

Annual Report 2018/2019



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Photographs

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 for your contribution.

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 2018/2019 Annual Report.

This report looks at the actions Council has taken during the 2018/2019 financial year, to drive economic, social and environmental improvements across the area and foster the wellbeing and prosperity of our residents.

In April, we celebrated 130 years since Camden Council's first meeting in 1889. It was a fantastic opportunity to look at how far we had come and take stock of our achievements. For example, Council opened the first swimming pool in Camden in 1964 and 55 years later, on Saturday 1 December 2018, we opened Curry Reserve Water Play Park. This new space in Elderslie demonstrates how much our ideas of recreation and cooling off have come. It was fantastic to see our community embrace the region's first water play space, opening just in time for the hottest period of the year.

This year has seen lots of other investment in playgrounds and open spaces, carefully designed based around our community's needs. In November 2018, we



opened the \$1.14 million Harrington Park Lake Reserve Youth Play Space. A few weeks later, we opened the \$1.36 million Sedgwick Reserve Youth Play Space.

And we've been recognised for our excellence in this area. Camden South's Lawson Reserve was crowned the best playspace under

\$500,000, at the Parks and Leisure Australia (NSW/ACT) Awards of Excellence in May. We upgraded the existing space to be an exciting and dynamic area for the neighbouring Macarthur Preschool, surrounding community, young families and local sports stars alike.

Our events this year have been

bigger and better than ever. A real highlight was TASTE Camden, where almost 10,000 people came down to Camden Town Farm to enjoy all it had to offer. There were more than 70 food stalls, live music performances and appearances from celebrity chefs Miguel Maestre and Katherine Sabbath. The inaugural Produce Lane was a real hit, offering fresh food to try on the day and gourmet take-home treats and produce.

We also threw Oran Park Library a big first birthday bash in June, with mini go-karts, jumping castles, face painting, library bag painting and demonstrations of the library facilities. The young library saw more than 112,000 visitors in its first year. With Babies into Books and Storytime, Code Club, 3D Printer Workshops, Tech Savvy Seniors and lots of exciting school holiday events and activities, it's no wonder the space is always buzzing!

Our first Sanitarium Weet-Bix Kids TRYathlon in February was an overwhelming success, with more than 700 participants swimming, cycling and running through the Camden area. It was fantastic to see children of all abilities giving it their all and having fun with their friends and family on Sunday 24

February. I'm proud to say the TRYathlon will call Camden home for the next two years, so our local children have another chance to take part in a world-class event, right here at home.

This year Council also launched Camden's first parkrun event on the bike track in Cowpasture Reserve, Camden, with more than 150 residents and visitors participating in the event weekly.

With more than 100 new people moving into the area each week, it is great to see many new residents from different cultural backgrounds choosing to call Camden home. This past year, we had the privilege of hosting four Citizenship Ceremonies and welcomed 400 of our newest Australian Citizens to our beautiful Camden.

This financial year also saw the start of the two-year process to review and update our Local Environmental Plans and prepare Local Strategic Planning Statements (LSPS). Among other things, this document will set the 20-year vision for land use in the Camden area. Council undertook initial community and stakeholder engagement from November 2018 to February 2019 to help form the draft LSPS.

Council is working in partnership with Women's Community Shelters and Camden-Wollondilly Domestic Violence Committee to establish Camden's first women's shelter. It will provide crisis accommodation for up to six women and their children in the Camden area, as well as a client-centred case management office. This truly will be a community affair and there will be a job for everyone willing to lend a helping hand. I'm looking forward to seeing this project come to fruition next financial year.

The work we've done this year has paved an exciting path forward for our residents. I really believe the Camden area is the best place to live and work. I look forward to capitalising on the great work we have done and further enriching Camden LGA as a place for all to thrive and enjoy.

I am very proud of everything we have achieved this year, and I would like to thank my fellow Councillors, the General Manager Ron Moore, and Council staff for their dedication and commitment to serving the community of Camden.

Cr Theresa Fedeli
Mayor of Camden

General Manager's message



2018/2019 has seen the organisation strive to respond to the needs of our growing community.

We have continued to focus on providing excellence in customer service as a core value of Council. This year we reached new heights in achieving a professional, timely and consistent experience for our customers.

82% of all calls to Council were answered within the first 20 seconds, and almost 90% were fully responded to by the staff member who answered the call, resulting in 86% of our customers rating their experience as more than satisfactory.

As a result, in October 2018, we were acknowledged as providing Australia's best Council customer service, winning the National Customer Service Excellence Award and receiving a highly commended in two other customer service-related categories at the National Local Government Customer Service Network awards.

This year also saw us think of customer service in a less traditional way, to adapt to the needs of our rapidly changing community. Our residents are rapidly turning to social media platforms to engage with us and as such, we have expanded our platforms to include Twitter, YouTube, Instagram and Snapchat in addition to Facebook and LinkedIn.

To ensure we continue to focus on excellent customer service, we also finalised a new Organisational Strategic Plan, designed to guide Council in future improvement efforts and promote best practice service delivery.

Through our Project Management Framework and strategic infrastructure investments, we continue to coordinate and deliver great projects and facilities for our community. We recently upgraded the intersection at Camden Valley Way and Macarthur Road, which has improved safety and reduced delays and travel times. We've also started work on the new community centre at Spring Farm and community hall and sports field amenities at Catherine Park, which will give the community a place for events and sports.

One of this year's highlights was becoming an accredited White Ribbon Workplace. Council demonstrated a commitment to creating a safer and more respectful workplace throughout the accreditation process. Our staff's tireless efforts on

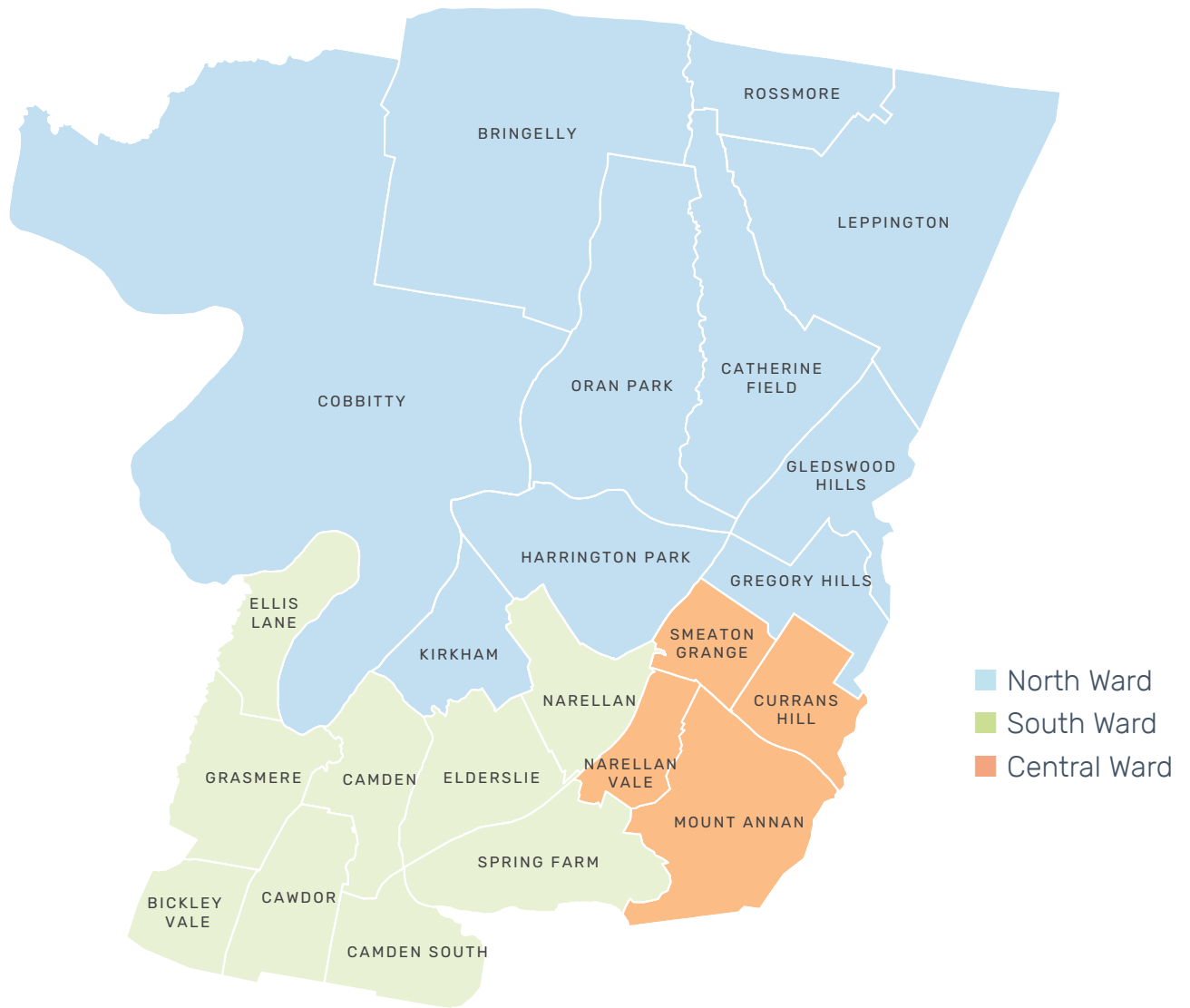
initiatives to spread the White Ribbon message and create a united front against the issue of domestic violence is something of which we can all be proud.

As an organisation we continue to maintain and grow our strong financial position to ensure we deliver high quality community infrastructure and services. I am both optimistic and excited by the challenge of continuing to strive for excellence in service to our rapidly growing and changing community.

I thank Mayor Theresa Fedeli and our elected Councillors for their leadership and support over 2018/2019. I also thank our fantastic staff team for their hard and innovative work and sustained focus on serving the citizens of Camden.

Ron Moore

General Manager



Camden Local Government Area, Councillors and Council

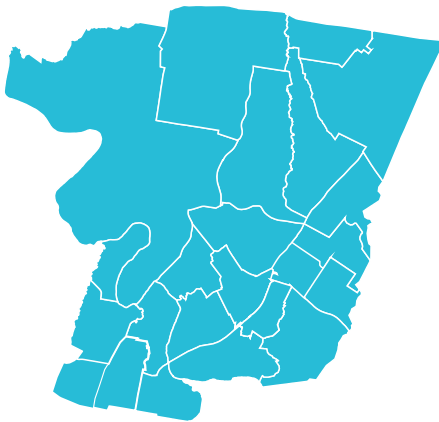
The suburbs and localities of the LGA are Bickley Vale, Bringelly (part), Camden, Camden South, Catherine Field, Cawdor (part), Cobbitty, Currans Hill, Elderslie, Ellis Lane, Gledswood Hills, Grasmere, Gregory Hills (part), Harrington Park, Kirkham, Leppington (part), Mount Annan (part), Narellan, Narellan Vale, Oran Park, Rossmore (part), Smeaton Grange and Spring Farm.

The LGA is:

- a rapidly growing residential area, with rural, industrial and commercial areas. The Council area encompasses a total land area of about 201 square kilometres. Rural land is used largely for agriculture,
- home of Tharawal and Gundungurra nations,
- located in Sydney's south-western suburbs, about 60 kilometres from the Sydney CBD. The Camden Council area is bounded by Liverpool City in the north, Campbelltown City in the east, and Wollondilly Shire in the south and west,
- well known for the major features that includes 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.

The diversity of the Camden LGA community is increasing, and the unique demographics and business sector snapshot is as below.

20,096 ha



107,003
POPULATION



15,748
HOUSEHOLD TYPES
(Families with Dependents)

17.6%
BORN OVERSEAS



14.4%
SPEAK A LANGUAGE OTHER
THAN ENGLISH AT HOME



50.9%
HOLD EDUCATIONAL
QUALIFICATIONS

Source: ABS Census 2016 and forecast.id



49,361

EMPLOYED RESIDENTS



6,946

LOCAL BUSINESSES



35,347

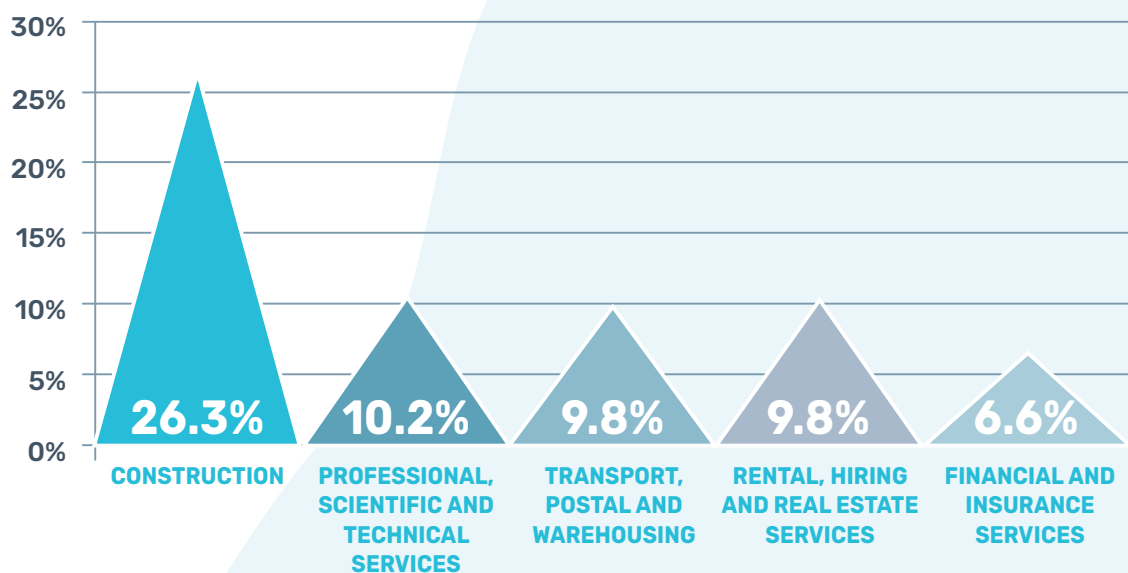
LOCAL JOBS




\$4.49 billion

GROSS REGIONAL PRODUCT

Top 5 industry types



Source: National Institute of Economic and Industry Research 2018



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

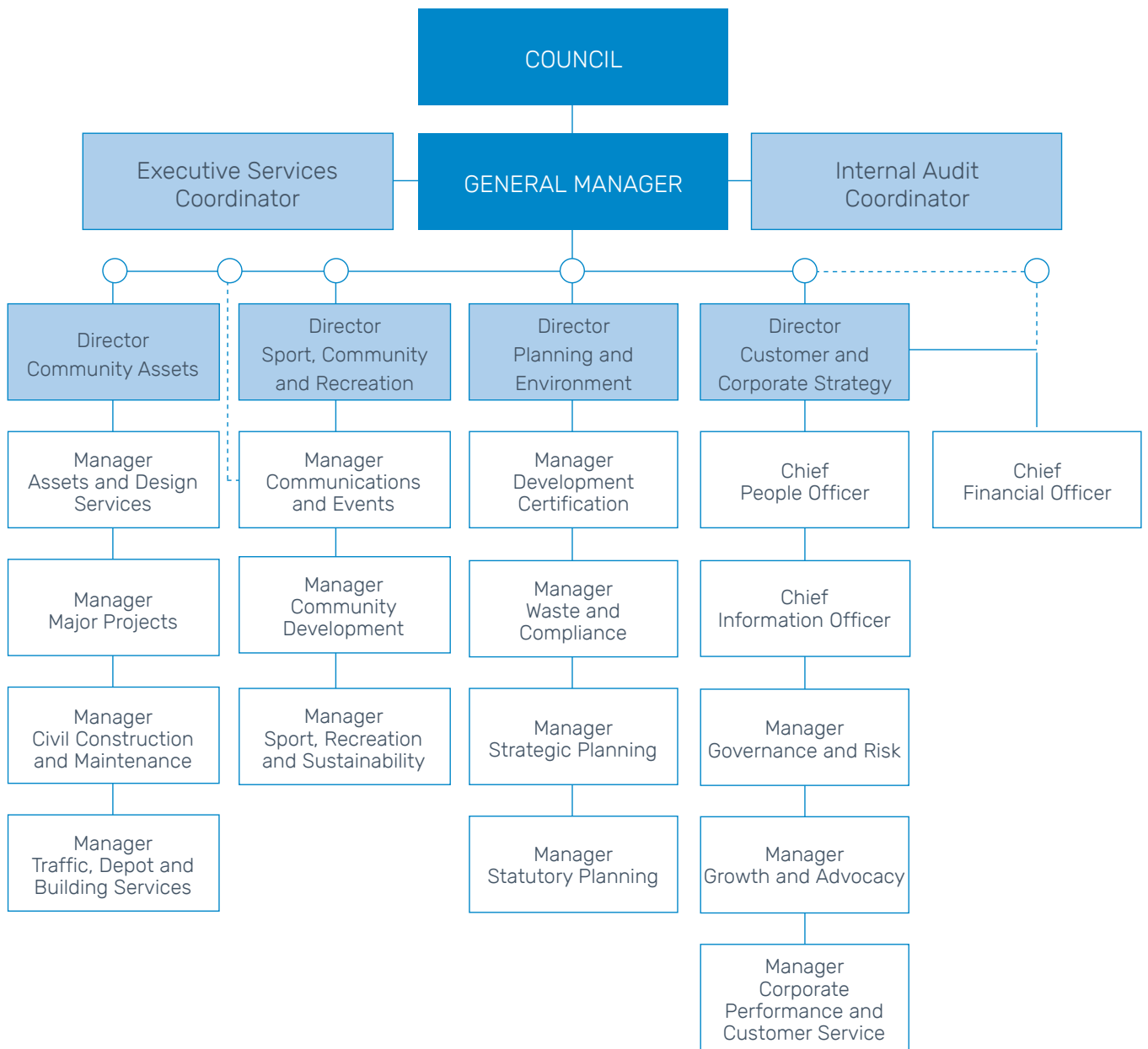


Cr Peter Sidgreaves



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

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





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:







This report reflects Council's annual progress status against 39 performance indicators and provides information on how Council is progressing with its Delivery Program 2017/2018 to 2020/2021.

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:

Rating Scale	Description
	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	4	0	1	0
KD 5 - An Enriched and Connected Community	8	8	0	0	0
KD 6 - Strong Local Leadership	7	6	0	0	1
TOTALS	39	31	0	2	6

Council's annual achievements are noted in the Delivery Program Progress Reports and can be viewed on Council's website

www.camden.nsw.gov.au/council/interated-planning/delivery-program

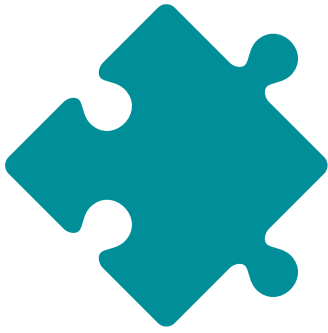


Community Outcomes against each Key Direction

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 35 days in the 2018/2019 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 \$1,408,365,004.

Construction Certificates are approved in a timely manner

- Building Construction Certificates were processed with an average determination time of 3 days throughout the 2018/2019 reporting period. This result reflects the strong performance in building certification services provided by Council.

Phase 1 Local Environment Plan Review - Camden Local Environmental Plan Review

- The first phase of the Camden Local Environmental Plan (LEP) Review was the preparation of the LEP Review Report. The Report was endorsed by Council October 2018 and provides a snapshot of how the Camden LEP 2010 and Council's plans, policies and programs align with the priorities and actions of the Western City District Plan.
- On 21 December 2018, the Greater Sydney Commission provided confirmation that Council's LEP Review Report complied with the Phase 1 Assurance for the 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 Local Government Area will change to meet the community needs over the next 20 years.

The following actions have occurred in developing the draft LSPS and Phase 2 LEP Review:

- Community and stakeholder engagement occurred between November 2018 and March 2019.
- The first stage of engagement recorded 252 interactions at local pop-up events; 346 completed online surveys; 90 comments on a digital ideas wall; and four local primary school visits.
- The second stage of engagement included four workshops with a total of 130 participants.
- Specialist reports, including a Housing Analysis, Centres Study and Demographic Study were completed to inform the draft LSPS and will inform relevant strategy work required for the broader LEP review project.
- Council staff attended multiple "Technical Working Groups" with the Greater Sydney Commission (GSC), relevant State Agencies, and neighbouring Councils to inform the development of the draft LSPS.
- Council's proposed approach for the development of the draft LSPS was presented to the GSC and relevant State agencies at a roundtable workshop and was confirmed as complying with the Phase 2 LEP Review.

Western Sydney City Deal

- Council entered into the Western City Deal Memorandum of Understanding which formalised a regional collaboration framework to guide how the eight City Deal councils will work together to deliver outcomes under the City Deal and will collaborate on matters of regional importance.
- 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 North-South Rail, the preparation of a Digital Action Plan, and the establishment of the Health Alliance.

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

- Council executed an amendment to the Oran Park Voluntary Planning Agreement (VPA) to increase the size of Doohan Reserve (Sports Park) from 5.8 hectares to 10.44 hectares.
- Council adopted the Camden Town Centre Urban Design Framework, which acknowledges the town centre's distinct heritage character and considers opportunities for enhancing the attributes that make it unique.
- Council has been involved with Precinct Planning for the Lowes Creek Maryland (Part) Precinct, which is anticipated to supply approximately 7,000 dwellings. The Precinct Planning Package was exhibited in October 2018 and is yet to be finalised.
- Council endorsed the Camden Local Environment Plan 2010 Housing Keeping Amendments (Amendment No. 40), which came into effect on 28 February 2019.
- Council endorsed a Planning Proposal to introduce minimum lot size and lot frontage controls for dual occupancy and multi-dwelling housing in to the Camden Local Environment Plan 2010. During public exhibition, approximately 20,000 residents were notified with Councils officers speaking to over 900 people about the proposed changes. The Planning Proposal is currently under the finalisation stage with the Department of Planning Industry and Environment.
- Council adopted the Camden Development Control Plan (DCP) 2019 (previously referred to as Camden Development Control Plan 2018).
- Council endorsed the Camden Lakeside Planning Proposal to facilitate a 5 to 7 storey hotel comprising 200 bedrooms and a function space.

- Council endorsed the Oran Park Podium Stage 2 Planning Proposal for a 12 storey building accommodating 230 residential apartments above The Podium.
- Council executed a Voluntary Planning Agreement (VPA) for 190 Raby Road.
- Council endorsed an amendment to the State Environmental Planning Policy (Sydney Region Growth Centres) 2006 to realign the boundary of the Oran Park Northern Neighbourhood Centre and Part B DCP to incorporate development controls for the centre.
- Council endorsed a draft Part B DCP for the Oran Park Employment Lands (approx. 17.9 hectares of land).
- Council executed The Crest Planning Agreement 2019, the 190 Raby Road Planning Agreement and five Works in Kind Agreements.

Revised Rural Lands Strategy and its implementation

- Council adopted the revised Rural Lands Strategy (RLS). The RLS is intended to guide Council's decision making on rural land, with the broad intent being to protect Camden's remaining rural lands outside the South West Growth Area. Following Council's endorsement, the RLS was submitted to the Department of Planning, Infrastructure and Environment for endorsement as a local Strategy.

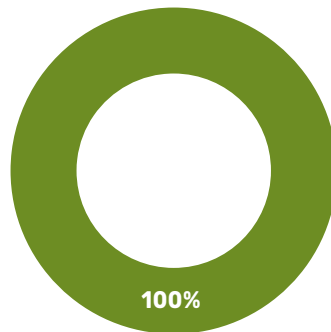
Respond to State Government and Agencies compliance and planning

- Council submitted feedback on 'Greater Macarthur 2040: An Interim Plan for the Macarthur Growth Area' to the Department of Planning Industry and Environment.
- Council submitted feedback supporting an initiative to strengthen the consideration of local character by introducing a 'Local Character Overlay' into the Local Environmental Plan to the Department of Planning Industry and Environment.
- Council worked collaboratively with Transport for New South Wales to secure the road alignment for the Spring Farm Parkway.
- 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.
- Council established a Local Planning Panel to provide independent advice on Planning Proposals submitted to Council in accordance with Section 9.1 of the Environmental Planning and Assessments Act 1979.
- 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

- Established a 20-year vision for managing and planning for growth in the Camden Local Government Area
- Worked collaboratively to deliver matters of regional importance
- Created new communities and facilities in priority growth areas
- Maintained effective development controls
- Preserved rural land and landscapes that are highly valued by the community
- Effectively advocated on behalf of the community to the State Government
- Housing options for existing and new residents
- Options for rural living
- Retaining local characteristic and vistas which are much valued by the community







Key Direction 2

Healthy Urban and Natural Environment



The Camden LGA’s natural and built environment are the “setting” 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 ensures 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 administrating the urban and natural environment.

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

- Council continued to maintain 94.06 hectares of natural areas across the Local Government Area. This has also included the support of seven volunteer Bushcare groups that work to protect and restore local bushland reserves. This year volunteers undertook 1,763 hours of Bushcare, the equivalent of 252 standard working days.
- Council has continued to deliver the Creating Habitat for Camden White Gum project. This grant funded project is restoring and revegetating 4.2 hectares of land along a portion of the Nepean River at the Camden Town Farm. 100 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.
- Regular monitoring of water quality in the Nepean River and lakes across the Local Government Area has been undertaken. Water quality is affected by rainfall patterns and seasonal changes, however all monitored sites showed high levels of nutrients which is consistent with their location within the urban environment. This monitoring is supported by a Stormwater Education Program which encourages the community to reduce their impact on local waterways.

Proactive management of biodiversity

- Council was successful in its application to register Gundungurra Reserve in Narellan Vale and Spring Farm as a biobanking site. The Agreement provides for the preservation and protection of almost 40 hectares of critically endangered Cumberland Plain Woodland.
- Council continued to review development applications with the potential to impact local biodiversity to ensure that where required, adequate protection measures are put in place as part of the development process.
- The adopted Management Plan for Australian White Ibis continued to be implemented by Council at Lake Annan in Mount Annan to manage the impacts of the population on the environment and the local community. Australian White Ibis are a native bird, however the population at Lake Annan requires careful management to keep it at a sustainable level.

Implement initiatives and host community education programs

- Council has partnered with Campbelltown and Wollondilly Councils to deliver a number of engaging events for the local community, including Earth Hour celebrations in March 2019, the Threatened Species Art and Writing Competition in September 2018, the Macarthur Nature Photography Competition held in October 2018 and Science in the Wild.
- Council was successful in receiving Bronze accreditation under the NSW Government's Sustainable Advantage program. The accreditation is recognition of Council's commitment and the implementation of several sustainability initiatives including progress towards a number of identified goals to improve the sustainability of the organisation and the Camden Local Government Area.
- Council's 'Green Team' was established with representatives from across the organisation working together to identify and implement projects to improve Council's sustainability.
- A number of planting events have been held over the year, including Harrington Park Trees for Families event, 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.

Promote heritage and historical sites across the Local Government Area

- Council adopted the Camden Town Centre Urban Design Framework, which provides a structure for the future direction of the town centre. The Framework recognises that the town centre has a unique and distinct heritage character that is highly valued by the community and should be retained. It also considers opportunities for minimal change to the built form and uses within the town centre, with a focus on enhancing the attributes that make Camden unique.
- Council officers provided advice to over 50 applicants proposing works to heritage items.
- Council's Heritage and Urban Design Advisor issued 17 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 land owners to maintain heritage items without the need for obtaining development consent.
- Council established the Heritage Advisory Committee. The Committee and Council officers continued to explore initiatives to promote heritage across the Camden Local Government Area.
- The Maryland Estate is being considered by the Office of Environment and Heritage for inclusion on the State Heritage Register.
- St John's Anglican Church Precinct was included on the State Heritage Register.
- Council accepted \$30,000 grant funding from the NSW Office of Environment and Heritage under the Community Heritage category of the NSW Heritage Grants Program to undertake a Heritage Study Review.

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

- Council has been successful in receiving \$16.3 million in grant funding for the delivery of Stage 2 of the Narellan Sports Hub under the NSW Office of Sport's Greater Sydney Sports Facility Fund and the Western Sydney City Deal Liveability Program.
- More than 700 children participated in the first Sanitarium Weet-Bix Kids TRYathlon held at Camden. Council partnered with Sanitarium to deliver the event and will be looking to build on this success in coming years.
- The sportsground at Cunningham Park was completed to provide two additional playing fields, along with four netball courts and two basketball courts to the local community.
- Defibrillators have been installed at all sportsgrounds, with training provided to users of the grounds.
- Equipment in ten playgrounds across the Camden Local Government Area have been replaced with brand new structures, as part of Council's Infrastructure Program. The ten locations include Barratt Reserve, Bowman Reserve, Boyd Reserve, Burford Reserve, Campbell Reserve, Harrison Reserve, James Flynn Reserve, Pindari Reserve, William Campbell Reserve and Valley View Reserve
- Lawson Reserve Camden South was named as the winner of the Playspace Award (<\$0.5 million category) at the Parks and Leisure Australia (NSW/ACT) 2019 Awards of Excellence. Existing play equipment was replaced, and additional concrete was provided to the netball facility and the basketball facility was resurfaced to help eliminate noise concerns for surrounding residents. Landscaping and an additional pathway were installed to enhance the amenity and accessibility of the site. The pathway was stencilled by children from Macarthur Pre-school using leaves and foliage from surrounding trees and plants linking the project to the natural environment.

Implement and advocate for waste avoidance

- During 2018/2019 Council diverted 43.7% 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 remained extremely low at only 1.5% and the recycling contamination rate increased slightly to 13.6%.
- Council's Waste education team participated in 13 local community engagement events and delivered 46 class room-based waste education and reduction workshops across local schools.
- Council continued to promote the NSW Government's Love Food Hate Waste program with sponsorship and education at Council's Taste Food and Wine Festival.
- Council was successful in receiving \$112,134 (excl GST) in grant funding from the Environmental Protection Authority to help combat illegal dumping within the Camden area.
- Council continued to undertake and implement several educational initiatives around illegal dumping. As a result, 551 incidents were reported by residents to Council which were investigated.
- A total of 357 incidents of illegal dumping on public land were identified and investigated by Council officers.

Address reported noise concerns

- A total of 266 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.

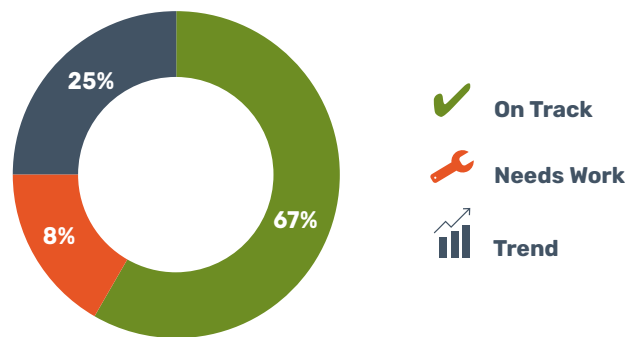
Maintain the register of companion animals and conduct education programs

- A range of initiatives in improving micro chipping and registration rates were implemented by Council including school visits, advertising campaigns and promoting Responsible Pet Ownership at local events. In addition, Council's free microchipping program led to 146 companion animals microchipped this year.
- Council returned 150 dogs to their owners instead of impounding.
- Council impounded 251 dogs of which 131 dogs were microchipped.

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 Camden Local Government Area
11. Number of sustainability community education programs conducted
12. Number of community education activities conducted to promote heritage and historical sites across the Camden Local Government Area

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

- Free microchipping service and designated off-leash areas for companion animals
- Effective preservation of our heritage sites
- New recreation facilities and amenities, open space and parks for the community
- Better managed bushlands and reserves promoting a healthy and natural environment







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 former 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 Local Government Area 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.

Support existing local businesses and new investments

- There are 8,407 active and registered for GST businesses in the Local Government Area reported in January to June 2019, an increase of 5.7% from the previous six months (July to December 2018), figure of 7,927.
- Council and the Camden Region Economic Taskforce Ltd (CRET) worked collaboratively on a range of projects to diversify and strengthen the economic development process including supporting local businesses and attracting new businesses, visitors and investment into the Camden Local Government Area.

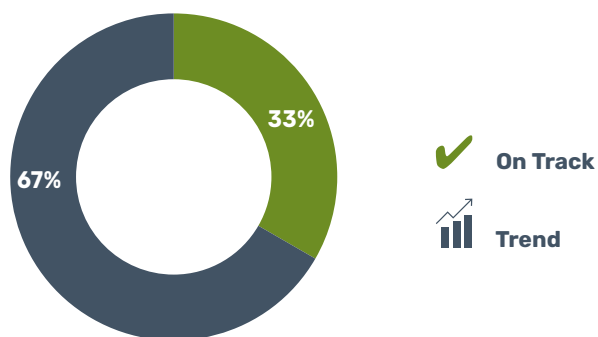
Promote tourism activities across the Local Government Area

- Macarthur Tourism received 159,546 visits on the newly developed website macarthur.com.au which increased visitors having better and easier access to a wide range of information.

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 Local Government Area

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



COMMUNITY OUTCOMES

- More active and registered business across the Local Government Area with implication on diverse employment opportunities
- Newly established Tourism website providing easy access to a range of information within the Macarthur Region
- Access to a range of business education and training opportunities facilitated by CRET and Council



About Camden Region Economic Taskforce (CRET)

CRET was established in 2017/2018, and some of the key achievements since then include:

- 19 events and presentations engaging directly with 1087 key stakeholders.
- Five business workshops facilitated with the Western Sydney Business Centre Business Connect Advisors and Service NSW, and the ATO - engaging directly with 91 local businesses and start-ups.
- Participation in the SWS Justice Precinct Advocacy Campaign.
- CSIRO Generation STEM Program partner project with Camden Council and CRET as the lead partner.
- Management of the Camden Region Video Project.
- Engagement with key tourism operators, with key tourism sites, information, events and stories being promoted in CRET social media, newsletters and CRET website.
- Conducted business surveys and business engagement activities
- Participation in investment attraction activities and events coordinated by the Western Sydney Investment Attraction Office.
- Provision of key information to potential investors.

All initiatives, projects and programs are aligned to the six strategic directions, which are:

1. Establish internal/external profile of CRET.
2. Engage with the Camden business community, key stakeholders, public to understand their perception of economic development for the region.
3. Understand, promote the identity, opportunities that exist in each of Camden's key economic and commercial hubs.
4. Understand education and training required to grow local jobs.
5. Identify and promote Camden's visitor economy identity and opportunities.
6. Understand and take advantage of the opportunities provided by infrastructure and other major development occurring in Western Sydney.

For more information visit www.cret.com.au



An opportunity to build your future in the Camden region





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 on road education programs including RBT Plan B Campaign, Drive 2 Stay Alive, School Safety Program, Slow Down, Choose Right Buckle Right, Graduated Licensing Scheme Workshops, Drives for Learners In Macarthur, Community Safety Plan and Traffic Offenders Program.

Conduct community safety programs

- Renewal of the Alcohol-Free Zones was implemented for a further four years.

Transport options across the Local Government Area

- Council's Pedestrian Access Mobility Plan and Bike Plan assisted in constructing footpaths in a number of suburbs including Richardson Road (Spring Farm and Narellan sections; Higgins Avenue, Old Hume Highway and Exeter Street (part of the Town Farm Walkway), Pindari Reserve and Harrison Reserve.
- Council completed all 95 Traffic Committee recommendations within the set timeframe.

Respond to State Government plans and funding opportunities

- Completed lighting upgrade in Narellan Urban Forest from Safer Communities grant funding.
- Council was successful with Black Spot funding and completed Catherine Fields Road shoulder works and upgraded the intersection with Chisholm Road.
- Completion of major intersection upgrades at Macarthur Road / Camden Valley Way and Grahams Hill Road / Richardson Road /Camden Valley Way, funded by Western Sydney Infrastructure Plan grant funding.
- Commenced the strategic concept design for the Raby Road Upgrade in partnership with Campbelltown City Council, funded by the State Government's Special Infrastructure Contribution levy.
- Council submitted feedback on the proposed Outer Sydney Orbital Corridor, the North South Rail Line and South West Rail Link Extension Corridor projects to Transport NSW.
- Completed the Town Farm Walkway, partially funded by the NSW Department of Planning, Industry and Environment's Metropolitan Greenspace Program, and Council
- Council submitted feedback on the Draft Future Transport Strategy 2056.
- Council submitted feedback on the publicly exhibited 'Western Sydney Aerotropolis: Land Use and Infrastructure Implementation Plan', to the Department of Planning and Environment (now named the Department of Planning, Industry and Environment).

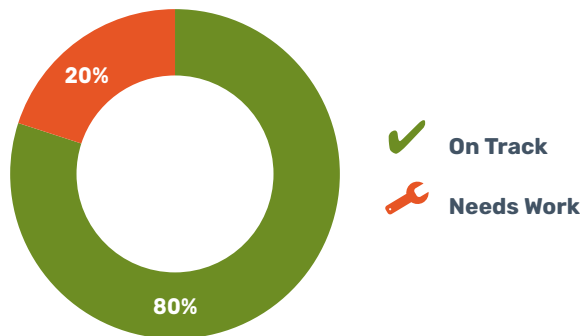
Council's new Project Management Framework

- Council implemented a Project Management Framework to improve planning, decision making and monitoring of project outcomes and to ensure high quality capital projects continue to be delivered to the community.
- Multiple roads and traffic facility construction projects have been delivered on time and on budget under the Project Management Framework, including:
 - Grahams Hill Road and Richardson Road Intersection Upgrades
 - Reconstruction of Welling/Waterworth/Henrietta Drives Roundabout
 - Jack Nash Reserve Carpark Resurfacing and Additional Parking Bays
 - Richardson Road (Narellan) New Footpath (PAMP)
 - Richardson Road (Spring Farm) New Footpath (PAMP)
 - Exeter St (Town Farm Walkway) New Footpath (PAMP)

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 4 Indicators (80%) as 'On Track' and 1 Indicator (20%) as 'Needs Work'.



COMMUNITY OUTCOMES

- Community awareness of road safety and community safety through a range of community education programs
- More transport options for the community through Pedestrian Access Mobility Plan and Bike Plan implemented across the Local Government Area
- Improved road infrastructure across the Local Government Area through partnership projects and access to State Government funds







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 provided education and care for over 300 children, supporting children to connect with their community and to support their social/emotional development. The program and activities mirror the learning outcome of the Early Years Learning Framework (EYLF) being *'children are connected with and contribute to their world'*.
- Families continued to have access to Family Day Care with educators providing a variety of operating days and hours to meet the needs of family demands with an average utilisation rate of 175 hours.
- Regular play sessions facilitated by staff at the coordination unit with acknowledgement of Science Week, NAIDOC Week, and other events such as National Simultaneous Story time.
- Community visitors to the Centre such as the NSW Health Dental Nurse, Fire Brigade, and Paws (Animal Awareness Program).
- Themes such as 'our natural environment', sustainability in practice and embedding Indigenous perspectives run through every educator's learning program for Family Day Care children. This supports children's understanding of the community and the greater social landscape that surrounds them. They learn about others in their community, and as they move through their early years they come to know and act upon concepts such as diversity and social inclusion.

Provision of programs delivered to various community groups

- Council delivered over 200 programs for a range of identified community groups, such as Interagency meetings, Seniors Program Committee meetings, Camden International Friendship Association meetings, Cohesive Communities Advisory Group meetings, Youth Council Meetings and Access Community Advisory Group meetings, skate clinics, International Women's Day, Youth Public Art projects, Cool Off in Camden, Paint the Town REaD, National Families Week Program, Seniors Festival, Youth Week, Youth Movie Night, Paws for a Second, NAIDOC Flag Raising event, Seniors - Morning Tea and Christmas Lunch, Carers Week - Carers Café and Pamper Day, International Day of People with Disability and a program of Connection Cafés.

Provision of recreation facilities

- Mount Annan Leisure Centre and Camden War Memorial Pool continue to be popular with the local community. This year saw more than 60,000 visitors to the Camden War Memorial Pool, an increase of 10,511 people compared with the previous year. A total of 529,382 participants were involved in a range of activities at Mount Annan Leisure Centre, including visits to the gym, stadium and swimming pools.

- Masterplans were adopted for Narellan Sports Hub Stage 2 and Kirkham Park with significant progress also made on the Masterplan for the premier cricket facility at Fergusons Land in Camden. These masterplans identify how the needs of both current and future sporting and recreational user groups will be accommodated at these facilities.
- Three new regional play spaces were delivered, including Camden's first water play park at Curry Reserve, Elderslie. A dedicated youth play space was also delivered at Currans Hill, along with a ninja warrior style youth play space Harrington Park Reserve in Harrington Park. A number of other playgrounds have also been delivered including Bandara Circuit Playspace in Spring Farm, Pindari Reserve in Camden, Harrison's Reserve in Harrington Park and Lawson Reserve, Camden South.
- Eight local playgrounds from across the Local Government Area were refurbished with new play equipment installed including playgrounds in Elderslie, Camden South, Harrington Park and Currans Hill.

Conduct arts/cultural events and deliver programs

- 136 Arts and Cultural events were hosted across various programs in the Local Government Area.
- A wide range of programs delivered for youth, the aged, people living with disability, multicultural communities, Families and Children.
- Won NSW award for the Best On-going Commitment to Local Youth Week Programs.

Library Services

- A total of 589,416 visits to Council libraries. An increase of 145,816 with the opening of Oran Park Library.
- An increase in the delivery of programs in Council Libraries. 2640 scheduled programs held across the libraries.
- Implemented innovative ways to deliver library customer service with roving service principles utilising mobile technologies.
- Council was successful with grant funds of \$17,500 (excl. GST) through Federal Government Stronger Communities Programme to install a large shade sail at Oran Park Library.

Camden Civic Centre

- Provision of a function venue for the community to utilise and attend various concerts, workshops, events etc.
- 1330 events held at the Camden Civic Centre.

Respond to State Government funding opportunities

- Council partnered with Hockey NSW and Metropolitan South West Hockey Association to deliver the 2019 Under 15 National Hockey Championships Challenge at Narellan Sports Hub. This partnership opportunity assisted in promoting the Local Government Area and benefited local businesses.
- Council was successful in obtaining \$5 million from the NSW Office of Sport through the Greater Sydney Sports Facility Fund to deliver Stage 2 of Narellan Sports Hub.
- Council has also received \$15 million from the NSW Government through the Western Sydney City Deal Liveability Fund to contribute towards delivery of Stage 2 of Narellan Sports Hub, the cricket facility at Fergusons Land and provision of a synthetic football pitch at Nott Oval.
- Council was successful in obtaining \$34,000 from the NSW Office of Environment and Heritage to deliver the Elderslie Banksia Scrub Forest Project at Spring Farm.
- Council was successful in receiving \$49,250 under the Australian Government's Stronger Communities Program to support the delivery of new and upgraded play spaces at Boyd Reserve, Currans Hill, Duncombe Avenue, Gledswood Hills and Harrison Reserve, Harrington Park.

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 Local Government Area
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 all 8 Indicators (100%) as 'On Track'.



COMMUNITY OUTCOMES

- A range of recreation facilities available to the community across the Local Government Area
- Libraries providing a range of activities and a place for life-long learning experience
- Camden Civic Centre - a great venue to connect with people
- Camden Family Day Care providing a range of child care options
- Council's endorsement of the Aboriginal Protocols





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 distributed community small grants valued at \$86,593 to 21 community service groups.
- Council donated \$7,809 to 13 community groups for charitable purposes.
- Council provided over \$50,000 in annual subsidies to a wide variety of community organisations.
- Council has sponsored 19 organisations for community programs.

Create opportunities for the community to access information and to participate

- Council launched the updated and rebranded Camden Kids website www.camdenkids.com.au
- Council ran a series of Connection Cafés providing information and opportunities to older people across the Camden Local Government Area. This program was funded under the NSW Government Liveable Communities grant program.
- Council published 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 events.

Respond to State Government plans, grant funds and partnership opportunities

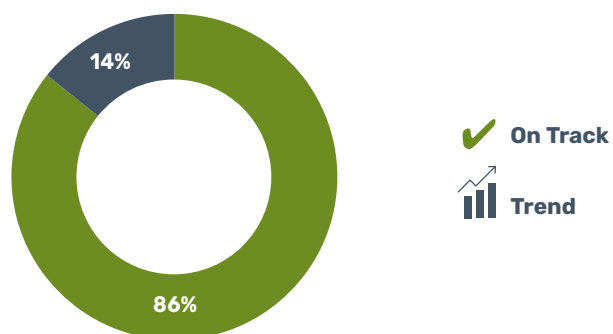
- Council was successful in receiving grant funds of \$50,000 from the Department of Family and Community Services, Youth Opportunities Program in partnership with the YMCA.
- Council continues to be a committed participant in a wide range of initiatives under the Western Sydney City Deal.

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

- Building strong communities through Council's community small grants, donations, annual subsidies and sponsorships
- Community is kept informed via websites, Let's connect and social media
- Community participation at a range of festivals and events



Asset Summary

Council maintains a significant portfolio of assets and infrastructure to support the Camden LGA community. These include public roads and other transport related facilities, stormwater drainage networks, parks, reserves and recreational facilities, property and buildings. The total value of all assets is \$1.7 billion, including land.

Asset Growth

Asset Class	2016/2017	2017/2018	2018/2019	2018/2019 additions
Roads	643 km	695 km	712 km	17 km
Footpaths and Cycleways	305 km	336 km	384 km	48 km
Kerb and Gutter	988 km	1071 km	1166 km	95 km
Stormwater Pipes	570 km	629 km	673 km	44 km
Stormwater Pits (number)	26,025	28,692	31,510	2,818
Headwalls (number)	993	1050	1106	56

Road and transport assets

Council is responsible for the care, control and management of \$927.4 million (replacement cost) of roads and transport related assets. These include:

- 551.74 km of local urban sealed roads
- 142.40 km of local rural sealed roads
- 0.48 km of local rural unsealed roads
- 8.19 km of regional urban roads
- 9.33 km of regional rural roads
- 384 km of footpaths and cycleways
- 17 road bridges
- 66 major culverts
- 1166 km of kerb and gutter
- 99 off road and on road car parks

Achievements for the year

Council spent a total of \$20.4 million on preserving, restoring and enhancing road and transport related assets during 2018/2019. Some of the major works completed include:

- Argyle Street Upgrade (Stage 4)
- Greendale Road reconstruction (joint project with Liverpool Council)
- Richardson Road widening and upgrade – Welling Drive to Bluebell Cres
- Catherine Fields Road Improvements
- Sir Warwick Fairfax Drive bridge renewal
- Reseal Program – various roads
- Pedestrian Access Mobility Plan (PAMP) – new footpaths at various locations

Parks and recreation facilities

Council manages public open space providing a range of opportunities for active and passive recreation. These assets are valued at \$85.2 million (replacement cost) and these recreational facilities include:

- 22 sporting fields
- 113 playgrounds and fitness facilities
- 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 \$14.0 million preserving, restoring and enhancing recreation and open space facilities during 2018/2019. Some major works completed include:

- Curry Reserve Waterplay facility
- Narellan Urban Forest upgrade
- Liquidamber Reserve – conversion of tennis court to multipurpose court
- Sedgwick Reserve Youth Play Space
- Harrington Park Youth Play Space
- Col Barratt Reserve playground equipment upgrade
- Harrison Reserve playground equipment upgrade
- Minor playground equipment replacements – 8 sites

Buildings

Council has in its care 161 buildings which have a wide range of community uses. These assets are valued at \$183.7 million (replacement cost) and include:

- 1 Council office
- 14 Council works depot buildings and structures
- 7 community halls
- 3 libraries
- 1 civic centre
- 2 museum/art galleries
- 38 amenities and clubhouse facilities
- 18 public toilet amenities
- 41 other buildings/structures
- 6 Council leased properties
- 11 Council bushfire and SES buildings or structures
- 3 specialised buildings
- 2 multi-deck carparks
- 9 Council commercial investment buildings
- 5 scout halls
- 2 leisure centres

Achievements for the year

Council spent a total of \$5.1 million preserving, restoring and enhancing buildings during 2018/2019. Some major works completed include:

- Rheinbergers Heritage Cottage – renewal works
- Narellan Rugby League facility – amenities renewal works
- Burrell Road Reserve amenities building
- Masterkey security improvements across all buildings – rollout commenced
- Various minor renewal projects

Stormwater and flood mitigation

Council is responsible for a wide range of stormwater and drainage facilities. These assets are valued at \$387.6 million (replacement cost) and include:

- 673 km of stormwater pipes
- 31510 stormwater pits
- 1106 headwalls
- 77 minor box culverts
- 6.4 km of concrete channels
- 26 km of open formed channels
- 38 detention basins
- 277 water quality devices

Achievements for the year

Council spent \$1.1 million preserving, restoring and enhancing these assets during 2018/2019. Some major works and programs completed include:

- Camden Town Centre drainage improvements (Stage 4)
- 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

Finance Summary

Camden continues to be one of the fastest growing areas in New South Wales with more than 100 new residents per week making Camden their home. 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.

Accordingly Council's financial planning acknowledges the need to work 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 snap shot of Council's financial performance over the past 12 months, more detailed information is provided within the 2018/2019 Annual Financial Statements.

Financial Performance

The following table highlights the 'financial performance' comparison between 2018/2019 and 2017/2018:

Income Statement	2018/2019 \$'000	2017/2018 \$'000
Total Income from Continuing Operations	\$238,973	\$275,285
Total Expenses from Continuing Operations	\$124,608	\$109,689
Surplus Operating Result from Continuing Operations	\$114,365	\$165,596
Grants and Contributions provided for Capital Purposes	\$130,445	\$175,225
Net Operating Result before Grants and Contributions provided for Capital Purposes (deficit)	(\$16,080)	(\$9,629)

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 accruals 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 \$114.37 million (after capital items) does not mean Council has additional funds of \$114.37 million to spend. Alternatively, the fact that Council's Income Statement has a reported deficit of \$16.08 million (before capital items) does not mean Council's budget is over spent 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 25 to the Financial Statements.

Operating Result (after capital items)

The 2018/2019 Operating Result after accounting for capital income is a surplus of \$114.37 million (\$165.60 million 2017/2018). This surplus is primarily due to non-cash contributions made by developers for infrastructure such as roads, drainage and open space. The value of these non-cash dedications for 2018/2019 was \$89.79 million (\$142.75 million 2017/2018). Accounting standards require the dedication of assets 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 \$16.08 million. This result excludes capital income of \$130.45 million. In comparing this result to the previous financial year deficit of \$8.74 million the increase in the operating deficit to \$16.08 million is predominately a result of increased depreciation expense, due to the construction and dedication of new infrastructure assets. Council's depreciation expense has increased by \$8.91 million 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 \$23 million 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 economies of scale will continue to be an issue

for Council and needs to be understood when considering financial performance in a rapidly growing environment. It has been through 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 \$6.11 million (growth), an increase in User Charges and Fees of \$2.95 million (growth), a decrease in Other Revenues of \$2.63 million (due to a one-off recognition in 2017/2018 of an Air Bridge lease), an increase in the ELE Provision \$3.69 million (increase in staff numbers and a reduction in discounting due to declining interest rates). Council allowed for an additional 32.8 new positions during 2018/2019 to meet the demand for essential services which resulted in an increase in Employee Costs of \$3.11 million (excludes ELE provision). Materials and Contracts had an increase of \$9.1 million representing additional works and services undertaken during 2018/2019, Depreciation Expense increased by \$2.8 million and Disposal of Assets Expense decreased by \$3.92 million (less removal of road 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 continue to 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 has maintained 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. As part of Council's Adaptive Organisational Framework and Organisational Improvement Plan an asset management section was created dedicated to understanding the financing and resourcing needs of our current and future asset base. This will enhance Council's decision making and longer-term forecasting.

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 \$5.1 million Community Infrastructure Renewal Program as part of its 2019/2020 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 2019/2020.

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 ensuring its customer service is of the highest standard. To this end, a new Organisational Strategic Plan, designed to guide Council's future corporate improvement efforts and promote best practice service delivery, was finalised during the 2018/2019 Financial Year.

Statement of Financial Position

The net value of assets owned by our community is \$1.65 billion (\$1.54 billion in 2017/2018). 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.

Council's loan debt is now \$28.25 million with a decrease of \$3.37 million from 2017/2018; primarily a result of principal and interest repayments during 2018/2019 and no new loans being taken up in 2018/2019.

Financial Health Indicators

The financial health indicators for the 2018/2019 financial year can be found in Note 25 (pages 83-86) and Special Schedule – Report on Infrastructure Assets (pages 8-9). These sections of the financial statements provide a detailed explanation of each indicator and any unique considerations which need to be taken into account when assessing Council's financial performance. Overall, the indicators provide a positive outlook for Council's continued financial sustainability.





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 2018/2019 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 2018/2019 reporting period is as follows:

	Seized	Returned to owner	Impounded at Renbury Farm	Surrendered by owner
Dogs	341	152	189	8
Cats	48	0	48	2
Total	389	152	237	10

RANGERS



ONE
Team Leader



FOUR
General Duty Rangers



ONE
Companion Animal Ranger



ONE
Biosecurity Officer



ONE
Administration
Support Officer

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 Biosecurity Officer and one Ranger Services Administration Support Officer.

The Companion Animal Ranger position was created to oversee Council's rehoming activities, provide enrichment to impounded animals, assist in their promotion via websites and social media and lead Council's educational activities around responsible pet ownership.

Additionally, in late 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 \$73,245 in companion animal payments from the Office of Local Government during 2018/2019. From this \$57,734 relates to payments for the period of 2018/2019 while \$15,511 relates to payments that were due for the period 2017/2018 but paid to Council in 2018/2019 financial year.

Reported Dog Attacks 2018/2019

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 2018/2019, there were 110 dog attack incidents reported to Council. Council investigated all customer requests received and out of these 110 reports, 41 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 +)	9	3	2	2	0	16
Child (up to 16yrs)	0	1	1	1	0	3
Animal	6	5	9	4	7	31
TOTAL	15	9	12	7	7	50



Companion Animal Community Education Programs

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.
- Establishment of a number of dog off-leash parks in existing and new release areas to encourage residents to socialize 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 late 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 2018/2019, Council re-homed or rescued all suitable companion animals that were impounded.

Outcome of Dogs/Cats Impounded at Renbury Farm 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 2018/2019, 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	125	7	10	37	0
Cats	0	12	0	51	0
Total	125	19	10	88	0

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

Off-leash areas provided within the Camden Local Government Area

The Camden LGA has five 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, Camden

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.

Burrell Road, Spring Farm

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

Council do have several other off-leash areas in the LGA that have not yet been handed over to Council by the Developer.

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.



Doohan Reserve – Artist impression

Environmental Planning and Assessment Act 1979

Particulars of compliance with and effect of planning agreements in force during 2018/2019 (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 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 \$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.

Construction commenced on the Youth and Recreation Centre associated with the skate park as well as the sports fields, tennis courts and playground that make up Doohan Reserve as well as Ron's Creek Splash Park. Further water cycle management and shared pathway infrastructure assets were constructed and dedicated to Council.

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 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, 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. Construction of the Gregory Hills community centre has also been completed and is available for community use.

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 \$24 million 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 riparian corridor.



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 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 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 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 infrastructure, facilities and services to support the development. 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.

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 with the first stage opened in September 2016, and the developer has now completed the works proposed under this VPA.

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 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 known 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 \$52 million 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.



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, 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 \$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.

The heritage park and double playing fields were completed during this reporting period. The amenities building/community facility has commenced construction and is programmed to be completed in December 2019.

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. Further open space land and drainage infrastructure was provided during the past year to support the ongoing development of the precinct.

Government Information (Public Access) Act 2009 (s125 (1) of the GIPA Act and cl8 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 Council's corporate documents, which are identified in Council's Agency Information Guide, publicly available on Council's website.

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 2018/2019

In 2018/2019 Council received 22 formal (one being invalid) and 681 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	1	0	0	0	0	0	2	3	14%
Not for profit organisations or community groups	0	0	1	0	0	1	0	0	2	10%
Members of the public (by legal representative)	0	4	1	0	0	2	0	1	8	38%
Members of the public (other)	0	5	0	1	0	0	0	2	8	38%
Total	0	10	2	1	0	3	0	5	21	
% of Total	0%	48%	9%	5%	0%	14%	0%	24%		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	2	0	0	0	0	0	0	2	10%
Access applications (other than personal information applications)	0	8	2	1	0	3	0	5	19	90%
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0	0	0%
Total	0	10	2	1	0	3	0	5	21	
% of Total	0%	47%	10%	5%	0%	14%	0%	24%		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)	1	100%
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%
Total	1	100%

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	2	100%
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	2	100%

*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	0	0%
Law enforcement and security	5	18%
Individual rights, judicial processes and natural justice	20	74%
Business interests of agencies and other persons	2	8%
Environment, culture, economy and general matters	0	0%
Secrecy provisions	0	0%
Exempt documents under interstate Freedom of Information legislation	0	0%
Total	27	100%

Table F: Timeliness

	Number of applications*	% of Total
Decided within the statutory timeframe (20 days plus any extensions)	21	100%
Decided after 35 days (by agreement with applicant)	0	0%
Not decided within time (deemed refusal)	0	0%
Total	21	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	1	1	100%
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	1	1	100%
% 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	1	100%
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0	0%
Total	1	100%

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 Special Rate Variation (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 \$6.5 million Community Infrastructure Renewal Program. This application was approved on 12 June 2013. The SRV commenced on 1 July 2013 and expired on 30 June 2019.

The Community Infrastructure Renewal Program is made up of \$3.0 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 delivered under the \$6.5 million program over six years:

Infrastructure Category	Expenditure
Road reconstruction and reseal	\$2,950,000
Parks and reserves renewal program	\$1,360,000
Buildings and surrounds renewal program	\$770,000
Bridge renewal program	\$520,000
Kerb and gutter renewal program	\$480,000
Footpath and cycleway renewal program	\$420,000
Total	\$6,500,000

The total programmed expenditure for the six years of the Community Infrastructure Renewal Program was \$6.5 million. As at 30 June 2019, \$6.5 million (100%) of the identified work program was completed.

COMMUNITY INFRASTRUCTURE RENEWAL PROGRAM

Council's renewal expenditure on this program for the 2018/2019 Financial Year was \$1,577,652

Work Locations	Suburb	2018/2019 \$
Road Reconstruction and Reseals Program		
Christopher Avenue	Camden	\$73,862
Armour Avenue	Camden South	\$42,537
Banks Place	Camden South	\$29,961
Blaxland Road	Camden South	\$42,450
Bourke Place	Camden South	\$40,250
Bowman Avenue	Camden South	\$59,301
Brigalow Avenue	Camden South	\$55,018
Kylie Place	Camden South	\$34,360
Lilyfield Close	Catherine Field	\$42,800
Hovell Street	Narellan	\$42,800
Oran Park Drive	Oran Park	\$119,099
Richardson Road	Spring Farm	\$100,000
	Totals	\$682,438
Kerb and Gutter Renewal Program - Various Locations		
	Totals	\$63,000
Footpath Renewal Program		
John Street	Camden	\$105,775
Footpath Program	Various Locations	\$90,052
	Totals	\$195,827
Bridge Renewal Program		
Bridge Program	Various Locations	\$41,632
Macquarie Grove-Concrete Bridge	Kirkham	\$21,750
	Totals	\$63,382

Work Locations**Suburb****2018/2019****\$****Buildings and Reserves Renewal Program**

Col Barratt Reserve	Play Ground Equipment	Narellan	\$60,200
Harrison Reserve	Play Ground Equipment	Harrington Park	\$56,106
Fairwater Reserve	Play Ground Equipment	Harrington Park	\$31,421
Macarthur Road Reserve	Play Ground Equipment	Elderslie	\$36,132
Lachlan Reserve	Play Ground Equipment	Harrington Park	\$14,114
James Flynn Reserve	Play Ground Equipment	Harrington Park	\$34,695
Valley View Reserve	Play Ground Equipment	Narellan	\$32,876
Barratt Reserve	Play Ground Equipment	Camden South	\$25,943
Bowman Reserve	Play Ground Equipment	Camden South	\$34,210
Boyd Reserve	Play Ground Equipment	Currans Hill	\$37,935
Lawson Reserve	Play Ground Equipment	Camden South	\$4,911
Narellan Sports Hub	Amenity Renewal	Narellan	\$96,117
Curry Reserve	Amenity Renewal	Elderslie	\$29,606
Building Program		Various locations	\$78,739
Totals			\$573,005

Total Renewal Expenditure**\$1,577,652**

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

Environmental upgrade agreements (s54p)

Council did not enter into any environmental upgrade agreements during 2018/2019.

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 Council staff undertook mandatory Code of Conduct refresher training as part of Council's commitment to reduce the risks of fraud and corruption. This training provided a reminder to staff of their Code of Conduct responsibilities and ensured 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	Nil
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 2019, 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)
Consultancy Services Narellan Sports Hub Stage 2	CHRISP Consulting Pty Ltd 15 Jersey Street TURRAMURRA NSW 2074	\$297,100
Playground and Landscape Works at Duncombe Ave Gledswood Hills	Hadizk Group Pty Ltd T/as Perfection Landscapes PO Box 6446 BAULKHAM HILLS NSW 2153	\$312,425
John and Mitchell Street Asphalt Overlay	Avijohn Contracting Pty Ltd PO Box 480 CAMDEN NSW 2570	\$184,759
Heavy Patching and Overlay for Raby Road	Roadworx Surfacing P/L PO Box 105 INGLEBURN NSW 1890	\$315,849
Spring Farm Community Centre	HPAC Pty Ltd Unit 16, 79-85 Mars Road LANE COVE WEST 2066	\$2,558,872
Major Asphalt Works on Greendale Road, Bringelly	Fulton Hogan 115-117 Airds Road MINTO NSW 2566	\$454,504
Construction of New Playing Fields at Kirkham Park	Western Earthmoving P/L PO Box 230 SEVEN HILLS NSW 1730	\$1,399,102
Mill and Fill - Smeaton Grange Road	Roadworx Surfacing P/L PO Box 105 INGLEBURN NSW 1890	\$153,933
Project Consultant - Regional Waste Processing and Disposal Project	Impact Environmental Consulting P/L 45 Lake Road PORT MACQUARIE NSW 2444	\$198,880
Miss Llewella Davies Pioneers Walkway	Lamond Contracting P/L 84 Wilton Road WILTON NSW 2571	\$380,796

Nature of Goods and Services Supplied	Name of Contractor	Total Amount Payable (ex. GST)
Iveco ACCO 6 x 4 with a 29m ³ Bucher Compactor and Extenda Slide	Sydney Truck and Machinery Centre 10 Dunn Road SMEATON GRANGE NSW 2566	\$410,042
Iveco ACCO 6 x 4 with a 29m ³ Bucher Compactor and Extenda Slide	Sydney Truck and Machinery Centre 10 Dunn Road SMEATON GRANGE NSW 2567	\$407,616
Rear Loading Waste Collection Vehicle - FE1426 Auto with Bucher JS 10m ³ Rear Loading Compactor	Adtrans Hino P/L 7 Smeaton Grange Road SMEATON GRANGE NSW 2570	\$238,466
Concept Designs for Rickard Road and Ingleburn Road Upgrades, Leppington	ACOR Consultants Level 1, 24 Falcon Street CROWS NEST NSW 2065	\$517,000
Argyle Street, Camden - Stage 4 Streetscape Improvements	Statewide Civil P/L 605/5 Celebration Drive NORWEST NSW 2153	\$2,237,911
Construction of Curry Reserve Amenities Building	Kellyville Building Pty Ltd 35 Fyfe Road KELLYVILLE NSW 2155	\$739,265
Intersection Upgrade at Camden Valley Way, Richardson Road and Grahams Hill Road	Menai Civil Contractors P/L 46 Lancaster Street INGLEBURN NSW 2565	\$3,060,795

Controlling interests cl217 (1) (a7)

Council did not hold a controlling interest in any companies during the 2018/2019 reporting period

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.

Induction	N/A
Participation in ongoing professional development	Councillor Sidgreaves, Councillor Fedeli, Councillor C Cagney
Number of training and other activities provided	2
Total cost of induction and professional development	\$1,370

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 and 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 2018/2019 the following expenses were incurred by the Mayor and Councillors:

Councillor Expenses

Dedicated Office Equipment	Nil
Telephone*	\$7,269
Conferences/Seminars	Nil
Training	\$13,400
Interstate Visits - all costs	Nil
Overseas Visits	Nil
Expenses for Spouses	Nil
Child Care	Nil
TOTAL	\$20,669

Councillor allowance

Mayoral Allowance	\$35,721
Councillor Allowances	\$147,258

*includes telephone calls made, mobile phone and iPad

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

In accordance with Chapter 11, 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:

- Council's EEO Management Policy and Plan reviewed.
- 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 maintains 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.
- 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 opportunity 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.
- As part of Council's investigation into a suitable Human Resource Information System, exploration of increased availability of EEO data has been included to assist in the review of plans and policies and to improve reporting capabilities.
- Counselling, mediation and employee support is provided through the Employee Relations Branch and continued funding of Council's Employee Assistance Program provides employees with confidential counselling and support services provided by an external company.

During the 2018/2019 financial year, the People and Learning Branch continued to provide human resource services to the organisation and its employees. Council's workforce has grown at an average of 6.7% per annum to meet the needs of an ever-growing community. The focus of People and Learning activities has been to review and improve services to maintain a sustainable workforce that is agile and capable of delivering the Community Strategic Plan.

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

- Provision of core services and support in Work Health and Safety, Learning and Development, Recruitment, Industrial Relations, Staff Support, Payroll and Human Resources to a growing organisation.
- Ongoing support to ensure the success of Council's Adaptive Organisational Framework.
- A complete review and update of Council's existing Human Resources policies and procedures and the development of new policies and procedures where appropriate.
- Further review and refinement of Council's recruitment and selection procedures and practices to ensure maximum efficiencies are gained.
- Ongoing delivery of the Leadership Capability Framework and associated Leadership Training to staff in supervisory positions.
- Monthly Human Resource corporate reporting provided to inform evidence-based decision making.
- Continued roll out of Council's Health and Wellbeing Program.
- Development of a Council wide Onboarding Program.
- To ensure an ongoing and holistic approach continues in relation to the health and safety of employees, further mental health training and initiatives have been implemented. Planning for the introduction of designated Mental Health First Aid Officers was undertaken with the intention of seeking Expressions of Interest from suitably trained staff to fulfil these roles.
- White Ribbon Accreditation achieved.
- Successful delivery of 311 recruitment actions across Council, this equates to an average of 26 per month.
- Continued development of a Broad Banding Salary System for Civil Construction and Maintenance Branch.
- A total of 222 instances of training made available which equals to an average of 19 per month.
- The Learning and Development Team managed 2,886 individual training bookings.
- Thirty-five staff participated in Council's Education Assistance Program.
- Recruitment and ongoing support of 36 Trainees and Apprentices.
- Eighteen work experiences opportunities provided.
- Ongoing support in relation to Council's graduate program.
- Implementation of payroll audit recommendations.
- On line leave capability provided to all administrative staff, training of operational staff progressing.
- Tender process for acquisition of an integrated Human Resource Information System completed, report drafted for endorsement.
- 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.

External bodies cl217 (1) (a6)

Committee	Highlights
<p>Camden Town Farm</p>	<p>The Camden Town Farm Committee provides maintenance and management of this wonderful facility in the heart of 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>
<p>Camden International Friendship Association (CIFA)</p>	<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>
<p>Camden Seniors Program</p>	<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"> - Picnic luncheon at Belgenny Farm. - Morning Tea at the Australian Botanic Gardens at Mt Annan. - Christmas Lunch at Carrington Centennial Care. - Seniors Concert at the Camden Civic Centre during Senior's Festival. - Seniors Bus Trip during Seniors Festival.
<p>Bicentennial Equestrian Park</p>	<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"> - Camp Draft - Polocrosse - Pony Club - Rodeo - Camden Men's Shed - Show Jumping - Walking track - Dog walking

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 2018/2019

Program Name	Funded	Amount
Community Small Grants	21 Community Service groups	\$86,583
Donations for Charitable Purposes *	9 Individuals and/or community groups	\$5,049
Gifted Persons	17 Individuals	\$5,883
Cultural Performance Subsidy	10 community events	\$12,000
Annual Subsidies	9 organisations and 3 community resources	\$57,818
Community Sponsorship *	21 organisations	\$92,747
TOTAL AMOUNT		\$260,080

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

Legal Proceedings cl217 (1) (a3)

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

Cost of all Land and Environment Court Proceedings	\$432,590
Cost of Local Court Proceedings	Nil
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
Boral Resources Pty Ltd	Land and Environment	Class 1 Appeal	Resolved	\$133,668
Isaac Property Developments Pty Ltd	Land and Environment	Class 1 Appeal	Resolved	\$19,092
Dart West Developments Pty Ltd	Land and Environment	Class 1 Appeal	Resolved	\$29,675
Sunland No.35 Pty Ltd	Land and Environment	Class 1 Appeal	On-going	\$124,431
Balintore Ingleburn Road Pty Ltd	Land and Environment	Class 1 Appeal	Resolved	\$34,536
Robert Cranney	Land and Environment	Class 1 Appeal	Resolved	\$22,744
Muhammad Imran Khalid	Land and Environment	Class 1 Appeal	On-going	\$7,819
Greenfields Development Company No. 2 Pty Ltd	Land and Environment	Class 1 Appeal	On-going	\$9,096
Leppington Garden Pty Ltd	Land and Environment	Class 1 Appeal	Resolved	\$2,730
Cornish Group No. 2 Pty Ltd	Land and Environment	Class 1 Appeal	Resolved	\$26,957
Leppington Developments Pty Ltd	Land and Environment	Class 1 Appeal	On-going	\$1,835
Aussie Hoist No. 2 Pty Ltd	Land and Environment	Class 1 Appeal	On-going	\$17,187
VISTA Elderslie Pty Ltd	Land and Environment	Class 1 Appeal	On-going	\$199
Russell	Land and Environment	Class 1 Appeal	Resolved	\$2,621
Glascal Pty Ltd	Picton Local	Mention	Resolved	Nil
Glavcom Pty Ltd	Picton Local	Mention	Resolved	Nil
Charbel Zeaiter	Picton Local	Mention	On-going	Nil
Karen Shaw	Picton Local	Mention	On-going	Nil
Animul Amin	Picton Local	Mention	Resolved	Nil
Shane Lockett	Picton Local	Mention	Resolved	Nil
Muhammad Zafar	Picton Local	Mention	Resolved	Nil
Jyotishna Kumar	Picton Local	Mention	Resolved	Nil

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

Partnerships, Co-Operatives and Joint Ventures cl217 (1) (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 Civic Risk Mutual formerly known as Westpool and United Independent Group. 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 2018/2019 Council spent \$1,094,290 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 community awareness of potential polluting activities.

Activity	Amount
Education and Promotion	\$ 83,857
Water Quality Monitoring	\$ 34,095
Urban GPT Maintenance	\$ 450,449
Wetland and Rain Garden Maintenance	\$ 70,991
Drainage System Management and Renewal	\$ 416,449
Stormwater and Floodplain Management	\$ 21,139
IBIS Program	\$ 17,310
Total	\$ 1,094,290

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 community awareness of potential polluting activities, including the dedication of a Stormwater Projects officer to target sedimentation control and water quality around worksites.

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 previously reviewed how this service was being undertaken, and has been implementing efficiencies to improve the number of tests and also 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 increasing the capacity of the Camden Town Centre drainage system to reduce flooding in the Town Centre, as part of the overall program of streetscape improvements.

Other improvements and renewal works were also undertaken 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, and to manage Council's recently updated Asset Management Plan (AMP), which includes specific Stormwater asset management issues.

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 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 \$375,151.

Senior Staff Remuneration

The total remuneration package for the four Directors including salary, non-cash benefits, superannuation and fringe benefits tax was \$1,121,761

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 in respect of the 2018/2019 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 2014/2015	\$9,005
Interest written off from 2014/2015	\$ 3,183
Total	\$12,188

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

Amount	\$2,383
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Interest on Pensioner's Rates written off in 2018/2019 as per Pension Policy 5.34

Amount	\$1,010
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Interest amount written off following agreement with Ombudsman

Amount	\$45
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The amount of pension rebates granted during the 2018/2019 rating year.

Amount	\$778,606
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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 2018/2019 is \$794,232 and appropriate provision was made in the 2018/2019 Budget.



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 including a series of Carers Cafés; creating opportunities for carers to meet and engage with services for information and support. Carers Count gift packages were also distributed across the Camden LGA providing vouchers to leisure centres, movies and wellbeing resources and information.



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 promotes well-being

- Accessibility improvements made to existing buildings, signage, seating and equipment as a direct result of access audit recommendations.
- 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.
- Providing accessible change facilities with an adult change table and hoist, shower, toilet and ample room for two carer supports at Curry Reserve Water Play space.
- Providing quiet zone tents with sensory play at community events.
- Providing a series of sensory walks and activities at Mount Annan Botanic Gardens for children with special needs and people living with dementia.

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 in a variety of formats including monthly Café Connect initiative, Carer Week projects and International Day of People with Disability.
- Providing hospitality and event training work experience opportunities for local Mater Dei students in partnership with a work place learning service.

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.

- Delivering a series of monthly health, wellbeing and social connection activities for all abilities; approximately 20% of participants are people with disability.
- Providing Wet Wheel Chairs for people with disability for inclusive play and access to Curry Reserve water play space.
- Provided Disability Awareness training to Leisure Centre staff to support the facilitation of their dance programs for all abilities.
- Provided Child Safe Training for the Disability Sector – Creating safe environments for children and young people with disability.

4. Remove barriers to systems and processes

Improve access to services through better systems and process.

- 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 monthly Connection Cafés, all abilities health and wellbeing activities, Carers Week and International Day of People with Disability events.

Work Health and Safety Act 2011

Work Health and Safety (WHS) initiatives, outcomes, statistics, investigations (Part 4, (1), (2))

During 2018/2019 Council's system for safety management continues to be refined and monitored to ensure it provides a consistent and effective management tool to achieve the highest safety level across all areas of Council. Ongoing staff consultation and involvement has ensured increased levels of awareness and continued to reinforce the absolute importance of safety.

In recognition of Council's commitment to the health and safety of its staff and to meet the needs of a growing workforce, approval has been granted for the appointment of a Manager Safety and Risk. Recruitment is currently underway for this role.

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

- Emergency Response Procedures reviewed.
- Provision of training to upskill plant operators.
- Council's Asbestos Management Policy reviewed.
- Ongoing review and development of additional Safe Work Method Statements and Safe Operating Procedures.
- Identified staff participated in Confined Space training to gain accreditation.
- WHS Partnership program implemented to support supervisory staff.
- Continued roll out of Council's Health and Wellbeing Program including weight management and healthy lifestyle programs.
- Inclusion of WHS Roles and Responsibilities Matrix in each Position Description and Performance Review documentation.
- Review and update of WHS Policies and Procedures.
- Completion of insurance provider's KPIs which includes a desktop self-audit.
- Review and update of all Volunteer documentation.
- Safety Week initiatives implemented including the introduction of a leading orthopedic surgeon as a guest speaker who spoke about minimization of surgery from manual handling injuries, risk management training and mini health checks.
- To promote awareness of prostate and testicular cancer and mental health issues, 21 staff participated in the Movember event.
- Increased participation in the annual Flu Vaccination Program.
- Skin checks provided to staff to raise awareness of the dangers of excessive sun exposure.

- Identification of relevant staff based on the nature of their work to be offered Hepatitis A and B and Tetanus immunization.
- Participation in RUOK Day to promote mental health issues.
- Ongoing provision of mental health awareness training opportunities.
- Alignment of policies with the White Ribbon Accreditation guidelines and criteria.
- White Ribbon event held with guest speakers including police from the local Domestic Violence Unit in attendance.

The WHS Advisor continued to work closely with depot staff to provide support and advice in safety requirements.

Council continues to proactively manage workers compensation claims to ensure the best possible outcome for staff and Council.

In addition, in the 2018/2019 financial year Council received the following incentives and rebates in recognition of Council's continued commitment to safety in the workplace:

- Safety, Health and Wellbeing Incentive \$ 130,916
- Mutual Performance Rebate \$ 80,000



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 2018/2019 year.

Measure	Sep 2017	Dec 2017	Mar 2018	Jun 2018
Invoices due for payment received from small businesses (#)	24	33	10	20
Invoices from small businesses paid on time (#)	24	33	10	20
Amount due for payment to small businesses (\$)	\$17,722	\$28,461	\$4,988	\$9,167
Amount due to small businesses paid on time (\$)	\$17,722	\$28,461	\$4,988	\$9,167
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	1
Number of Inspections of premises with more than 2 dwellings	2
Number of inspections that resulted in issuance of Certificate of Compliance under section 22D of the Act	53
Number of inspections that resulted in issuance of Certificate of Non-Compliance under clause 18BA of the Regulation	52

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 2018 to 30 June 2019.

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 2018/2019 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



