



Statutory Report 2015/16





This Annual Report is prepared in accordance with Section 428 of the Local Government Act 1993 and the Integrated Planning and Reporting (IPR) Guidelines for Local Government in NSW (2013).

The Annual Report comprises:

■ **Community Report**

This document is the Community Report and provides a general overview, key achievements, and a highlight on major projects and provides IPR, End of Term Report and Fit for the Future outcomes.

■ **Statutory Report**

This document provides information required by legislation.

■ **State of the Environment Report**

This document reports on Environmental issues relevant to the objectives established by the Community Strategic Plan – Camden 2040.



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Photography

The photographs featured throughout this Annual Report have been obtained from many sources including professional photographers, local developers, stock image suppliers and Council officers – thank you to all photographers.

Purpose of this Report

The purpose of this report is to comply with the requirements of the Local Government Act 1993, Local Government General Regulation, Companion Animals Act Regulation, Government Information (Public Access) Act and Regulation, Environmental Planning and Assessment Act, Public Interest Disclosures Act and Regulation, Carers Recognition Act and Work Health and Safety Act.



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Compliance with Companion Animals Act 1998 (cl217, (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 allows Council controls on domestic cats and dogs by micro-chipping, registration and penalties for non-compliance with the Act.

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 seizure and animal care facility activities under the Companion Animals Act 1998 and Regulation. 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 Camden Local Government Area (LGA) were transported to Council's Pound Facility at the Renbury Farm Animal Shelter.

The collection of data has been lodged with the Office of Local Government. The number of companion animals seized and/or impounded during the 2015/16 reporting period is as follows:

Companion Animal seizure and animal care facility activities

| | Seized | Returned to owner | Impounded at Renbury Farm | Surrendered by owner |
|--------------|------------|-------------------|---------------------------|----------------------|
| Dogs | 193 | 33 | 257 | 68 |
| Cats | 44 | 0 | 153 | 46 |
| Total | 237 | 33 | 410 | 114 |

RANGERS

1

Team Leader

3

General Duty Rangers

1

Trainee

1

Noxious Weeds Ranger

1

Administration
Support Officer

Companion Animal Management and Activities

Council employs seven officers within Ranger Services; one Team Leader, three General Duty Rangers whose duties include animal control and enforcement, one trainee Ranger, one Noxious Weeds/Ranger and one Ranger Services Administration Support Officer.

Council received two payments from the Office of Local Government during 2015/16 as follows:

| | |
|--------------|-----------------|
| 31/07/15 | \$11,974 |
| 30/03/16 | \$14,379 |
| Total | \$26,353 |

Reported Dog Attacks 2015/16

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 2015/16, there were 102 dog attack incidents reported to Council. Council investigated all customer requests received and out of these 102 reports, 50 were proven and reported to the Office of Local Government. The number of victims from those incidents reported is as follows:

Reported dog attacks 2015/16

| Victims | No Injury | Minor | Medical Treatment Required | Hospitalisation | Death |
|---------------------|-----------|-----------|----------------------------------|-----------------|-----------|
| Adult (16 yrs +) | 9 | 6 | 13 | 0 | 0 |
| Child (up to 16yrs) | 2 | 1 | 1 | 1 | 0 |
| Animal | 4 | 8 | 12 | 1 | 30 |
| Total | 15 | 15 | 26 | 2 | 30 |

Companion Animal Community Education Programs

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

- Pet ownership and responsibilities are regularly displayed on community notice boards within the Camden LGA including Council's foyer area and Narellan Library.
- Pet owners responsibilities and changes to legislation are advertised in the local newspapers and Lets Connect resident's newsletter.
- Council provide information to local veterinary clinics and related animal businesses for distribution to their clientele.
- "Dangerous, Menacing and Restricted Breed" dog owners are informed in writing of any changes to legislation or matters that may affect them.
- Council runs a subsidised desexing program for companion animals with the assistance of a \$14,000 grant from the Office of Local Government.
- Council Rangers enforce the Companion Animals Act by issuing penalty infringement notices, nuisance orders and dangerous dog declarations where required.
- Rangers undertake regular patrols of local reserves and bike track/walking facilities to educate and inform pet owners of their responsibilities.
- Council continue to hold the annual event, "Paws in the Park" to encourage community awareness of Responsible Pet Ownership.
- The Companion Animals Advisory Committee meets on a regular basis to discuss issues surrounding companion animals.
- Ranger Services, along with the Advisory Committee have been working closely with Recreation and Facilities to further improve Council's "Off Leash Areas" while also providing feedback on new designated areas.
- Council and the Companion Animals Advisory Committee have created and implemented a Responsible Pet Ownership and Dog Safety program aimed at school children in Years 3 - 6. This program will be a long term program.
- Rangers continue to attend local events promoting Responsible Pet Ownership such as the Camden Show, Family Fun Day, Australia Day and Kids Fun Day.

Rangers undertake regular patrols of local reserves and bike track/walking facilities to educate and inform pet owners of their responsibilities.



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. Camden Council informs and promotes responsible pet ownership including micro-chipping and registration. Micro-chipping and registration helps to ensure the pet and its owner can be reunited.

To help reduce the number of companion animals transferred to Council's pound facility, Council has offered all residents who register their animal the opportunity to receive an engraved pet name tag. This initiative was implemented to help return animals to their owners before being impounded.

Where possible, suitable un-claimed animals are sold or re-homed with rescue organisations. There are approximately 38 authorised rescue agencies who frequently attend Council's pound facility. After mandatory holding periods have elapsed, these companion animals are released to rescue agencies that hold a current Clause 16d exemption.

Outcome of Dogs/Cats Impounded at Renbury Farm on behalf of Camden Council

Dogs that have been declared dangerous/menacing or a restricted breed are not suitable to be re-homed and are euthanased as required by the Act. 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 2015/16 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 | 135 | 30 | 42 | 114 | 3 |
| Cats | 3 | 23 | 123 | 49 | 0 |
| Total | 138 | 53 | 165 | 163 | 3 |

*Unsuitable animals include restricted breed, dangerous dogs, menacing dogs, animals with aggressive temperament, feral, significantly sick or injured.



River Road Reserve, Elderslie.

Off-leash areas provided within the Camden Local Government Area

Camden LGA has four off-leash areas:

■ River Road Reserve, Elderslie

This Reserve is a dedicated off leash area which is open seven days a week with no time restrictions. Amenities include lighting, seating, shade, agility equipment and a sectioned-off area for smaller dogs.

■ Bicentennial Equestrian Park

The Equestrian Park is only designated off leash before 10am and after 5pm daily. During horse event periods all dogs must be on leads.

■ Rosevale Reserve, Rosevale Place Narellan

This Reserve has a dedicated off-leash area which is open seven days a week with no time restrictions. Amenities include seating, shade and agility equipment.

■ Clifton Park, Arcadian Hills Estate, Cobbitty.

This Reserve has a dedicated off-leash area which is open seven days a week with no time restrictions.

Council is in the process of providing further off leash areas in the LGA.

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 2015/16 (s93G (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 Urban Growth NSW (formerly known as Landcom). The land is located within the Growth Centres 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 and future Maryland communities.

The VPA contains works and land dedications with a value in excess of \$140 million (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.

Due to the size and complexity of this VPA, a Project Control Group monitors the implementation of the VPA.

During the 2015/16 reporting period, Jack Brabham Reserve and amenities building were handed over to Council. Construction works have commenced on the Oran Park Town Centre Park which is opposite the new Camden Council Administration Building.



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 \$60 million 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, in particular a double playing field and a community facility, and the dedication of a significant portion of embellished transmission line easement land to Council.

A draft amendment to the Gregory Hills VPA is pending execution and includes changes resulting from the rezoning of former riparian land to residential land and public open space areas.

The developers have continued to construct water cycle management infrastructure to service the development, along with the commencement of detailed design works for future riparian corridor and open space embellishment.



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 suitable funding for the provision of infrastructure, facilities and services. The VPA has a value in excess of \$24 million and includes significant dedication of two major facilities to Council, these being the South Creek crossing and linear open space through the centre of the site, as well as other parks and facilities. Under the VPA, the developer will 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 continued works on the South Creek Riparian Corridor, including paths/cycleways through riparian corridor, and detailed design work is nearing completion for the 'Satoyama' central open space corridor land in the centre of Gledswood Hills.

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 extensive 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 Harrington Park Homestead have been completed and the restoration works on the Orielton Homestead have commenced. 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. These will include a pedestrian/cycleway network, parks, lookouts and a neighbourhood centre and associated facilities.

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 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. A number of local parks and the pedestrian/cycleway network have also been completed. The residential development (Kirkham Rise) is complete. The seniors living development (Wivenhoe Village) will be completed by the end of 2016.



El Caballo Blanco, Gledswood and East Side Land Owners

This VPA applies to land known as the El Caballo Blanco, Gledswood and East Side Land, which comprises approximately 215 hectares and that was rezoned in 2012. The site is located on Camden Valley Way to the north of the Turner Road Precinct.

The objective of the VPA is to provide suitable funding for the provision of infrastructure, facilities and services. The VPA has a value in excess of \$3 million and also requires a monetary contribution of over \$6,000 per lot to be paid to Council for off-site facilities.

The VPA provides a mechanism to ensure vegetation conservation and revegetation on the site, and implementation of a water cycle management system. The development is intended to include a combination of lands for private recreation and environmental conservation. In addition, the VPA will facilitate delivery of local infrastructure including parks, pedestrian/cycle paths and road works including a collector road, bridge crossings and intersection upgrades. Importantly the VPA provides a mechanism for the riparian corridor and vegetation to be managed in perpetuity by the land owners.

Development within the precinct has commenced with bulk earthworks on the western side currently being completed and civil works expected to commence before the end of the year. Bulk earthworks on the east side lands are reaching completion, and civil works are expected to be complete by the end of 2016. The design of the centrally located park has been finalised, and the construction of the road crossing over the Water NSW Upper Canal (between Gledswood Hills and the East Side lands) is also complete.



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 \$7 million 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, with the construction of water cycle management and traffic infrastructure under the VPA being completed, and the commencement of construction of the local park and riparian corridor embellishment works.



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 \$47 million 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.

Bulk earthworks and civil works have commenced on the Emerald Hills site, however subdivided lots have not yet been registered. The design process for passive and active open space areas under the VPA (including the ridgetop park, heritage park and double playing fields) has commenced.

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 \$37 million in conjunction with the staged release of this development. Works under the VPA commenced in March 2015 and are progressively being released in stages.



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 \$6.7 million 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.

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 \$20.1 million 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 developers have completed the local park, riparian corridor rehabilitation and embellishment works, and the construction of water cycle management basins. The design of the future park in the north of the development is currently underway.

Government Information (Public Access) Act 2009 (s125 of the GIPA Act and cl193 of the GIPA Regulation)

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.

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 extensive photocopying costs)
- Reviewing the disclosure log to see 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 2015/2016

11 formal and 934 informal GIPA applications received. All applications received were assessed and responded to within statutory timeframes.

The statistical information about formal GIPA 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 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 18% |
| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 10% |
| Members of the public (other) | 3 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 72% |
| Total | 6 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 11 | |
| % of Total | 55% | 45% | 0% | 0% | 0% | 0% | 0% | 0% | | |

* 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* | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 18% |
| Access applications (other than personal information applications) | 5 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 82% |
| Access applications that are partly personal information applications and partly other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| Total | 6 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 11 | |
| % of Total | 55% | 45% | 0% | 0% | 0% | 0% | 0% | 0% | | |

* 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% |

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% |
| Total | 0 | 0% |

*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 | 27% |
| Law enforcement and security | 0 | 0% |
| Individual rights, judicial processes and natural justice | 3 | 27% |
| Business interests of agencies and other persons | 5 | 46% |
| Environment, culture, economy and general matters | 0 | 0% |
| Secrecy provisions | 0 | 0% |
| Exempt documents under interstate | 0 | 0% |
| Freedom of Information legislation | 0 | 0% |
| Total | 11 | 100% |

Table F: Timeliness

| | Number of applications* | % of Total |
|---|----------------------------|-------------|
| Decided within the statutory timeframe (20 days plus any extensions) | 10 | 90% |
| Decided after 35 days (by agreement with applicant) | 1 | 10% |
| Not decided within time (deemed refusal) | 0 | 0% |
| Total | 11 | 100% |

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% |
| Total | 0 | 0 | 0 | |
| % 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% |
| Total | 0 | 0% |

Table I: Applications transferred to other agencies.

| | Number of applications transferred | % of Total |
|---------------------------------|------------------------------------|------------|
| Agency-Initiated Transfers | 0 | 0% |
| Applicant - Initiated Transfers | 0 | 0% |
| Total | 0 | 0% |

IPART SRV Determination Conditions

Special rate variation

At the Council Meeting of 11 December 2012, Council resolved to apply for a special rate variation (SRV) of 1.1% (above the Minister's allowable limit of 3.4%) for six years for the purposes of part-funding a \$6 million Community Infrastructure Renewal Program. This application was approved on 12 June 2013. The SRV commenced on 1 July 2013 and will expire on 30 June 2019.

The Community Infrastructure Renewal Program is made up of \$2.8 million from the SRV, \$2 million from a State Government low interest loan under the Local Infrastructure Renewal Scheme and \$1.5 million from Council's Internal Reserves. The following table is a summary of the renewal works to be delivered under the \$6 million program over six years:

| INFRASTRUCTURE CATEGORY | EXPENDITURE |
|---|--------------------|
| Road reconstruction and reseal | \$3,485,000 |
| Parks and reserves renewal program | \$1,310,000 |
| Buildings and surrounds renewal program | \$536,000 |
| Bridge renewal program | \$431,000 |
| Kerb and gutter renewal program | \$364,000 |
| Footpath and cycleway renewal program | \$174,000 |
| Total | \$6,300,000 |

To June 2016, Council has spent \$3,114,741 of the total \$6 million. The table below details the works undertaken between 2013/14 and 2015/16 and funded by the Community Infrastructure Renewal Program (including the funds generated by the Special Rate Variation).



COMMUNITY INFRASTRUCTURE RENEWAL PROGRAM

| Work Locations | | Suburb | 2013/14 | 2014/15 | 2015/16 |
|--|---------------------------------------|-----------------|----------------|----------------|----------------|
| | | | \$ | \$ | \$ |
| ROAD RECONSTRUCTION AND RESEALS PROGRAM | | | | | |
| Waterworth Drive | Norris Place to The Clearwater | Mount Annan | 294,926 | | |
| Waterworth Drive | Holdsworth Drive (Shopping Centre) | Mount Annan | 98,336 | | |
| Mount Annan Drive | 100m South Welling Drive | Mt Annan | 52,500 | | |
| Woolgen Park Road | George Road | Leppington | 33,500 | | |
| Dan Cleary Drive | From Oran Park Drive | Harrington Park | | 283,264 | |
| Wire Lane | Hume Highway to Hayter Parade | Camden South | | 49,450 | |
| Caroline Chisolm Drive | Ulmarra Avenue | Camden South | | 104,844 | |
| Smeaton Grange Road | | Smeaton Grange | | 71,253 | |
| Catherine Field Road | Northern end | Catherine Field | | | 90,497 |
| Lillyfield Close | Chisholm Drive | Catherine Field | | | 13,535 |
| ROADS ASPHALT DEEP LIFT PROGRAM | | | | | |
| Deepfields Road | | Leppington | | 37,012 | |
| Hartley Drive | | Smeaton Grange | | 15,401 | |
| Kimbarra Avenue | | Camden | | 21,383 | |
| Little Street | | Camden | | 23,599 | |
| Bruckhauser Crescent | | Elderslie | | | 9,091 |
| Springfield Road | | Catherine Field | | | 38,308 |
| Graham Road | | Rossmore | | | 26,072 |
| Total | | | 479,262 | 606,206 | 177,503 |
| KERB AND GUTTER RENEWAL PROGRAM | | | 59,809 | 62,446 | 78,469 |
| FOOTPATH RENEWAL PROGRAM | | | 29,891 | 54,439 | 31,900 |

| Work Locations | | Suburb | 2013/14 | 2014/15 | 2015/16 |
|---|---------------------------|-----------------|----------------|----------------|----------------|
| | | | \$ | \$ | \$ |
| PARKS AND RESERVES RENEWAL PROGRAM | | | | | |
| Curry Reserve | Sensory Garden | Elderslie | 45,406 | | |
| Soccer Fields | Playing surface | Harrington Park | | 147,965 | |
| Birriwa Reserve | Picket fence | Mount Annan | | 89,900 | |
| Hambledon Reserve | Playground Equipment | Harrington Park | 40,951 | | |
| Forest Park Reserve | Playground Equipment | Harrington Park | 50,000 | | |
| Greenway Reserve | Playground Equipment | Camden South | 29,000 | | |
| Liquidamber Reserve | Sportsfield | Narellan Vale | 190,946 | 134,258 | 29,796 |
| New Playground | Playground Equipment | | | | 43,600 |
| Open Space Bollards and Fencing | | LGA | | | 19,150 |
| Lake Yandelora | Wet Pour Rubber Fall Zone | Mount Annan | | | 23,400 |
| Total | | | 356,303 | 372,123 | 115,946 |



COMMUNITY INFRASTRUCTURE RENEWAL PROGRAM

| Work Locations | Suburb | 2013/14 | 2014/15 | 2015/16 |
|--|-----------------|--------------|---------------|---------------|
| | | \$ | \$ | \$ |
| BRIDGE RENEWAL PROGRAM | | | | |
| Birriwa Reserve - steel foot bridge with timber deck | Mt Annan | 1,044 | 9,423 | |
| Sir Warwick Fairfax Drive-concrete bridge | Harrington Park | 321 | | |
| Raby Road - concrete bridge | Leppington | 193 | 2,735 | |
| Harrington Parkway -concrete bridge | Harrington Park | 571 | 131 | |
| Fairwater Drive - steel footbridge with timber deck | Harrington Park | | 3,354 | |
| Fairwater Drive - bridge | Harrington Park | | 59,579 | |
| Bluett Street - concrete bridge | Smeaton Grange | | 2,290 | |
| Mount Annan - bridge (westbound) | Mt Annan | | 12,954 | |
| Stockman Drift #1 - timber footbridge | Mt Annan | | 6,510 | |
| Bicentennial Equestrian Park | Camden | | | 69,475 |
| Burraborang Road Bridge (460m east of Cawdor Road) | Camden | | | 9,850 |
| Macquarie Grove Concrete Bridge General | Kirkham | | | 9,850 |
| Total | | 2,129 | 96,976 | 89,175 |

| | | | | |
|---|--|---------------|----------------|----------------|
| BUILDING AND SURROUNDS RENEWAL PROGRAM | | | | |
| Replace various components in the spa plant room at the Mt Annan Leisure centre | | | 14,400 | |
| Replace water chemistry controller at Mount Annan Leisure Centre | | 34,254 | | |
| Depot internal roads and drainage renewal | | | 120,000 | |
| Camden Family Day Care - repaint of exterior | | 4,540 | | |
| Replacement and repairs to Depot Workshop and Store roof, guttering and drainage system | | 18,562 | 26,808 | 23,964 |
| Replace the two gas heater air handling units at the Mount Annan Leisure Centre | | | 18,250 | 31,750 |
| Replace the timbers at shelter at Tredinnick Reserve, Harrington Park | | | 17,203 | 7,601 |
| Harrington Park Community Centre - Ventilation | | | | 11,205 |
| Harrington Park Community Centre – Crim Safe mesh over windows | | | | 32,075 |
| Buildings Renewal (Program to be finalised) | | | | 141,552 |
| Total | | 57,356 | 196,661 | 248,147 |

| | | | |
|------------------------------------|------------------|--------------------|------------------|
| TOTAL OF ALL WORK LOCATIONS | 2013/14 | 2014/15 | 2015/16 |
| | \$984,750 | \$1,388,851 | \$741,140 |

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

Environmental upgrade agreements (s54P)

Council did not enter into any environmental upgrade agreements during 2015/2016

Code of Conduct (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 Model Code of Conduct. The current Code of Conduct incorporates provisions relating to complaint handling procedures and reporting requirements of the General Manager.

According to Part 22 of Council's Code of Conduct, the Council is to provide the Division with a report containing the statistics referred to below within three months of the end of September of each year.

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 | 1 |
| The number of code of conduct complaints referred to a conduct reviewer | 1 |
| The number of code of conduct complaints finalised by a conduct reviewer at the preliminary assessment stage and the outcome of those complaints | 1* |
| 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 matter 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, including staff costs. | \$11,200 |

*No breach identified. No further action required.

Local Government Regulation 2005

Contracts awarded (cl217, (a2))

ALL NEW CONTRACTS (>\$150,000) DURING 2015/16

| | | |
|-----------------------------------|--|------------------------|
| ADCO Constructions | Construction of Mount Annan Leisure Centre Stage 2 - Volume 1 ADCO Constructions, Volume 2 ADCO Constructions and Volume 3 ADCO Construction | \$10,546,777 |
| CT Management Group | Financial Software Purchase and Support | Tendered hourly rate * |
| Lamond Contracting Pty Ltd | Birriwa Reserve Outdoor Youth Space | \$1,184,748 |
| North Shore Paving Co Pty Ltd | Construction of stage 1A Camden Cemetery Upgrade Cawdor - Volume 1 | \$1,045,601 |
| Jones XL Pit Ltd | Provision Of Security Services at Council Meetings | Tendered hourly rate * |
| Crossgrove Pty Ltd | Supply and Installation of Portable Amenities | \$138,125 |
| Gremalco Pty Ltd | Installation of High Voltage and Transmission Power Lines Springs Road, Spring Farm | \$578,730 |
| Elderslie Entry Park Construction | Landscape Solutions Australia Pty Ltd | \$399,918 |

Controlling interests (cl217, (a7))

Council did not hold a controlling interest in any companies during the 2015/2016 reporting period.

Councillor payments and support (cl217, (a), (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 2015/16 the following expenses were incurred by the Mayor and Councillors:

Councillor Expenses

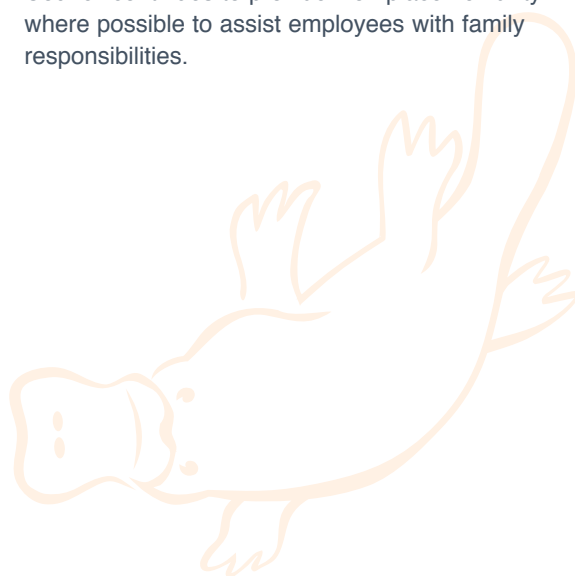
| | |
|-------------------------------|----------------|
| Dedicated Office Equipment | \$3,436 |
| Telephone | \$2,806 |
| Conferences/Seminars | Nil |
| Training | Nil |
| Interstate Visits - all costs | Nil |
| Overseas Visits | Nil |
| Expenses for Spouses | Nil |
| Child Care | \$1,440 |
| Total | \$7,682 |

Councillor Allowance

| | |
|-----------------------|-----------|
| Mayoral Allowance | \$34,000 |
| Councillor Allowances | \$140,162 |

Equal Employment Opportunity (cl217, (a), (a9))

- In accordance with relevant legislation, policy and procedure, the recruitment of staff is based on merit principles ensuring the most suitable candidate is selected and all applicants are afforded equal opportunity. A review of Council's Recruitment and Selection Policy has been completed.
- Council's workforce is increasing due to growth in the Camden LGA. Council's revised Workforce Plan will ensure an appropriately skilled workforce now and in the future.
- A full review of Council's EEO Management Plan was undertaken and continues to be monitored.
- Online recruitment processes continues to streamline recruitment and promote Council as an Employer of Choice.
- Recruitment and Selection and EEO Training is provided for all staff required to participate in recruitment panels.
- A range of strategies identified in Council's Workforce Plan are being developed and implemented.
- Council continues to manage its employees in accordance with all relevant Award provisions and other employment related legislation.
- Council continues to operate in a contemporary and professional industrial environment.
- Implementation of Council's Work, Health and Safety Management System continues.
- A Corporate Safety Team has been formed to further advance safe work procedures including training to undertake ergonomic assessments.
- The commitment to maintaining good employee relations remains a high priority and is facilitated through consultation and communication.
- Counselling, mediation and employee support is provided through the Employee Services Branch and continued funding of Council's Employee Assistance Programme, ensures a confidential counselling service provided by an external company is available.
- Employment opportunities are provided for young people in our local area through Council's very successful Traineeship Programme. The success of our trainees and apprentices is evidenced by the number nominated for awards and both local and Regional levels. The Traineeship Program is being extended to offer an operational traineeship to a person under the age of 21 who identifies as a member of the Aboriginal community. Employment based policies and procedures continue to be reviewed and updated.
- The new Working with Children Check requirements have been implemented in relation to all designated positions.
- The translator and interpreter service has been promoted and is accessible to the community and staff.
- A Hearing Loop was included in the design of Camden Council's Oran Park Administration Centre, its availability is communicated to the community and staff.
- Council continues to provide workplace flexibility where possible to assist employees with family responsibilities.





External bodies (cl217, (a6))

Camden Town Farm

The Camden Town Farm Committee provides maintenance and management of this wonderful facility in the heart of the Camden township. The Camden Town Farm is a unique facility, providing the Community with an opportunity to access and understand the rural history of Camden.

Camden International Friendship Association (CIFA)

(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 through hosting exchange programs for students and citizens from both countries.

Camden Seniors Program

The Camden Seniors Program Committee is delegated to organise and run five major projects for seniors in the Camden and surrounding areas each year. These include:

- Autumn picnic luncheon at Belgenny Farm in May
- Morning Tea at the Australian Botanic Gardens at Mt Annan planned for September 2016 (this is a new function which replaces our previously run Seniors Expo)
- Christmas dinner at Camden Civic Centre in late November 2015
- Seniors Concert at the Camden Civic Centre during Senior's Week
- Seniors Bus Trip during Seniors Week



Bicentennial Equestrian Park

The Camden Bicentennial Equestrian Committee provides maintenance and management of this facility. The Park provides a variety of equestrian and community activities including:

- Camp Draft
- Polocrosse
- Pony Club
- Rodeo
- Camden Men's Shed
- Show Jumping
- Walking track
- Dog walking

The Bicentennial Equestrian Park is used for variety of events, including equine, sporting, educational and community events.



Grants and Contributions (cl217, (a5))

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

COMMUNITY FINANCIAL ASSISTANCE PROGRAM

| Program Name | Funded | Amount |
|-----------------------------------|--|------------------|
| Community Small Grants | 27 Community service groups | \$83,432 |
| Donations for Charitable Purposes | 12 individuals and/or community groups | \$3,713 |
| Gifted Persons | 13 individuals | \$6,763 |
| Cultural Performance Subsidy | 9 community events | \$7,600 |
| Annual Subsidies | 10 organisations and 3 community resources | \$53,988 |
| Community Sponsorship | 19 organisations | \$59,534 |
| Total | | \$215,030 |



Legal Proceedings (cl217, (a3))

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

| | |
|--|-----------|
| Cost of all Land and Environment Court Proceedings | \$241,766 |
| Cost of Local Court Proceedings | \$469 |
| Cost of all other Court Proceedings | \$408,563 |

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 |
|--|--------------------|----------------------------|------------------|----------------|
| Caltex Australia Petroleum Pty Limited | Land & Environment | Class 1 Appeal | Resolved | \$10,935 |
| Lippman | Supreme | Contract Dispute | Ongoing | \$408,563 |
| Cornish Group Pty Ltd and Ors | Land & Environment | Class 1 Appeal | Withdrawn | \$10,562 |
| Hayek | Land & Environment | Class 1 Appeal | Appeal Upheld | \$15,055 |
| SH Camden Valley Pty Ltd | Land & Environment | Categorisation of land | Appeal Dismissed | \$205,214 |
| Tomas | Camden Local | Appeal over Dangerous Dog | Ongoing | \$469 |

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

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

Council is a shareholder in the Southern Phone Company for two shares at \$1.00 each being one A class share and in the B to ZZ class.

From 1 July 2014, Camden Council became a member of Westpool and United Independent Pool. Westpool 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, (a4))

Council carried out no work on private land.

Work undertaken on private land

Nil

Cost subsidised by council

Nil





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 and the amounts proposed in respect of the 2015/2016 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 | \$8427 |
| Interest written off from 2015/2016 | \$3245 |
| Amount | \$11,672 |

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

| | |
|---------------|----------------|
| Amount | \$2,779 |
|---------------|----------------|

Interest on Pensioners Rates written off in 2015/2016 as per Pension Policy 5.34

| | |
|---------------|--------------|
| Amount | \$972 |
|---------------|--------------|

The amount of pension rebates granted during the 2015/2016 rating year

| | |
|---------------|------------------|
| Amount | \$719,357 |
|---------------|------------------|

Council will claim 55% reimbursement from the State Government for the amount written off.

The total amount of rates and charges written off in the rating year 2015/2016 is \$734,781 and appropriate provision was made in the 2015/2016 Budget.



Stormwater Management Service Charge (cl217, (e))

During 2015/16 Council spent \$630,069 on 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.

| Facility | Amount |
|---------------------------------------|------------------|
| Lake Annan GPT Design | \$136,560 |
| Lake Annan Rehabilitation | \$41,493 |
| Education and Promotion | \$7,850 |
| Water Quality Monitoring | \$64,228 |
| Urban GPT Maintenance | \$275,600 |
| Wetland Maintenance | \$69,655 |
| Lake Yandel'ora Inspections | \$444 |
| Stormwater Asset Long Term Management | \$34,239 |
| Total | \$630,069 |

Lake Annan GPT Design

The design and construction of the Gross Pollutant Trap (GPT) and associated access way has been completed. The GPT will provide a reduction in gross pollutants entering Lake Annan and improve the water quality.

Camden CBD Drainage Improvements

The Camden Town Centre has very little storm water drainage infrastructure and storms can often result in localized flooding. This project involves upgrading the existing drainage system to current standards as part of the overall streetscape works undertaken in 2015/16. Further stages of works are programmed in the future.

Lake Annan Rehabilitation

Lake Annan is currently under stress from the impacts of surrounding land use and the development of urban areas in the broader catchment. Lake Annan has experienced a number of problems, including:

- high nutrient loads contributing to algal blooms and odour of the Lake in the warmer months
- operation and maintenance of the upstream GPT
- poor water clarity due to high turbidity
- widespread loss of macrophyte plants
- sediment build up
- localised areas of erosion and bank scalding
- additional nutrient loads due to a large population of Australian White Ibis using the island for breeding.

To address the water quality issues, Council has progressed designs for the rehabilitation of the lake, in conjunction with advice from the State Government authorities. Tenders for the works were called in June 2016.

The adopted option involves providing intensive treatment at the main stormwater inlet with the construction of floating wetlands, embankment stabilisation and construction of an inlet zone for sedimentation. This option is considered to have the least impact on visual quality whilst providing relatively good water quality improvement for the value of works.

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. Several education and promotion activities were undertaken during 2015/16 to help increase our community's awareness of potential polluting activities. It included the delivery of environmental education workshops, particularly themed around 'water' or 'catchment' to over 700 students and teachers from seven local schools. The Macarthur Nature Photography Competition and Exhibition 2015 was another initiative to help promote and celebrate healthy catchments. Posters displaying stormwater messages such as 'keep litter out of the river' are displayed in bus shelters across the Camden LGA. Key stormwater messages were also conveyed through Council's quarterly community newsletter 'Let's Connect'.

Water Quality Monitoring

Council engaged a consultant to undertake water quality monitoring based on the sites recommended in the Water Quality Monitoring Framework. A total of fifteen sites were selected in the Narellan Creek Catchment including sites in Mount Annan Botanical Gardens, Smeaton Grange and Harrington Park. In addition, the consultant undertook a review of the water quality data from the past four years and the effectiveness of the water quality devices.

The assessment found that stormwater management assets and devices, including

pollution control basins, wetlands and lakes, do reduce pollutant loads, which would otherwise drain into the downstream Nepean River. The reduction of nutrients and other pollutants is particularly demonstrable 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.

Urban 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 remobilised 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.

Wetland 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.

Almost all stormwater falling in the Camden area ultimately drains into the Nepean River. Funds to periodically maintain wetlands and rain gardens assist with weed removal and ensuring the systems operate effectively.

Council employed a natural areas team to undertake future 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.

Lake Yandel'ora Inspections

Lake Yandel'ora is a significant water body that has been created through the construction of a large dam wall. As part of the safety requirements of having such a large dam, Council is required to conduct routine inspections and auditing of the structural soundness of the dam wall.

On-going inspections and auditing of the dam wall were conducted with any defects found and rectified. Council has engaged Public Works to undertake 5 yearly, type 2 inspections in accordance the NSW Dams Committee Guidelines. Works have been programmed to undertake vegetation clearing of the dam wall structure to protect the wall from failure if the wall is overtopped during major storm events.

Stormwater Asset Long Term Management

A new round of inspections of all stormwater assets has commenced in order to confirm the overall inventory of stormwater assets (pits, pipes and basins), to assess their condition and to develop future works programs to keep the network in a satisfactory condition.

The number of stormwater assets is rapidly growing with the release of new residential land subdivisions and commercial developments, and additional resources are being allocated to manage the growth in assets, and to update Council's existing Stormwater Asset Management Plan.

A new revised Asset Management Plan is being prepared to continue to guide the implementation of the stormwater management program, integrating the results of water quality monitoring and the audit of stormwater assets. The current plan establishes levels of service and identifies investment priorities for subsequent years.

Senior Staff Remuneration (cl217, (b), (c))

The total remuneration package for the General Manager including salary, bonus, non-cash benefits, superannuation and fringe benefits tax was \$309,934.

The total remuneration package for the three Directors including salary, bonus, non-cash benefits, superannuation and fringe benefits tax was \$730,456.

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



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 the Council's policy, Councillors, members of staff or any other stakeholder 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 Camden 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 one of the investigating authorities nominated in the Act.

A disclosure must be made in writing to either the General Manager or Disclosure Coordinator or Manager Governance and Corporate Services, or Director Customer Corporate Services), 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 2015 to 30 June 2016.

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

- The number of public officials who have made a public interest disclosure to the Camden Council for 2015/2016 year
Nil
- The number of public interest disclosures received by the Camden Council in total for 2015/2016 and the number of public interest disclosures received by the Council relating to each of the following:
 - (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 the Camden Council has a public interest disclosures policy in place?
Yes

Work Health and Safety Act 2011

WHS initiatives, outcomes, statistics, investigations (Part 4, (1), (2))

Council has developed an integrated Work Health and Safety (WHS) Management System. Implementation of the WHS Management System has commenced which will provide the framework for the delivery of WHS policies, procedures, programs and initiatives across Council.

To improve risk management, Council has introduced WorkSafe Online software, which provides a complete WHS package enabling greater visibility and accountability to drive safety throughout Council; it will now be easier to record hazards, incidents, injuries and claims, schedule audits and workplace inspections.

A proactive approach to case management resulted in improved rehabilitation outcomes. These improvements have contributed to a decrease in Council's workers' compensation insurance premium.

Council continues to provide a safe and healthy working environment for employees. To ensure that no new hazards would be introduced with Council's move to Oran Park, Safety Champions were trained by health professionals to undertake workstation set up.







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Photography

The photographs featured throughout this Annual Report have been obtained from many sources including professional photographers, local developers, stock image suppliers and Council officers – thank you to all photographers.