	N/A
Participation in ongoing professional development	N/A
Number of training and other activities provided	11 Briefings on Council Policies 1 Briefing on a Council Guideline 1 Briefing on the Model Code of Conduct
Total cost of induction and professional development	\$ Nil

## Councillor payments and support cl217 (1) (a1)

Councillors are eligible for a range of entitlements and remunerations associated with their role, including reimbursement of expenses incurred in carrying out their civic duties and provision of facilities to assist in fulfilling their obligations.

To ensure proper use of facilities and engagement of expenses by Councillors, Council is required to adopt a Payment of Expenses and Provision of Facilities to the Mayor and Councillors Policy (Expenses & Facilities Policy). This Policy is reviewed and adopted as required under the Local Government Act 1993, enabling the Council itself to determine what expenses it will cover and what facilities it will provide to Councillors (within reason).

The objectives of the Expenses and Facilities Policy are to:

- Ensure consistency in the application of reimbursement of expenses and provision of facilities to Councillors in an equitable and non-discriminatory manner.
- Provide a level of support to Councillors to assist them in representing the interests of the community.
- Ensure transparency and accountability in the reimbursement of expenses incurred by Councillors.

In 2019/20 the following expenses were incurred by the Mayor and Councillors:

### Councillor Expenses

Dedicated Office Equipment	NIL
Telephone*	6,159
Conferences/Seminars	2,132
Training	1,800
Interstate Visits - all costs	NIL
Overseas Visits	NIL
Expenses for Spouses	NIL
Child Care	6,838
<b>TOTAL</b>	<b>\$16,929</b>

### Councillor allowance

Mayoral Allowance	\$36,615
Councillor Allowances	\$150,940

\*includes telephone calls made, mobile phone and iPad



## Equal Employment Opportunity (EEO) Management Plan cl217 (1) (a9)

In accordance with Chapter 1, Part 4 of the Local Government Act 1993 (NSW), Council maintains an EEO Management Plan supported by Council policies and procedures designed to ensure the absence of discrimination in employment and promote equal employment opportunity for all people. The following activities have been undertaken:

- The commitment to maintaining good employee relations remains a high priority and is facilitated through consultation and communication. In accordance with the Local Government (State) Award 2017 Council maintained the Staff Consultative and Work Health and Safety Committees. These Committees facilitate transparent decision making and promote good working relationships between Council, its employees and Unions.
- Recruitment of staff is based on merit selection principles ensuring that the most suitable candidate is selected, and all applicants are afforded equal opportunity.
- Internal Audit recommendations related to recruitment have all been implemented.
- Participation in Recruitment and Selection and EEO Training is required for all staff prior to participation in recruitment actions.
- Council's Traineeship Program continues to provide opportunities for people specifically from an Aboriginal and Torres Strait Islander background. The traineeship offered rotates on a yearly basis between an opportunity for a trainee in an administrative role in one year, and the following year a trainee is appointed to the operational area of Council.
- The introduction of Council's Human Resource Information System will provide increased availability of EEO data that will assist in the review of plans and policies and improve reporting capabilities.
- Counselling, mediation and employee support is provided through the People and Learning Branch and continued

funding of Council's Employee Assistance Program provides employees with confidential counselling and support services provided by an external company.

- The appointment of designated Mental Health First Aid officers also provides ready access to trained staff who can assist employees who may be experiencing mental health issues

The 2019/20 financial year has presented unprecedented challenges for Council as a result of bushfires, floods and the COVID-19 pandemic. Despite these challenges the People and Learning Branch has continued to provide accurate and timely human resource services and ongoing support to the organisation and its employees.

Council's workforce continues to grow to meet the needs of our expanding community with our ongoing focus being the maintenance of a sustainable workforce that is agile and capable of delivering the Community Strategic Plan.

- Provision of core services and support in the following functional areas, Learning and Development, Recruitment, Industrial Relations, Staff Support, Payroll and Human Resources to a growing organisation.
- Ongoing review and updating of Council's existing Human Resources policies and procedures and the development of new policies and procedures as required.
- Ongoing delivery of the Leadership Capability Framework and associated Leadership Training to staff in supervisory positions. This has included specific training programs designed to equip staff in leadership roles to successfully plan, guide and develop staff in their area.
- Two staff teams successfully participated in the Local Government Management Challenge.
- Management of a successful tender process to secure a suitably qualified Human Resource Information System provider. Implementation of the System is continuing.

- Monthly Human Resource corporate reporting and provision of a quarterly People and Learning report to the Executive Team of Council to inform evidence-based decision making.
- Provision of weekly reports to the Crisis Management Team to inform decisions in relation to the bushfires, floods and the pandemic.
- Council's Health and Wellbeing Program delivered the following programs and initiatives: lunch time yoga, immunisation program, skin screening, awareness messaging in relation to heart research, diabetes and breast cancer.
- Council recognised and celebrated RU OK? Day, Movember, the International Day of Happiness and Men's Health Week. Council also acknowledged the International Day of Mourning.
- Council has been nominated as a finalist in the 2020 Australian HR Awards for our Health and Wellbeing Program "Elev8".
- To ensure an ongoing and holistic approach continues in relation to the health, wellbeing and safety of employees, mental health training and initiatives continue to be developed and implemented. These included staff being offered the opportunity to become accredited Mental Health First Aiders as well the delivery of the following training programs - Resilience Skills, Stress Management and Workplace Crisis Support.
- Appointment of designated Mental Health First Aid officers to assist staff who may be experiencing mental health issues and concerns. Quarterly debrief sessions are convened for the officers to ensure they receive ongoing support.
- In response to the COVID-19 pandemic, a wide range of resources to assist staff understand and deal with issues related to the pandemic were developed and made readily available. A range of "How to Guides" were developed to

assist staff deal with the changing work environment and communication from the General Manager and Executive Team was distributed on a regular basis.

- Increased mobility was introduced to ensure staff were able to work from remote locations and guidelines to safely working from home were made available.
- Successful delivery of 300 recruitment actions across Council, this equates to an average of 25 per month.
- Further review and refinement of Council's recruitment and selection procedures and practices to ensure maximum efficiencies are gained.
- A total of 293 instances of training events being made available which equals to an average of 24 per month.
- The Learning and Development Team managed 5079 individual training bookings.
- Forty-two staff participated in Council's Education Assistance Program.
- Recruitment and ongoing support of 19 Trainees and Apprentices.
- Thirteen work experiences opportunities provided.
- Finalisation of online payroll functionality.
- Council continues to manage its employees in accordance with all relevant Award provisions and other employment related legislation.
- Council actively supports and promotes a contemporary and professional industrial environment and is proud of the constructive manner in which relationships with the three Union bodies are managed.

## External bodies cl217 (1) (a6)

Committee	Highlights
<b>Camden Town Farm</b>	<p>The Camden Town Farm Committee provides maintenance and management of the facility in the heart of the Camden.</p> <p>The Camden Town Farm is a unique facility, providing the community with an opportunity to access and understand the rural history of Camden</p>
<b>Camden International Friendship Association (CIFA)</b>	<p>(CIFA) is a group delegated to promoting friendship between Kashiwa City in Japan and the community of Camden. CIFA was founded in 1997 following an initiative to establish a link with a town in Japan to promote international friendship.</p>
<b>Camden Seniors Program</b>	<p>The Camden Seniors Program Committee is delegated to organise and run five major projects for seniors in the Camden and surrounding areas each year.</p> <p>These include:</p> <ul style="list-style-type: none"> <li>- Picnic luncheon at Belgenny Farm.</li> <li>- Morning Tea at the Australian Botanic Gardens at Mt Annan.</li> <li>- Christmas Lunch at Carrington Centennial Care.</li> <li>- Seniors Concert at the Camden Civic Centre during Senior's Festival.</li> <li>- Seniors Bus Trip during Seniors Festival.</li> </ul> <p>(In 2019-2020 due to COVID-19 these activities have not taken place)</p>
<b>Bicentennial Equestrian Park</b>	<p>The Camden Bicentennial Equestrian Committee provides maintenance and management of this facility. The Park provides a variety of equestrian and community activities including:</p> <ul style="list-style-type: none"> <li>- Camp Draft</li> <li>- Polocrosse</li> <li>- Pony Club</li> <li>- Rodeo</li> <li>- Camden Men's Shed</li> <li>- Show Jumping</li> <li>- Walking track</li> <li>- Dog walking</li> </ul>



## Grants and Contributions cl217 (1) (a5)

There are six types of grants available under Council's Community Financial Assistance Program, as outlined in the table below.

### Community financial assistance program 2019/2020

Program Name	Funded	Amount
Community Small Grants	23 Community Service groups	\$85,294
Donations for Charitable Purposes	8 Community groups and individuals	\$5,946
Gifted Persons	14 individuals	\$7,252
Cultural Performance Subsidy	12 community events	\$13,200
Annual Subsidies	9 organisations and 3 community resources	\$57,818
Community Sponsorship	27 organisations	\$109,664
<b>TOTAL AMOUNT</b>		<b>\$279,174</b>

\* Variances in numbers may occur due to applications received outside of initial reporting period.

#### COVID-19 Quick Response Business Grant

Council supported a total of 185 local sole traders and businesses to the value of \$263,120 with its 2020 Quick Response Grants as part of Council's COVID-19 Support package.

The COVID-19 Quick Response Business Grant (the Grant) addressed the challenges faced by local small businesses that are impacted by the COVID-19 pandemic. The Grant made funding available to sole traders and small businesses located in the Camden LGA who were struggling to meet their short-term operational commitments. The Grant was designed to bridge the time gap when applying for State and Federal financial assistance.

A total of up to \$2,000 (exc. GST) was available for each eligible application. Funds could be used for operational expenses including, but not limited to, payroll costs, rent, utility bills, purchase of stock, payment of services, and marketing and promotions. This funding was only available as a one-off to each eligible applicant.

## Legal Proceedings cl217 (1) (a3)

Summary of costs incurred by Council in relation to legal proceedings:

Cost of all Land and Environment Court Proceedings	\$ 235,949
Cost of Local Court Proceedings	\$ 26,608
Cost of all other Court Proceedings	Nil

A summary of the state of progress of each legal proceeding and result is set out below:

Defendant	Court	Description of Proceedings	Result	Legal Expenses
Adnan Aliskovic	Picton Local	Mention	Resolved	Nil
Khalid Mohammad	Picton Local	Hearing	Resolved	\$6,082
Joseph Eid	Picton Local	Hearing	Resolved	Nil
Tapiwa Mutserwia	Picton Local	Hearing	Resolved	Nil
Sonia Andreatta	Picton Local	Mention	Resolved	Nil
A & P Simeon Enterprises	Picton Local	Mention	Resolved	Nil
Sarah Harper	Picton Local	Hearing	Resolved	Nil
Courtney Vidler	Picton Local	Dangerous Dog Declaration Appeal	Resolved	\$2,048
Craig Michael Fisher	Picton Local	Mention	Resolved	Nil
Amir Cherie	Picton Local	Mention	Resolved	Nil
Nadieka De Silva	Picton Local	On-going	Resolved	Nil
Charbel Zeaiter	Picton Local	Hearing	Resolved	\$9,228
Rodney Morris	Picton Local	Mention	Resolved	Nil
Hoang Vuong Lai	Picton Local	s21(1) Food Act, failure to Comply with Food Standard 3.2.2	Resolved	\$9,248
Aussie Hoist No. 2 Pty Ltd	Land and Environment	Class 4 proceedings	Resolved	\$32,763
Sunland No.35 Pty Ltd	Land and Environment	Class 1 Appeal	Resolved	\$30,729
Muhammad Imran Khalid	Land and Environment	Class 1 Appeal	Resolved	\$2,402
Greenfields Development Company No. 2 Pty Ltd	Land and Environment	Class 1 Appeal	Resolved	\$30,164
Leppington Developments Pty Ltd	Land and Environment	Class 1 Appeal	Resolved	\$3,981
Aussie Hoist No. 2 Pty Ltd	Land and Environment	Class 1 Appeal	Resolved	\$37,090
VISTA Elderslie Pty Ltd	Land and Environment	Class 1 Appeal	Resolved	\$10,381
Aerotropolis Pty Ltd	Land and Environment	Class 1 Appeal	Resolved	\$34,777
Graham & Sanders	Land and Environment	Class 1 Appeal	On-going	\$31,391
Universal Property Group Pty Ltd	Land and Environment	Class 1 Appeal	On-going	\$6,937
Marcuspearl Pty Ltd	Land and Environment	Class 1 Appeal	On-going	\$4,682
Cornish Group Spring Farm Pty Ltd	Land and Environment	Class 1 Appeal	Resolved	\$3,497
MBARK Pty Ltd	Land and Environment	Class 1 Appeal	Resolved	\$7,150

Note: These amounts have not been reduced for any legal cost recovery

## Partnerships, Co-Operatives and Joint Ventures cl217 (1) (a8)

Camden Council is a member of Civic Risk Mutual. Civic Risk Mutual is a co-operative Local Government self-insurance scheme. Financial contributions to the Pool are based on the relative size of each council and incorporate a proportion of underlying claims experience so as to reflect risk exposure.

## Private Works cl217 (1) (a4) and s67 (3)

Council carried out no work on private land.

<u>Work undertaken on private land</u>	<u>Cost subsidised by council</u>
Nil	Nil
<u>Private works expenditure</u>	<u>Private Works Income</u>
Nil	Nil



# Stormwater Management Service Charge cl217 (1) (e)

During 2019/20 Council spent \$975,802 on managing, maintaining and upgrading stormwater management facilities through the LGA as well as delivering a range of education and promotion activities to help increase our community's awareness of potential polluting activities.

Activity	Amount
Education and Promotion	\$ 107,541
Water Quality Monitoring	\$ 55,596
Urban GPT Maintenance	\$ 516,502
Wetland and Rain Garden Maintenance	\$ 109,086
Drainage System Management and Renewal	\$ 136,427
Stormwater and Floodplain Management	\$ 35,932
IBIS Program	\$ 14,818
<b>Total</b>	<b>\$ 975,802</b>

## Education and Promotion

The majority of pollutants entering the Camden LGA stormwater system come from activities affiliated with urban living such as car washing, littering and over fertilising of gardens and lawns. Council has expanded several education and promotion activities over several years to help increase our community's awareness of potential polluting activities, including a dedicated Stormwater Projects officer to coordinate these initiatives.

## Water Quality Monitoring and Testing

Stormwater management assets and devices, including pollution control basins, wetlands and lakes, are reducing pollutant loads, which would otherwise drain into the downstream Nepean River or the Upper South Creek. The reduction of nutrients and other pollutants is particularly demonstrated within the smaller drainage units or sub-catchments. However, given that urban developments have accelerated in many sub-catchments draining to the Narellan Creek, maintenance of the stormwater control assets becomes important for their effectiveness to be retained.

Council has been implementing an improved testing regime to better target key areas, and to reduce costs.

## Urban Gross Pollutant Trap (GPT) Maintenance

GPTs capture and store pollutant materials such as litter and nutrient laden sediment, and to function effectively GPTs need to be cleaned and the captured material removed regularly. Gross pollutants and specifically the nutrients with them can be re-mobilised and washed downstream if they are not removed prior to subsequent rainfall events. GPT maintenance was completed in accordance with the management plan within the scheduled maintenance programs on a quarterly basis, noting that as urban development proceeds, there will be an increasing demand for maintaining the new GPTs being delivered.

## Wetland and Rain Garden Maintenance

Constructed wetlands and rain gardens are the primary method of removing nutrients from stormwater. These contemporary stormwater management facilities are being implemented throughout the newly developed areas as part of the development process.

Almost all stormwater originating from the Camden LGA drains into the Nepean River, or into the Upper South Creek, which ultimately connects to the Nepean-Hawkesbury River. Funds to periodically maintain wetlands, rain gardens and other aquatic vegetation assist with weed removal and ensuring the systems operate effectively.

Council employs a natural areas team to undertake maintenance programs and have been undertaking regular programmed litter removal which includes monitoring of litter levels. Selected weed removal and vegetation management works have been undertaken throughout the year.

## Drainage System Management and Renewal

Funds were specifically allocated towards undertaking pit and pipe maintenance and renewal across the LGA, in response to various reported issues.

## Stormwater and Floodplain Management

The number of stormwater assets is rapidly growing with the release of new residential land subdivisions and commercial developments. A dedicated asset management team is in place to manage the growth in all assets. They develop works programs to maintain and renew assets as they age or are damaged in service, and to implement Council's Asset Management Plan (AMP), which includes specific Stormwater asset management commitments.

Additionally, funds were allocated towards the investigation of various overall floodplain management options to manage flooding across the Upper South Creek and Nepean River catchments.

## Ibis Management

An annual program has been implemented to manage the number of Australian White Ibis at Lake Annan, Mount Annan through an approved Plan of Management.

# Senior Staff Remuneration cl217 (1) (b) (c)

## General Manager Remuneration

The total remuneration package for the General Manager including salary, non-cash benefits, superannuation and fringe benefits tax was \$390,158

## Senior Staff Remuneration

The total remuneration package for the four Directors including salary, non-cash benefits, superannuation and fringe benefits tax was \$1,174,060

**Note:** Total package includes the total value of the salary component of package, total employer's contribution to superannuation (salary sacrifice or employer's contribution), total value non-cash benefits, and the total fringe benefits tax for noncash benefits.



## Rates and Charges Written Off (cl 132, s575, s583, s595 or s607)

The Local Government Act 1993 provides Council with the ability to write off rates and charges under certain circumstances. Each year it is necessary to report to Council and formally resolve to write off these amounts.

There are several types of write offs which, in respect of the 2019/2020 rating year, are set out below and discussed.

Postponed amounts where land is occupied solely as the site of a house or is rural land, because of its zoning or permitted use, is valued for rating purposes at a higher value to reflect its permitted use rather than its actual use. After 5 years of postponement the original year is abandoned.

Rates written off from 2015/2016	\$ 9,217
Interest written off from 2015/2016	\$ 3,161
<b>Total</b>	<b>\$ 12,378</b>

Small balance adjustments where the total amount left outstanding is less than \$3.00.

<b>Amount</b>	<b>\$2,678</b>
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Interest on Pensioner's Rates written off in 2018/2019 as per Pension Policy 5.34.

<b>Amount</b>	<b>\$1,323</b>
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Interest amount written off following hardship claim due to COVID-19

<b>Amount</b>	<b>\$771</b>
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The amount of pension rebates granted during the 2019/2020 rating year.

<b>Pension Rebates</b>	<b>\$815,365</b>
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Council will claim 55% reimbursement from the State Government for the amount written off.

The amount of Special Pension Rebate – Stormwater Management Levy (Under Council's Policy).

<b>Special Pension Rebate</b>	<b>\$71,377</b>
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The total amount of rates and charges written off in the rating year 2019/2020 is \$903,892. An amount of \$448,451 is claimable from the Office of Local Government being 55% of the Pension Rebate, an appropriate provision was made in the 2019/2020 Budget for the amount payable by Council.



# NSW Carers' (Recognition) Act 2010 and NSW Charter Compliance with the Act (s8)

Council is committed to supporting employees with carer responsibilities. Council's Induction Program promotes employees' leave provision options including Carers Leave.

Council complies with the NSW Local Government (State) Award, which includes various leave provisions for employees including 'Carers Leave'. Where employees have requested flexible working arrangements due to carer's responsibilities, Council has worked with them to accommodate their requirements.

Council continues to ensure that policies remain supportive for all employees, particularly those with carer's responsibilities.

Council supports the NSW Companions card and accepts the card at its venues. In recognising the important role played by carers Council hosted a range of activities during Carers Week 2019 which included:

- Carer Peer Connect Forum which provided an opportunity for carers to meet face to face and connect with other carers in their region. The Forum also provided a structured program of support, education and carer wellbeing topics.
- A series of sensory walks and activities at Mount Annan Botanic Gardens for people with disability and their carers. Appropriate organisations also attended to provide information about services and community groups available to support and connect carers.
- Carers Pamper Day offered a free day of massage, relaxation and giveaways. There was also pamper workshops run continuously during the day including making scrubs, bath milks and moisturising creams and breathing technique sessions. The Café Connect Camden project provided carers with information about health, services and social connections while enjoying barista coffee, tea, healthy food and refreshments throughout the day.
- Free pool entry was offered to all carers across the Camden LGA during Carers Week 2019.

Council's Community Access Advisory Group continuously provides strategic, expert and impartial advice to Council on access issues for people with a disability and their carers in the local Camden community, including providing advice on the development, implementation, monitoring and review of Council policies, strategies and plans as they relate to access and inclusion.







# Disability Inclusion Act 2014 – s13 (1)

## Information on the implementation of Council's Disability Inclusion Plan

Council has developed a Disability Inclusion Action Plan 2017 – 2021. The Plan describes Council's priorities for improving the accessibility and appropriateness of the information, services and facilities available for people with disabilities and their carers, under the four key focus areas:

1. Create accessible and liveable environments
2. Support access to meaningful employment
3. Promote positive attitudes and behaviours
4. Remove barriers to systems and processes

Some of the actions under four of the above-mentioned focus areas are as follows:

## **1. Create Accessible and Liveable Environments**

Create environments by continuously improving accessibility of existing facilities and promote well-being.

- Accessibility improvements made to existing buildings, signage, seating and equipment as a direct result of access audit recommendations.
- Offer free Master Locksmith Access Key (MLAK) to eligible Camden residents.
- Provide access and inclusion comment and recommendations on Council's community space and service facilities development applications.
- Provide Accredited Changing Places public toilet facilities in two locations of the Camden LGA.
- Offer free hire of six child and adult size all terrain wheelchairs that provide and improve access to the water play and recreation areas of Curry Reserve and Dawson Park for children and adults living with disability.
- New amenities in parks and open spaces that take the needs of people with disability into account including accessible BBQ's, picnic tables and play equipment.
- Provide quiet zone tents with sensory play at community events.

## **2. Support Access to Meaningful Employment**

Establish and strengthen existing partnership with local service providers that supports access to employment.

- Working in partnership with local disability employment services to provide information and promote their services.
- Presenting Council initiatives at monthly Disability Network Forums and information sharing with service providers.
- Provide work experience opportunities for students with disability, mental health issues and challenging behaviours from local special needs schools.

## **3. Promote Positive Attitudes and Behaviours**

Promote and encourage people with disabilities to be actively participate in various community groups, activities and projects not just disability specific.

- Provide Disability Inclusion Resource Kits (book packs) that encourages preschools, school groups and the public to borrow and talk with children about recognising all abilities. Each kit contains 12 books, learning guides with suggested questions to ask children and activities to extend children's learning about disability/acceptance and a list of websites where they can go for additional information.

- Deliver a series of monthly health, wellbeing and social connection activities for all abilities; approximately 20% of participants are people with disability.
- Deliver a series of sensory walks and activities at Mount Annan Botanic Gardens for children with special needs and people living with dementia.
- Deliver a series of Disability Awareness training sessions.
- Provide training and role play assessments for all front-line staff when communicating and providing information to people with communication difficulties which included using electronic speech devices, word or picture-based communication boards or books, sign language and gestures.
- Council's Community Access Advisory Group meet bi-monthly to continuously provide strategic, expert and impartial advice to Council on access issues for people with a disability in the local Camden community, including providing advice on the development, implementation, monitoring and review of Council policies, strategies and plans as they relate to access and inclusion.

## 4. Remove Barriers to Systems and Processes

Improve access to services through better systems and process.

- Promoting disability awareness, training and services throughout networks and Council's websites.
- Provide large font books to Disability Services to support Camden's book bus project.
- Offer a user-friendly access code system via a pin pad for people with disability to access the Accredited Adult Changing Places facilities at Curry Reserve and Dawson Park Water Play Space.
- Provide picture and gesture-based communication books and boards throughout Council's front-line services and libraries to support people with communication difficulties to source and connect with Council services.
- Provide information in a variety of formats including one-on-one conversations, large print, information pathways to technology support and easy read resources available through Council's connection projects which include:
  - Camden Connect, Café Connect,
  - Call Connect,
  - MATEY project (Matching Aged To Engaging Youngsters)
  - Carers Week
  - International Day of People with Disability events.



# Work Health and Safety Act 2011

## WHS Initiatives, Outcomes, Statistics, Investigations (Part 4, (1), (2))

During 2019/20 Council's system for safety management continued to be monitored and refined to provide an effective management tool to achieve the highest safety level across all areas of Council. Ongoing staff consultation and involvement has increased levels of awareness and continued to reinforce the absolute importance of safety.

As part of Council's commitment to the health and safety of its staff and to meet the needs of a growing workforce, the WHS and Risk teams were merged into a new Safety and Risk Branch and a new Manager was appointed.

The Manager Safety and Risk undertook a review of safety and developed a Safety Assurance Program, which will be implemented over two years to strengthen Council's safety governance arrangements and to better match the capabilities of the Safety and Risk Branch to the needs of the organisation.

WHS Advisors continued to work closely with Works Depot staff to provide support and advice on safety requirements and the Safety and Risk Branch supported the organisational responses to the summer bushfire and poor air quality crisis, the flooding event in February, as well as the COVID-19 pandemic.

The following activities have been completed and achieved during this reporting period:

- Developed and implemented an online WHS Induction
- Provided Working at Heights Awareness e-Learning
- Provided Asbestos Awareness e-Learning
- Implemented a new Suspected Asbestos and Decontamination Procedure and e-Learning
- Implemented a new Poor Air Quality Procedure and e-Learning
- Implemented a revised Personal Protective Equipment Procedure and e-Learning
- Emergency Management Plans were reviewed and updated.
- Verification of plant operator competency
- Ongoing review and update of WHS Policies and Procedures
- Ongoing review and development of Safe Work Method Statements and Safe Operating Procedures
- Continued roll out of Council's Health and Wellbeing Program including weight management and healthy lifestyle programs
- Completion of Workers Insurance provider's desktop self-audit
- Safety Week initiatives included Height Safety Awareness

- To promote awareness of prostate and testicular cancer and mental health issues, 27 staff participated in the Movember event which raised \$3,800 for men's health
- 204 staff participated in the annual Flu Vaccination Program
- Skin checks were provided to staff to raise awareness of excessive sun exposure
- Relevant staff were offered Hepatitis A and B and Tetanus immunisation
- Participation in R U OK Day to promote mental health
- Ongoing provision of mental health awareness training opportunities
- Undertook random drug and alcohol testing
- Conducted workstation ergonomic assessments
- Undertook site visits to check contractor compliance with safety requirements

Council continues to proactively manage workers compensation claims to ensure the best possible outcome for staff and Council. In addition, in the 2019/20 financial year Council received the following incentives and rebates from StateCover (Council's Workers Insurance provider) in recognition of Council's continued commitment to safety in the workplace:

- Safety, Health and Wellbeing Incentive \$130,000
- Mutual Performance Rebate \$115,441

## Risk Management

Throughout 2019/20 Council's Risk Management regime has been continuously improved through the implementation of several enhancements, the adoption of new risk criteria, and the ongoing review of risks. The Risk Management officer has worked closely with all areas of Council to support and improve the management of risk across the organisation.

The following activities were undertaken during this period:

- All staff attended risk management training
- The new Staff Induction Program was amended to include risk management
- Risk management responsibilities were included in position descriptions
- The Enterprise Risk Management Strategy was updated
- Strategic and Operational risk registers were periodically reviewed with Directors and Managers
- A new risk assessment template was implemented
- A claims management system was implemented
- Renewal of tailored insurance arrangements
- Development of a risk management action plan





# On-Time Payment Policy (Small Business Commission)

**Council has a commitment to support small businesses which is achieved through reviewing existing procedures and practices and exploring new initiatives which enable small businesses to grow and thrive.**

The On-Time Payment Policy formalises Council's commitment to pay invoices for eligible small business suppliers within 30 days of receipt as part of Council's Small Business Friendly Program.

The below table summarises the payments made under this Program during the 2019/20 year.

Measure	Sep 2019	Dec 2019	Mar 2020	Jun 2020
Invoices due for payment received from small businesses (#)	20	38	31	36
Invoices from small businesses paid on time (#)	20	38	31	36
Amount due for payment to small businesses (\$)	15,476	102,184	45,219	37,550
Amount due to small businesses paid on time (\$)	15,476	102,184	45,219	37,550
Number of payments to small businesses for interest on overdue accounts (#)	Nil	Nil	Nil	Nil
Interest paid to small businesses on late accounts (\$)	Nil	Nil	Nil	Nil



# Swimming Pools Act 1992 s22F (2) and Swimming Pool Regulations 2018 (SP Reg) cl 23

## Details of inspections of private swimming pools include:

Number of inspections of tourist and visitor accommodation	2
Number of Inspections of premises with more than 2 dwellings	1
Number of inspections that resulted in issuance of Certificate of Compliance under section 22D of the Act	47
Number of inspections that resulted in issuance of Certificate of Non-Compliance under clause 21 of the Regulation	101

Note: In some cases, after the certificate of non-compliance has been initially issued there may be a further one or two inspections prior to a Certificate of Compliance being issued. These inspections may not be captured in the data requested above. Therefore, actual inspection figures undertaken by Council staff may be greater than the figures quoted above.



# Public Interest Disclosure Act 1994 and Regulation 2011

## Public interest disclosures

Council has a Public Interest Disclosure Act Internal Reporting Policy as required under the Public Interest Disclosures Act 1994. Pursuant to Council's policy, Councillors, members of staff or any other stakeholders are encouraged and facilitated to make a disclosure in the public interest of corrupt conduct, maladministration, serious and substantial waste and government information contravention within Council.

Council is committed to ensuring that matters raised by staff, Councillors, and other stakeholders under the Act are properly investigated and that those who make disclosures are protected from reprisals.

Council supports any member of staff, Councillor or stakeholder who reports wrongdoing. For a report to be considered a public interest disclosure under the Act, it must meet the following requirements:

- The person making the disclosure must honestly believe on reasonable grounds that the information shows or tends to show wrongdoing; and
- The report also has to be made to a person nominated in the policy, the General Manager (or Mayor in the case of a report against the General Manager), or one of the investigating authorities nominated in the Act.

A disclosure must be made in writing to the General Manager, or the Disclosure Coordinator (the Manager Legal and Governance) or the Director Customer and Corporate Services or the Disclosures officers nominated in the policy or the Mayor (in the case of a complaint against the General Manager). Upon receipt of a disclosure, the General Manager (or Mayor, in the case of a complaint against the General Manager) is to carry out a comprehensive interview and investigation with the person making the disclosure.

In accordance with Council's reporting requirements, Council has received no Public Interest Disclosures for the year 1 July 2019 to 30 June 2020.

In addressing the reporting requirements under the Act, Council records the following information:

- The number of public officials who have made a public interest disclosure to the Camden Council for 2019/2020 year:
  - (a) Corrupt conduct,
  - (b) Maladministration,
  - (c) Serious and substantial waste,
  - (d) Government information contraventions.*Nil*
- Local government pecuniary interest contraventions.  
*Nil*
- The number of public interest disclosures finalised by the Council.  
*Nil*
- Does Camden Council have a public interest disclosures policy in place?  
Yes



