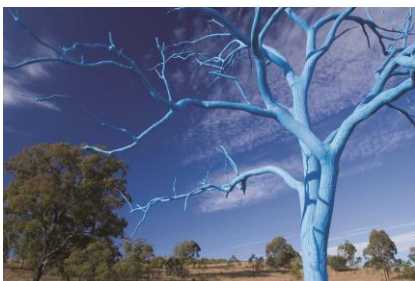


Annual Report 2011 - 2012



A city of choice and opportunity in a natural environment

Introduction	page 2
Background	page 2
About Campbelltown (the City and the organisation)	page 3
Your Councillors 2011-2012	page 6
Highlights for the year	page 11
The objectives of the 2011-2014 Management Plan	page 14
Reporting on the Principle Activities:	
1. Sustainable environment	page 15
2. A strong local economy	page 21
3. A vibrant, healthy and connected community	page 24
4. A smoothly running and attractive City	page 31
5. The right people doing the right thing the right way	page 41
Appendix One - Contract payments	page 56
Appendix Two - Legal status report	page 58
Appendix Three - Statement of activities relating to companion animals	page 65
Appendix Four - Government Information (Public Access) Applications	page 67
Appendix Five - Annual Report compliance checklist	page 70



This Annual Report along with the 2011-2012 Financial Statements and State of the Environment Report contain all the information necessary to ensure compliance with the Annual Report requirements detailed in the *Local Government Act 1993*. Appendix five contains the Annual Report checklist and the relevant page references.

Background

The 2011-2012 Annual Report has been structured to address the objectives, strategies and projects outlined in Council's 2011-2014 Management Plan.

The 2011-2014 Management Plan was developed in line with Council's statutory requirements.

Due to legislative changes, from the 2012-2013 reporting period Council will be reporting against a new Integrated Planning and Reporting framework. This framework works towards a whole of Council integration, thereby streamlining the operations of Council. The Annual Report for the 2012-2013 reporting period will showcase the achievements set against the four year Delivery Program.

about Campbelltown

The City

Campbelltown is located in metropolitan Sydney, just 50 minutes from the Sydney CBD. The central location of Campbelltown makes for convenient access to the beaches of the Illawarra and within easy reach of major road and rail links to the Southern Highlands, Canberra, the Blue Mountains and the South Coast beaches. Campbelltown has a population of 155,000 residents and boasts a large multi-cultural base which is celebrated throughout the City.

The original inhabitants of the land were the Dharawal people and today, Campbelltown has one of the largest populations of Aboriginal people in NSW.

Campbelltown has City living within a country environment, boasting significant built and natural environmental assets. This includes the Campbelltown Arts Centre, Campbelltown Sports Stadium and Athletic Centre as well as rivers, large areas of bushland and boasts a rich cultural heritage.

Campbelltown has significant infrastructure including the University of Western Sydney (UWS) including medical school, two TAFE colleges, two hospitals and associated medical centres, seven railway stations and a goods rail line, two major shopping centres and a large number of sporting and recreational facilities.

The City will face some significant challenges over the next 10 years. These include changing demographics of the City, the redevelopment of the public housing estates and increasing pressure to develop the City.

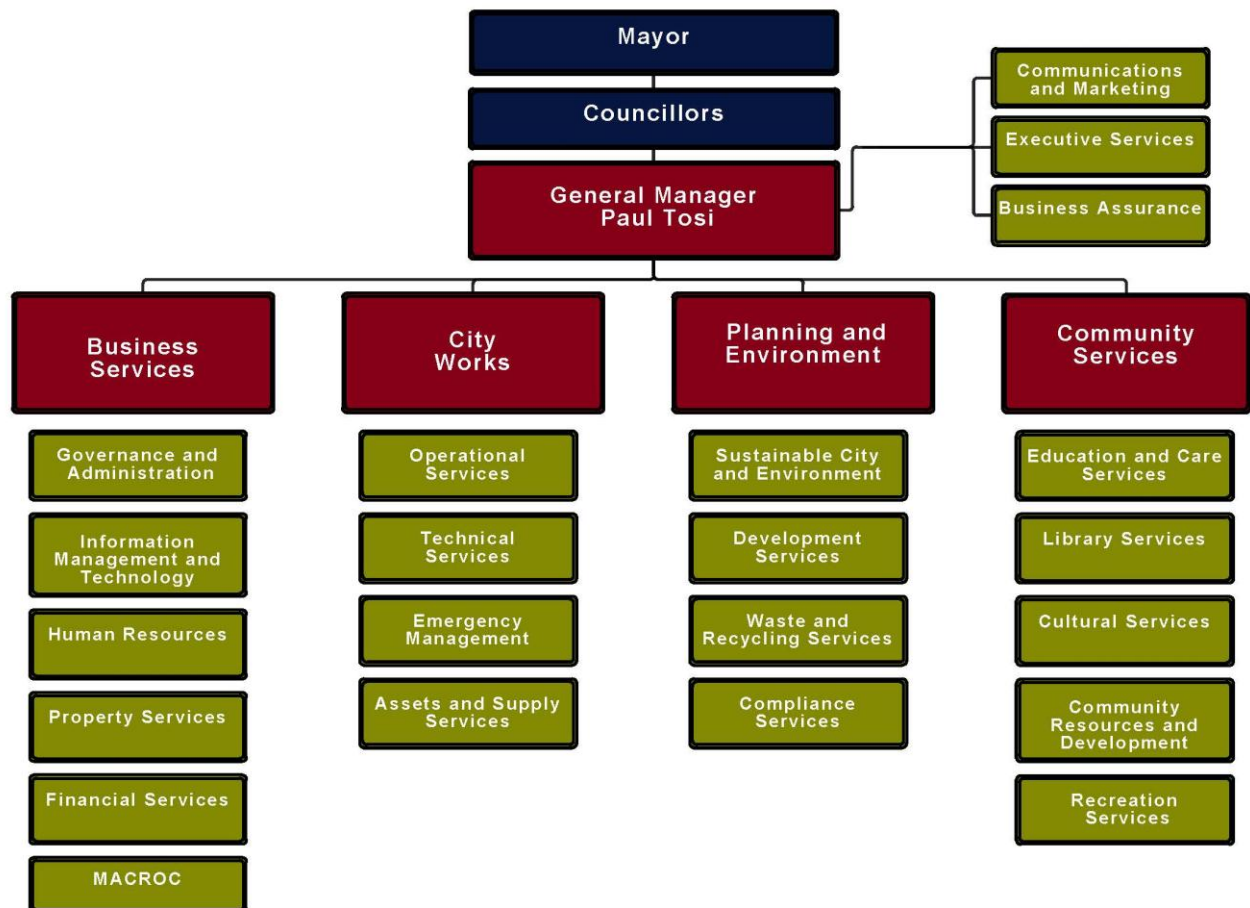
The emergence of the City as a regional centre will provide a wide range of education and employment opportunities, particularly for young people.

Campbelltown... the capital of Macarthur.

about Campbelltown

The organisation

Council has five Divisions, led by the General Manager and four Directors.



NB: This structure was implemented on 25 July 2011

Staff numbers

Division	Headcount	Casual
General Manager	30	5
Business Services	92	0
Planning and Environmental Services	97	2
City Works	210	1
Community Services	252	338
Total	681	346

about Campbelltown

Office of the General Manager, led by Paul Tosi

The General Manager, while responsible for the strategic direction and overall management of Council, manages three functional areas including Business Assurance, Communications and Marketing and Executive Services. These areas are responsible for internal audit; Work Health and Safety; workers compensation; risk management; media; marketing; tourism; events; business process management and implementation of *The Government Information (Public Access) Act 2009*. The following Directors also report to the General Manager:

Business Services, led by Michael Sewell

Business Services is a support function for Council ensuring responsible management of Council funds, efficient customer service, acquisition and management of the required property for Council operations, information management and technology, administration relevant to the efficient operation of Council meetings; human resources and Macarthur Regional Organisation of Councils (MACROC).

Planning and Environment, led by Jeff Lawrence

Planning and Environment is responsible for the provision of waste services, compliance monitoring including companion animal management, environmental management and protection, development and construction assessments and strategic land use planning.

Council's values



City Works, led by John Hely

City Works is responsible for the construction and maintenance of roads, buildings, parks and drainage infrastructure; emergency services; flood mitigation; road and community safety, City improvements and open space management.

Community Services, led by Lindy Deitz

Community Services is responsible for development programs for the community; cultural and art programs; library services; education and care services; health promotion services; leisure services; sport and recreation activities.

Council's vision

A City of choice and opportunity in a natural environment.

Council's mission

Council's mission is to

- deliver exceptional service to customers
- provide best value services to the community
- conduct all business in an ethical manner
- consult with and engage the local community
- be committed to continuous improvement and best practice across all aspects of business and service delivery
- provide a safe environment for staff and visitors alike.

your Councillors 2011-2012

Council meets twice a month, once as a full Council and once through four Committees. The general public are able to attend all Council and Committee meetings. They can also contribute to discussions at the Committee meetings. The table below indicates the membership of Council's Committees and Sub Committees. Each year Council elects a Mayor and Deputy Mayor, and also nominates the membership of all Committees and Sub Committees of Council.

Minutes and papers for the Council meetings and Committee meetings can be found on Council's website.

Please note: The table below refers to Committee membership for the period September 2011 through to September 2012, in which the Mayor and Deputy Mayor were elected for the 12 month period. Local Government elections, including the Mayoral election were held September of 2012.



Mayor Cr Anoulack Chanthivong

Community Services Committee*
Corporate Governance Committee*
City Works Committee*
Planning and Environment Committee*
Audit Committee
Australia Day Awards Sub Committee
Campbelltown International Relations Sub Committee (Chairperson)
Innovation and Performance Sub Committee (Chairperson)

*The Mayor is a member of all standing committees and sub-committees



Deputy Mayor Mollie Thomas

Community Services Committee
City Works Committee
Audit Committee
Australia Day Awards Sub Committee (Chairperson)
Campbelltown International Relations Sub Committee
Community Safety Sub Committee (Vice Chairperson)
Festival Of Fisher's Ghost Sub Committee (Vice Chairperson)
Riverfest Sub Committee (Vice Chairperson)



Cr Fred Borg

Corporate Governance Committee
City Works Committee
Accessibility Advisory Sub Committee (Vice Chairperson)
Campbelltown International Relations Sub Committee
Festival Of Fisher's Ghost Sub Committee

your Councillors 2011-2012



Cr Julie Bourke

Community Services Committee
Planning and Environment Committee
Aboriginal Advisory Sub Committee
Campbelltown International Relations Sub Committee
Glenalvon Sub Committee (Chairperson)
Heritage Protection Sub Committee (Chairperson)
Riverfest Sub Committee (Chairperson)



Cr Sue Dobson

Corporate Governance Committee
City Works Committee
Campbelltown International Relations Sub Committee



Cr Wal Glynn

Community Services Committee
City Works Committee
Aboriginal Advisory Sub Committee
Accessibility Advisory Sub Committee (Chairperson)
Campbelltown International Relations Sub Committee



Cr George Greiss

Corporate Governance Committee (Chairperson)
Planning and Environment Committee
Traffic Committee (Chairperson)
Audit Committee
Campbelltown International Relations Sub Committee
Innovation and Performance Sub Committee
Sport Liaison Sub Committee (Chairperson)
Youth Advisory Sub Committee (Vice Chairperson)

your Councillors 2011-2012



Cr Paul Hawker

Corporate Governance Committee
Planning and Environment Committee
Campbelltown International Relations Sub Committee
Community Safety Sub Committee (Chairperson)
Campbelltown Arts Centre Sub Committee



Cr Rudi Kolkman

Community Services Committee
Planning and Environment Committee (Chairperson)
Australia Day Awards Sub Committee
Campbelltown International Relations Sub Committee
Campbelltown Arts Centre Sub Committee (Chairperson)
Festival of Fisher's Ghost Sub Committee (Chairperson)
Innovation and Performance Sub Committee



Cr Paul Lake

Corporate Governance Committee
City Works Committee (Chairperson)
Campbelltown International Relations Sub Committee
Innovation and Performance Sub Committee



Cr Russell Matheson

Corporate Governance Committee
Planning and Environment Committee
Campbelltown International Relations Sub Committee



Cr Meg Oates

Community Services Committee (Chairperson)
Planning and Environment Committee
Campbelltown International Relations Sub Committee
Campbelltown Arts Centre Sub Committee (Vice Chairperson)
Glenalvon Sub Committee (Vice Chairperson)
Heritage Protection Sub Committee (Vice Chairperson)
Innovation and Performance Sub Committee



Cr Jai Rowell

Community Services Committee
City Works Committee
Australia Day Awards Sub Committee (Vice Chairperson)
Campbelltown International Relations Sub Committee
Festival of Fisher's Ghost Sub Committee



Cr Aaron Rule

Corporate Governance Committee
City Works Committee
Campbelltown International Relations Sub Committee
Youth Advisory Sub Committee (Chairperson)



Cr Bob Thompson

Community Services Committee
Planning and Environment Committee
Campbelltown International Relations Sub Committee

your Councillors 2011-2012

Other members of Council's Committees and Sub Committees are as follows:

Australia Day Awards Sub Committee	General Manager or nominee
Campbelltown Art Centre Sub Committee	General Manager or nominee
Festival of Fisher's Ghost Sub Committee	General Manager or nominee Manager Communications and Marketing
Innovation and Performance Sub Committee	General Manager Director Business Services
Traffic Committee Sub Committee	Director City Works



highlights for the year

NAIDOC Week - 3 to 10 July 2011

The 2011 NAIDOC Week celebrations were held to the theme 'Change: the Next Step is Ours.'

As part of the local celebrations, Council hosted a flag raising ceremony at the Civic Centre, followed by a street march, Family Fun and Culture Day at Koshigaya Park, as well as the annual touch football event.

National Tree Day - 31 July 2011

National Tree Day 2011 involved hundreds of trees and shrubs being planted at the following sites:

- Minto Basin, Bow Bowling
- Invergowrie Reserve, Glen Alpine
- Treelands Walk Reserve, Ingleburn.

Chemical CleanOut - July 2011

The 2011 Chemical CleanOut saw more than 1000 residents utilise the service over the two days of the event. A total 35,847kg of chemicals were collected at the event, including paint and paint related products, pesticides and herbicides, solvents and household cleaners, motor oils and fuels, batteries, gas bottles, fire extinguishers, fluorescent tubes, pool and hobby chemicals.

Riverfest - 27 August 2011

The popular family event featured a variety of multicultural entertainment, with performers showcasing the traditional dance of continents across the globe, as well as informative stalls and a host of free interactive workshops from envirocraft to Recyc-Olympics.

Campbelltown City Garden Competition - September 2011

The Campbelltown City Garden Competition attracted more than 40 entrants in categories ranging from residential to industrial.

Festival of Fisher's Ghost – 4 to 14 November 2011

Each November, the legendary Festival of Fisher's Ghost comes alive in Campbelltown. The Festival is steeped in history, dating back to 1956. It is named after Australia's most famous ghost, Frederick Fisher.

Held over 10 days, the Festival featured a spectacular Street Parade, the prestigious Fisher's Ghost Art Award, annual Fisher's Ghost Fun Run, a Street Fair, Craft Exhibition, and a giant carnival with fireworks.



highlights for the year

Campbelltown Christmas Carols - 3 December 2011

The 2011 Campbelltown City Christmas Carols were held at the Campbelltown Arts Centre. The amphitheatre was filled with members of the community who turned out to watch a host of entertainers and local choirs. The highlights of the evening were the visit from Santa and the lighting of the community Christmas tree.

New Year's Eve - 31 December 2011

Koshigaya Park was home to the 2011 New Year's Eve celebrations.

The celebrations hosted a huge line up of entertainment, carnival, stalls and two impressive fireworks displays.

Free Recyclables Drop Off Day - 8 January 2012

Council's Free Recyclables Drop Off Day continued to grow in popularity, with residents disposing of more than nine tonnes of materials in January as part of the initiative.

Now in its fourth year, the event attracted almost 500 residents, who dropped off materials including paper, cardboard, plastic containers, glass bottles and aluminium cans.

Australia Day - 26 January 2012

Council hosted free Australia Day festivities at two locations, with ceremonies, activities and entertainment.

Official proceedings took place at the Greg Percival Centre in Ingleburn and included the Australia Day Awards presentation, a citizenship ceremony and an address by Campbelltown's 2012 Australia Day Ambassador, Channel Nine's Amber Sherlock.

Clean Up Australia Day - 4 March 2012

The 2012 Clean Up Australia Day event was another success with more than eight tonnes of rubbish being collected.

Within the Campbelltown Local Government Area, there were 52 registered sites, including 26 schools, one business and 25 private sites.

Mayor's Charity Race Night - 24 March 2012

The Mayor of Campbelltown, Cr Anoulack Chanthivong, hosted the annual Mayor's Charity Race Night event at Tabcorp Menangle Park.

The event brought local business, residents and elected representatives together for an evening of harness racing, entertainment, raffles and auctions to raise funds for Beautiful Minds, a mental health recovery centre.

With a crowd in excess of 260, more than \$22,000 was raised on the night. All proceeds were donated to the centre, which will use the funds to establish a sensory garden at the Waratah Adult Mental Health Unit.



highlights for the year

Campbelltown City Challenge Walk – 11 March 2012

This year the Campbelltown City Challenge Walk celebrated its 21st anniversary.

The annual Challenge Walk was held at The Australian Botanic Garden, Mount Annan on Sunday 11 March, and offered participants the choice of a 6km fun walk or a 12km endurance walk.

Ingleburn Alive Festival - 17 March 2012

The streets of Ingleburn were buzzing with free entertainment, rides and activities for the whole family when the annual Ingleburn Alive Festival took place.

There was a huge range of activities including staged entertainment, street stalls, camels, a petting farm and amusement rides. The Ingleburn Alive Festival closed with an impressive fireworks display at Milton Park.

Seniors Week - 18 to 25 March 2012

This year's state wide theme for Seniors Week was '*Live Life*', a theme continued on from the previous three years. Council, along with local community organisations, clubs and businesses, coordinated a diverse range of activities that encouraged the active involvement of older residents within the Campbelltown community.

This year saw 32 events and activities spread across the week, with all events being either free or low-cost.

Appin Massacre Memorial Flag Raising – 17 April 2012

Council held a flag raising ceremony in conjunction with the Wunga Myamly Minto Reconciliation Group to mark the 194th anniversary of the Appin Massacre.

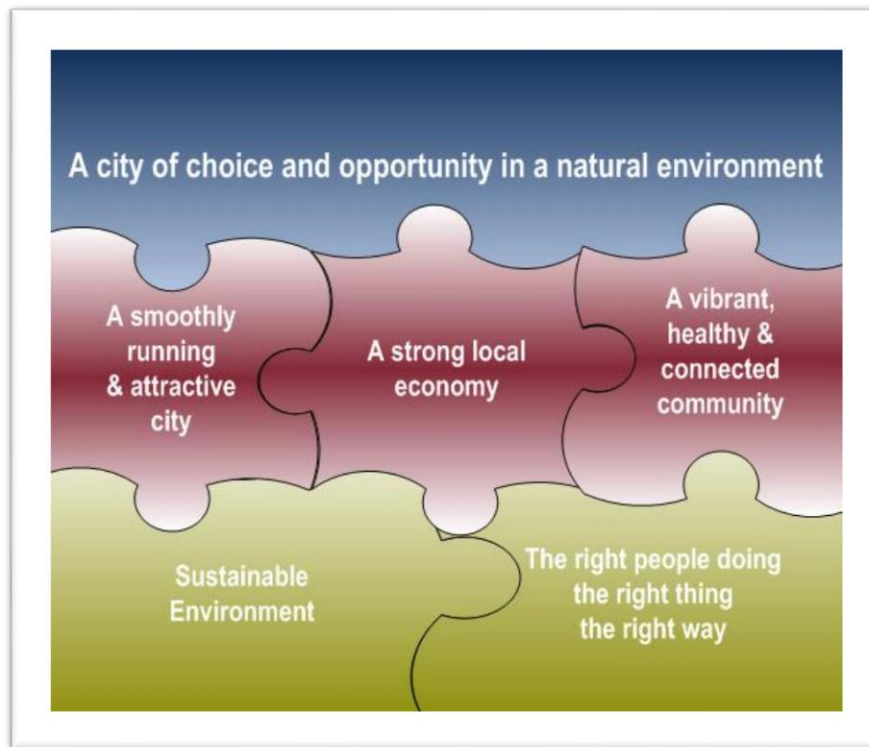
On 17 April 1816, orders issued by Governor Lachlan Macquarie resulted in the deaths of more than 14 Aborigines, including women and children.

Council hosted the flag raising ceremony in memory of all of those who tragically lost their lives at the Appin Massacre, and in respect of the traditional custodians of the land.



the objectives of the 2011-2014 Management Plan

The 2011-2014 Management Plan centres around five objectives and 22 strategies with the associated services/function/projects, budget and responsibility identified. The diagram below represents how the objectives contribute to meeting Council's vision for the community.



Council's performance against projects identified in the 2011-2014 Management Plan is outlined in this report.

objective one – sustainable environment

Introduction

The City has a large range of cultural and environmental assets which are of significant value. This includes natural bushland, the scenic hills, rivers and native flora and fauna, which helps define a distinctive local government area, a place our community identifies with and makes it unique from other places. Council can ensure the sustainability of these natural assets by implementing the following strategies, allowing future generations to enjoy our native landscape.

To preserve our environmental assets, Council provides opportunities for the community to:

- learn about and participate in the management of our environmental and cultural assets
- increase awareness and stewardship of the assets
- develop and implement strategies that ensure the preservation and enhancement of key environmental assets including the

Scenic Hills, East Scenic Edge lands and the Georges River Open Space Corridor

- promote the natural assets in the marketing and communications of the City.

Council's 2011-2014 Management Plan contains three strategies that contribute to Council achieving its objective of having a sustainable environment. They are:

Strategy 1.1 - Council will implement sustainability strategies to reduce its impact on the environment

Strategy 1.2 - Council will contribute to the preservation and enhancement of the key environmental assets

Strategy 1.3 - Development within the City will take appropriate account of the City's key environmental aspects and recognises environmental constraints.

Statistics

Waste	2009-2010 (%)	2010-2011 (%)	2011-2012(%)
Materials recycled/recovered	67	68	69
Garbage to landfill	33	32	31

Waste disposal and resource recovery in the LGA

Councils across NSW have been set a target by the NSW Office of Environment and Heritage to recover and utilise at least 66% of domestic waste from landfill by the year 2014.

Council's domestic waste management strategy has three key objectives:

- to minimise the amount of waste generated per household
- to achieve the highest possible ratio of recyclables-to-waste produced per household
- to reduce the impacts associated with illegal dumping.

To assist residents to meet these objectives, Council continues to offer a waste and recycling collection system consisting of a 140 litre garbage bin collected weekly, a 240 litre recycling bin collected fortnightly, a 240 litre garden organics bin collected fortnightly and four kerbside clean-ups per year.

This year saw a steady improvement in the amount of materials recovered from the domestic waste and recycling streams. Campbelltown experienced an increase in the overall waste generated with residents producing 458kg per capita, which represented a 44kg per capita increase compared to 2010-2011. The increase in domestic waste collected from the kerbside was the result of a significant increase in the amount of garden organics collected through the year.

objective one – sustainable environment

Council's energy and water consumption

Category	Reporting year		
	2009-2010	2010-2011	2011-2012
Electricity consumption (kWh)	15,411,772	15,345,783	12,273,006
Gas consumption (MJ)	21,626,954	20,396,422	17,317,312
Water consumption (kL)	267,833	204,995	189,283

Council is committed to reducing its carbon footprint by introducing a number of initiatives across the LGA to reduce electricity, gas and water consumption. Some of these initiatives include a building management system to control the lighting and air-conditioning at Council facilities, a photovoltaic system to produce our own electricity and solar heating at two of our pools. All of these initiatives lead to a significant reduction in consumption of resources by Council, therefore reducing our environmental impact and ultimately reducing the cost to Council.

Highlight for the year

Threatened Species Art Competition

In recognition of National Threatened Species Day held each year on 7 September and Biodiversity month in September, Council holds an annual Threatened Species Art Competition for children in order to promote awareness of the importance of protecting Campbelltown's unique biodiversity.



Participating children are required to research a threatened species occurring within the Macarthur region and prepare a drawing or collage artwork relating to it. Prizes are awarded to place winners in each age category. Artworks are exhibited at several locations throughout the Macarthur area, and the first, second and third place winners in each of the four age group categories are compiled into a calendar for publication and distribution to all entrants.

Entries have consistently displayed a high artistic quality, as well as a strong level of engagement with the topic of local threatened species.

It is evident that many entrants undertake significant research into their selected threatened species. For this reason, the competition has been successful in increasing community understanding regarding local biodiversity and threats to wildlife.

The annual competition has been held since 2008 and met with significant success in terms of the environmental education outcomes it delivers. 2011 was the competition's most successful year yet, having expanded to become a regional event, with children from Camden and Wollondilly LGAs eligible to enter.



objective one – sustainable environment

Strategy 1.1 - Council will implement sustainability strategies to reduce its impact on the environment

Significant projects outlined in the Management Plan

Carbon neutral Fisher's Gig

Fisher's Gig was held on 5 November at Bradbury Oval, as part of Council's annual Festival of Fisher's Ghost. Attracting more than 3500 young people, the event was a huge success.

Macarthur's biggest youth music event, Fisher's Gig has firmly established a reputation for promoting environmental awareness and sustainability by embracing opportunities to reduce the event's carbon footprint.

The event is carbon neutral thanks to initiatives including solar panels and tree planting which offset the carbon produced from the event.

A solar system consisting of six panels was used to power televisions on stage, back-of-stage lighting and an EFTPOS machine.

A collaborative art piece - a sculpture in the shape of a human-like tree – provided an opportunity to engage with young people on the local environment. Sourced from recycled materials and prepared under the guidance of a local artist, young people were encouraged to participate by gluing old newspapers to its body, helping it to 'grow' across the day.

In addition, young people were encouraged to write their thoughts about the environment on a leaf and hang it from the sculpture's branches.

Implement Council's Energy and Water Savings Action Plans

The objectives and outcomes of the Energy and Water Savings Action Plan are under review with an Energy Management Plan and Water Management Plan being developed to address the current needs of the community and the environment.

Continue to support Recyc-Olympics

Council continues to provide the interactive and educational activity, Recyc-Olympics for children at various events, schools and education and care centres.

Recyc-Olympics is a relay race where each team is provided with a set of small mobile garbage bins (garbage, recycling and garden organics, each with the appropriately coloured lid), as well as a corresponding set of mock waste items. The race continues until all items have been 'disposed of' in the bins.

At the conclusion of each race, the teams take part in a 'bin inspection' where the contents of their bins are checked, and any items put in the wrong bin are identified. The correct disposal method of each of these items is then explained to the participants.

In the 2011-2012 Financial Year, Recyc-Olympics was run at a number of education and care centres and community events. The activity continued to be popular and successful in teaching children about the correct use of household bins, the importance of recycling, and the benefits of placing the correct items in organics and recycling bins. The program is now used as a supplement to the sustainability subjects in the school curriculum.

Hold community sustainability workshops

A number of workshops were delivered by the Macarthur Centre for Sustainable Living on behalf of Council. All workshops were delivered to the general community and attracted a solid participation level. Workshops ranged from learning about green cleaning options to establishing worm farms, compost bins, vegetable gardens and native gardens.

objective one – sustainable environment

Strategy 1.2 - Council will contribute to the preservation and enhancement of the key environmental assets

Significant projects outlined in the Management Plan

Upper Georges River Urban Sustainability Project

In 2008 Council, in partnership with Liverpool City Council and in association with Wollondilly Shire Council, received \$2 million from the NSW Environmental Trust for an Urban Sustainability Project focusing on the Upper Georges River

In 2011-2012, several key activities were undertaken as part of the project, including:

- the Water Sensitive Urban Design Rapid Assessment Workshop
- the Kennett Park, Ingleburn Reserve and Simmo's Beach Weed Removal Project
- Marsden Park Waterwise Garden.

Design of new walking tracks

Work continues on the assessment and survey associated with the upgrade of sections of existing tracks along with an extensive bush regeneration program within Cumberland Plain Woodland at Noorumba Reserve.

Riverfest

Riverfest was held on 27 August 2011, showcasing Campbelltown's rich cultural diversity and celebrates our natural environment. Riverfest is a free family event that promotes sustainable practices and supports a cohesive community.

Environmental Education Strategy - Schools for Climate Change

The Environmental Education Strategy aims to improve awareness of human impact on the environment. What we do has a direct impact on the quality of the environment, which affects our quality of life.

By reducing the negative impact we have on the environment we can ensure the long term viability of our local flora and fauna.

Campbelltown Golf Course Urban Sustainability Project

In 2009, Council received \$250,000 funding from the NSW Environmental Trust for an Urban Sustainability Project focusing on the headwaters of the Bow Bowing Creek within the Campbelltown Golf Course. The project primarily aimed to improve water quality within the catchment and engage with key stakeholders and the local community. The project is due for completion in August 2012.

In an effort to restore some of the original system and its benefits, rocky pools, runs and cascades have been installed along the drainage lines through the course using large sandstone boulders in-filled with smaller rocks. These rocks provide a more natural appearance, as well as increasing the diversity of flow and roughness through these areas which are prone to algal blooms.



objective one – sustainable environment

Macarthur Nature Photography Competition

In 2011, the Macarthur Nature Photography Competition attracted a record 330 entries from around the region. The competition actively seeks to engage people with the local environment through nature photography. A series of nature walks with an expert photographer were held in bushland areas within the Macarthur region.

Council has been a major sponsor and administrator of the event since it began six years ago. The awards night was held at the Ingleburn Community Centre on 18 November, where TV presenter and producer, Greg Grainger, entertained the audience with inspirational stories of his travels.



(Above) Our Landscapes - Young People's Section
1st place – Renae Adolfson Chaos of Still Life



(Above) Our Wildlife –Open Section
1st place – Mark Walters
A Busy Spotted Pardalote

Implement Noxious Weed and Pest Animal Strategy

Work continued on the implementation of the Noxious Weed and Pest Animal Strategy with an increase in the overall inspections undertaken. A total of 93.2 hectares of land received bush regeneration and weed control, an additional 40,000 trees were planted throughout the LGA, and there was a large decrease in the number of notices issued.

Bush fire management

Bush fire management on public lands within Campbelltown LGA is undertaken by Council in cooperation with the Rural Fire Service, Fire & Rescue NSW and other government agencies. As a member and active participant of the Macarthur Bush Fire Management Committee, and as a significant landholder/manager, Council each year routinely plans and undertakes strategic bush fire hazard reduction works across sites within the LGA. This work is particularly important in urban/bushland interface areas most at risk to bush fire such as Kentlyn, Wedderburn, Minto Heights, Macquarie Fields, Long Point, Airds, Ingleburn and St Helens Park.

The management of fire breaks, fire trails, roadside vegetation and hazard reduction burning are Council's main treatments for managing this risk. During 2011-2012, more than 500 hectares of bushland were treated for hazard reduction across 125 sites, with a 17 per cent increase on area treated compared to the previous reporting period. These works resulted in improved protection for more than 2600 properties. Other key activities and achievements during the 2011-2012 reporting period included:

- Council's first reserve bush fire management plan, Simmo's Beach Reserve Fire Management Plan, was completed.
- The Macarthur Bush Fire Risk Management Plan (BFRMP) underwent a review with additional treatments identified for Council, better prioritisation for asset and biodiversity protection and more accurate map displays.

objective one – sustainable environment

- \$62,000 of NSW Rural Fire Service funding was granted to Council for hazard reduction and fire trail works across the LGA. This funding saw the general maintenance of Asset Protection Zones and roadsides, upgrades to Asset Protection Zones in Ingleburn, Leumeah and Glenfield, fire trail signs and fire trail works within Smiths Creek Reserve.
- Council secured \$33,500 in funding under the Sydney Metropolitan Catchment Management Authority's (SMCMA) Green Web Program 2012-2013. The funds will be used for the closure and revegetation of surplus fire trails within Simmo's Beach Reserve, Macquarie Fields.
- A local government bush fire group meeting was hosted by Council focusing on planning, operations, networking and problem-solving of bush fire management issues for local government personnel in NSW.
- Installation of directional fire trail signage across the LGA.

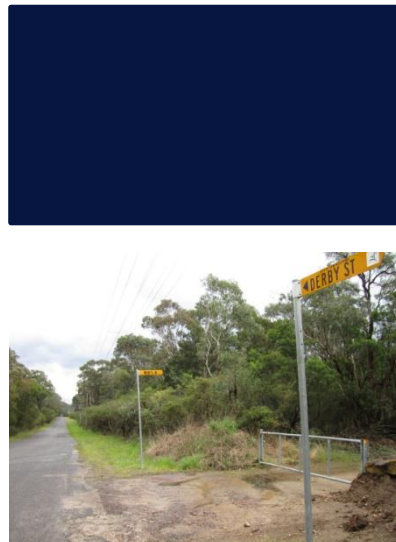
Strategy 1.3 - Development within the City will take appropriate account of the City's key environmental aspects and recognises environmental constraints

Significant projects outlined in the Management Plan

Employment Lands Review

The review was conducted throughout 2011 to evaluate current and future demand for employment lands and for job creation within the LGA. Council adopted a range of recommendations relating to future employment opportunities within the area.

A submission to the Department of Planning and Infrastructure's Urban Activation Precinct Program is being prepared to nominate potential sites for future employment generation.



objective two – a strong local economy

Introduction

Campbelltown has a strong regional presence within Macarthur due to our vast range of infrastructure, our CBDs, transport and education opportunities. Council's role in fostering and developing a strong local economy is important and Council plans to use the following strategies to deliver a strong local economy to the community.

*A strategic review of MACROC was undertaken during the 2011-2012 Financial Year with a number of MACROC projects being put on hold.

Strategy 2.1 - The region's infrastructure is attractive to business and industry

Strategy 2.2 - Council's planning processes encourage new investment and employment in the City

Strategy 2.3 - Working towards Campbelltown being recognised as the strong regional City centre of the Macarthur region

Statistics

	2009-2010	2010-2011	2011-2012
Development Applications lodged	965	860	828
Development Applications determined	923	900	770
Median processing time (days)	50	47	37

Highlights of the year

The Macarthur Regional Tourism Strategy 2008 – 2011

A collaboration between Campbelltown City Council and Camden Council, a key objective of the strategy was to develop and enhance the image of the Macarthur region and to promote the experiences available within the region.

Between March 2011 and February 2012, representatives from the Daily Telegraph, Illawarra Mercury, Australian Traveller, Southern Highlands News, Gardening Australia and Senior's Lifestyle Newspaper visited the region as part of the strategy.

Also during this period, interviews with tourism operators from the Macarthur region featured on 2UE radio station with John Stanley and Channel 7's Sydney Weekender filmed two dining segments in Macarthur.

In total, during the implementation period of the Macarthur Regional Tourism Strategy 2008 – 2011, tourism staff welcomed 40 journalists to the Macarthur region.

The familiarisation program will continue throughout 2012 as part of the Macarthur Regional Tourism Strategy 2012 – 2015.



objective two – a strong local economy

Strategy 2.1 - The region's infrastructure is attractive to business and industry

Significant projects outlined in the Management Plan

Menangle Park Urban Release Area

The planning for the Menangle Park Release Area has been ongoing for a number of years due to significant site constraints such as flooding risks and underlying coal resources. The exhibition of relevant planning documentation for the rezoning of the Menangle Park Release Area is imminent. It is proposed the area will provide for approximately 3400 residential allotments and associated community facilities and amenities. As part of this rezoning process Council has been actively promoting the construction of the proposed Spring Farm Parkway which would link the Camden Bypass with the F5 freeway and Menangle Road.

Airds/Bradbury Master Plans

The Airds/Bradbury and Claymore renewal projects are expected to be delivered over the next 15 years. It is expected that both projects will be broken up into 12 stages over that period.

Both projects provide opportunities for the urban renewal of the housing estates, with new and upgraded roads, drainage, community facilities, parks and other urban infrastructure provided as part of the renewal.

The projects will involve the demolition or renewal of current public housing assets and the construction of new private and public housing.

During the 2011–2012 reporting year, the design, investigation and assessment of both the Airds/Bradbury and Claymore Urban Renewal Projects continued. Finalisation of the assessment and the ultimate reporting to Council is expected to be complete in the 2012–2013 Financial Year. Given that the projects are deemed State Significant Projects, once reported to the Council, both projects will be sent to the Minister of Planning and Infrastructure for his consideration and final determination.

Macarthur Gardens Development Control Plan

The Draft Macarthur Gardens DCP was placed on public exhibition in 2011-2012. Several amendments were proposed in order to better reflect the image of Campbelltown. The proposed amendments will be considered based on their merits as part of the Campbelltown Sustainable City Development Control Plan.

Strategy 2.2 - Council's planning processes encourage new investment and employment in the City

Significant projects outlined in the Management Plan

E-lodgement systems for development applications

Council is continuing to work with the State Government in order to establish a web based e-lodgement system for applicants wishing to lodge electronic Development Applications with Council and/or track the status of current applications on-line. It is expected that the first application types to be accepted online will be for development proposals that are deemed Complying Development. This type of development is usually of low scale and complexity and could include awnings and/or decks, minor dwelling extensions, single storey dwelling construction or the like. In order to further improve customer service to the community, it is intended to introduce a range of other e-services over time including online property searches and the viewing of the various Development Applications currently being assessed in your neighbourhood.

Voluntary Planning Agreements

There were no new Voluntary Planning Agreements endorsed by Council during the reporting period.

Council is a party to a Planning Agreement that was previously entered into relating to the One Minto urban renewal project. This Planning Agreement remains active and is an agreement between Council and Housing NSW (previously NSW Land and Housing Corporation).

objective two – a strong local economy

The agreement provides for the delivery of public open space areas including active and passive recreation areas community facilities, roads / drainage and other public infrastructure to be delivered over the life of the project.

The Planning Agreement provides adequate, equitable, and appropriate services and facilities for the local community and ensures that those services are managed effectively and efficiently.

The public works and facilities identified within the Planning Agreement have been and continue to be constructed / provided within the particular stage of development.

Strategy 2.3 - Working towards Campbelltown being recognised as the strong regional City centre of the Macarthur region

Significant projects outlined in the Management Plan

Greater Sydney tourism partnership

Council supports the Greater Sydney tourism partnership through our visitor information centre and its associated programs. This, in-turn, promotes the Campbelltown and Camden region as being a part of the Greater Sydney area and as a tourism destination within Sydney.



objective three – a vibrant, healthy and connected community

Introduction

Council offers a large variety of services across the LGA which lead to the vibrant, healthy and connected community that is Campbelltown.

Council has five libraries throughout Campbelltown including HJ Daley at Campbelltown, Greg Percival Library Ingleburn, Eagle Vale Branch Library, Glenquarie Branch Library and Minto Community Library. These libraries offer a wide range of reading resources, support services, IT infrastructure and community programs to the community.

Council's Education and Care Services offer a wide range of high quality services to families in the community including:

- nine long day care centres
- two before and after school care services
- three vacation care centres
- one occasional care centre
- 86 Council managed family day care providers.

Recreational activities and spaces is vital to the health and wellbeing of any community. Council operates four recreational centres including swimming centres, one sports stadium, one international athletics stadium, 55 sporting grounds incorporating 213 playing fields, four outdoor basketball courts, 28 tennis courts and two skate facilities. Council also operates the Bicycle and Road Safety Education Centre.



Council coordinates a wide range of community events and award programs that promote community cohesiveness to come together and share in the festivities of the occasion. There are lots of opportunities to get involved in major events, civic receptions, award presentations, competitions and more.

Council considers community safety a very high priority and has several initiatives in place that contribute to a safe community. These programs include the Crime Prevention Partnership, Campbelltown Liquor Accord and the ongoing implementation of road safety and community safety programs.

Council's 2011-2014 Management Plan contains four strategies that contribute to Council achieving its objective of having a vibrant, healthy and connected community. They are:

Strategy 3.1 - Council will facilitate the community having access to a diverse range of learning, cultural, recreational and sporting activities within the City

Strategy 3.2 - Council will facilitate access to affordable and effective services and support for the community

Strategy 3.3 - Council will provide a range of facilities for use by the community

Strategy 3.4 - Council will encourage the community to have a mutual respect and understanding for each other

objective three – a vibrant, healthy and connected community

Statistics

Library services	2009-2010	2010-2011	2011-2012
Number of loans and renewals	829,599	778,447	734,037
Number of public computer bookings	76,070	67,640	88,269
Number of visits to households	5151	4947	5094
People visits	681,309	659,180	634,376
Number of current library members	68,221	67,010	70,185

Sport and recreation	2009-2010	2010-2011	2011-2012
Total estimated participants	2,898,899	2,971,935	2,759,253

Leisure services	2009-2010	2010-2011	2011-2012
Total participants	425,792	440,230	441,266

Health services	2009-2010	2010-2011	2011-2012
Immunisation clinics	544	536	403

Campbelltown Arts Centre	2009-2010	2010-2011	2011-2012
Visits	197,131	206,743	195,272

Compliance services	2009-2010	2010-2011	2011-2012
Notices/orders issued	827	660	703
Penalty notices issued	7846	7039	7190
Health premises inspections	208	212	229
Food premises inspections	1041	1224	1265

objective three – a vibrant, healthy and connected community

Highlight for the year

Youth Week

Youth Week was another huge success for the young people of Campbelltown, offering a large number of events and activities. The theme for 2012 was 'Imagine, Create and Inspire'.

This year saw an introduction of activities at the Campbelltown Arts Centre. The Arts Centre was host to the All Ages Mini Urban Festival which included Parkour and Zumba displays, local hip hop dance acts and performances by local hip hop bands and Sydney based dance act 'Hermitude'.

Council also offered 10 Youth Week Small Grants for local organisations to deliver Youth Week projects. Some highlights include the Youth Fashion Workshop and Youth Hip Hop Workshop. Both were developed and delivered by the youth of Campbelltown.

Campbelltown was also part of the Regional Youth Forum held at the Australian Botanic Garden at Mount Annan. The Regional Youth Forum was a joint project between Campbelltown, Camden, Wollondilly and Wingecarribee Councils, where the young people were able to express their ideas and concerns on the region.



objective four – a smoothly running and attractive City

Strategy 3.1 - Council will facilitate the community having access to a diverse range of learning, cultural, recreational and sporting activities within the City

Significant projects outlined in the Management Plan

One Minto Redevelopment

The Minto renewal project, One Minto, involves the staged redevelopment of approximately 1000 public housing properties in Minto. Throughout the 2011-2012 Financial Year, approximately 200 new land blocks were approved for development. Council, Housing NSW and Landcom continue to be partners in the project.

During the year, work commenced on Minto Community Centre, Benham Oval including football grounds and an amenity block.

Macquarie Fields Swimming Centre Upgrade

The scope of the work to the Macquarie Fields Swimming Centre upgrade is currently being reviewed.

Upgrades to Raby Sporting Complex

Significant improvements to facilities at the Raby Sports Complex have been completed. These improvements were funded by a \$1.25 million joint venture between Council, the State Government and Cricket NSW.

The improvements include an indoor cricket training facility featuring three practice wickets that caters for year round training. Other enhancements included new change rooms, tiered concrete seating for spectators, a new clubhouse, landscaping, barbecue area, pathways and underground storage.

Midnight Basketball

Campbelltown's sixth and seventh Midnight Basketball tournaments were run during the year, with a positive response received from the community as shown by an increasing number of player registrations, volunteers and spectators attending each night.

Volunteers assisted with the program in the roles of team managers, scorers, score board operators, catering assistance, workshop assistance, bus assistants and general event assistance.

In addition to playing basketball, participants attended life skills workshops over the eight week period. Workshops covered a range of areas relevant for young people in Campbelltown including team building and rule setting, career building and resume writing, conflict resolution, and drug awareness.



Mobile Toy and Book Library (MTBL)

Council continues to deliver the Mobile Toy and Book Library (MTBL) service within the community in the areas of Rosemeadow, Ambarvale, Airds, Claymore, Minto, Ingleburn and Macquarie Fields.

The MTBL service is a community service delivered by Council and has been operating since 2006. It is funded by The Benevolent Society, Housing NSW, Uniting Care Burnside and Department of Education and Communities. There are approximately 600 families that have access and/or regularly use the service. This valuable community service continues to be a source of early intervention for families with a strong focus on early reading and literacy development. Many successful outcomes have been achieved through this service as it works so closely with families, their children and community partners.

objective four – a smoothly running and attractive City

The free service provides story time, play, early learning and literary experiences to children up to five years of age who might not normally have access to formal child care or other services. Families also have an opportunity to borrow free educational toys, books and parenting resources on a fortnightly basis.

Implement Library Programs for all stages of life

Campbelltown City's Library service continued to provide an exciting program of activities, events and services to promote literacy and reading and to support the information needs of the City. To keep our services current we undertook a number of major technology upgrades during the last 12 months including major upgrades to our Library Management System and internet connections.

Our celebrations of the National Year of Reading promoted a range of events, including author visits, a very successful open day and our think outside the wall program that took the library out to the people, in shopping centres, schools and community centres. Our Visiting Author Program continued to bring great authors to the City and featured a mix of local, national and international speakers.

School holiday workshops

Over the course of the 2011-2012 year, a number of school holiday workshops were carried out. The workshops included a vast range of activities aimed at children of all ages to engage and expand cultural awareness.

School environment education program

Council engaged Keep Australia Beautiful to deliver two interactive environmental workshops to seven primary schools within the Campbelltown LGA, as part of their EnviroMentors program. The curriculum based workshops included 'Let's do it now' which explored the concept of sustainable living and 'Catchment Action' which examined the journey of pollutants through our waterways. In total, approximately 660 students participated in the workshops which were rated by the teachers to be very effective in communicating environmental issues.

Producer in Place – Minto

The Minto Producer in Place position was established in 2009 to engage a diverse cross section of the community. The program targets residents who traditionally fail to engage with or participate in their community via mainstream activities and events. Minto Producer in Place developed a suite of community arts programs, utilising both the skills of professional artists and existing skills and strengths of the Minto community.



Strategy 3.2 - Council will facilitate access to affordable and effective services and support for the community

Significant projects outlined in the Management Plan

Campbelltown Education and Care Centres upgrade

Throughout the year Council continued to improve and upgrade the outdoor environments of several Education and Care facilities across the City. Eagles Nest, Wombat Willows and Waratah Cottage Early Learning services now have redeveloped and sustainable outdoor environments that reflect a more homelike environment that benefit the ongoing development of the children under the care of Council.

objective four – a smoothly running and attractive City

Youth Music Festival – Fisher's Gig

Fisher's Gig, Council's annual youth music festival, was held on 5 November 2011 at Bradbury Oval as part of the Festival of Fisher's Ghost. The event was very successful with approximately 3500 young people attending the event throughout the day.

Fisher's Gig is recognised as a professional platform for aspiring musicians and provides a supportive environment for young people to develop skills in event management and performance. It also provides a large scale youth event where young people are free to engage with and celebrate youth culture in a safe, drug and alcohol free environment.

Volunteers played a key role in the coordination of the event on the day, with four teams operating on site under the direction of experienced volunteer team leaders. The teams gained practical experience in staging/backstage coordination, sound/lighting technician work, customer service, audience surveying and performer liaison duties.

Strategy 3.3 - Council will provide a range of facilities for use by the community

Significant projects outlined in the Management Plan

Open space and community facilities review

To prepare for the anticipated growth of the City, Council is continuing to undertake a strategic open space and facilities review. The findings of the review will address the future recreational needs of the City which in turn will guide statutory land use planning requirements of Council. The project is currently focussed on validating land ownership and occupation status.

Implement Disability Access Program

Council's Pedestrian and Access Mobility Plan has now been fully implemented and allows for better disability access across the City. Some inclusions of the program include ramps at the correct gradient and entrance ways for footpaths.

Strategy 3.4 - Council will encourage the community to have a mutual respect and understanding for each other

Significant projects outlined in the Management Plan

Deliver Aboriginal Arts Strategy

Structured around a multi-art form approach, the Campbelltown Aboriginal Arts Strategy guides the delivery of Aboriginal arts and cultural development programs over a three year period.

As part of the strategy, the Campbelltown Arts Centre in partnership with NSW Parliament, sponsor the Parliament of NSW Aboriginal Art Prize. This is an annual acquisitive prize awarded to an Aboriginal visual artist over the age of 18, born in NSW and belonging to a NSW language group. An exhibition of the 2011 finalists was presented in the Fountain Court of NSW Parliament House before touring regional NSW throughout 2011-2012, supported by Museums and Galleries NSW.



objective four – a smoothly running and attractive City

Pacific Arts Strategy

Campbelltown Arts Centre has developed a three year initiative to develop a Pacific Community Arts Development Strategy. This strategy will facilitate an artist program with the NSW Pacific Communities, Council and the existing arts infrastructure across NSW. 2011 saw this strategy implemented in Stage 2 of the Edge of Elsewhere program, Talano: Walk the Talk III, Reach: The Musical, Echoes of Polynesia (Sydney Festival), Youth Outreach Program, Hip Hop for Health, Midnight Basketball, MINTO:LIVE and Site:Lab.

Minto Arts Strategy

The Minto Arts Strategy is a large scale site-specific event, which was the first of its kind in NSW. Over the course of three hours audiences walked a 1km designated route through the suburban streets of Minto to experience contemporary Australian stories, site-specific installation and intimate everyday choreographies in eight new performance works.

Event induction package

The event induction package for volunteers is currently under review, due to changes in legislative requirements.

Work with Government and non-government organisations to implement activities to encourage respect and understanding

Council staff worked closely with State and Federal government agencies and non-government agencies to plan and provide many activities throughout the year. This included a forum on homelessness that has led to improved services for homeless people and cultural tours that introduce new migrants in the Campbelltown area to the services and facilities available from Council. A welcome pack is also provided to attendees with information on Council's services and how to access translating and interpreting assistance at Council.

Other Significant Projects

Caring for our Children

Council continued to provide for the children within our community through operating high quality services across Long Day Care, Occasional Care, Outside School Hours Care (OSHC) and Family Day Care services.

In addition to this, Council also conducted numerous programs and events including Children's Week and Book Week activities, school holiday programs and hosted a conference for the education and care sector within NSW attracting over 150 delegates to Campbelltown.

Education and Care Services processed approximately 520 Long Day Care enrolments, 143 OSHC enrolments and 600 Vacation Care enrolments. An estimated:

- 745 children were cared for in Family Day Care
- 827 children were cared for in Long Day Care
- 91 children were cared for in Occasional Care
- 538 children were cared for in Outside Hours Care/Vacation Care.



Culturally and linguistically diverse (CALD) population

Campbelltown has a growing CALD population with about 144 different cultures represented across the LGA. This has implications for Council in the delivery of services to ensure equity to the CALD community. 23 per cent of residents within the Campbelltown LGA speak a language other than English at home.

Council continues to work with many organisations to ensure programs and activities are developed to promote access and equity for people from CALD backgrounds.

objective four – a smoothly running and attractive City

Introduction

Campbelltown has a large infrastructure network that has been in place for a number of years. As a result, assets are in need of extensive repairs or are nearing the end of their lifecycle and will need to be replaced. As the demographic of Campbelltown continues to change, so will the infrastructure needs of the City.

Council endeavours to manage its assets in an effective manner by meeting current and future asset requirements, reducing the maintenance costs, therefore easing the financial burden to the organisation and the community.

Council is responsible for a wide variety of assets including roads, community facilities, drainage network, parks and open spaces. Management of these assets uses a significant component of the annual operating budget and it is important that we use time and resources more efficiently to reduce this cost.

The strategic management of these assets has important outcomes for both the current and future population of Campbelltown in terms of environmental protection, improvement in community life and Council's capacity to fund the provision of services and facilities into the future.

Council's 2011-2014 Management Plan contains three strategies that contribute to Council achieving its objective of having a smoothly running and attractive City. They are:

Strategy 4.1 - Council's infrastructure (roads, bridges, kerb, gutter, footpaths etc) will support a high quality and functional urban environment

Strategy 4.2 - Council will contribute to the City being well maintained, clean, contemporary and safe while recognising its heritage

Strategy 4.3 - Council will contribute to the City having attractive, sustainable and functional natural and built environments.



objective four – a smoothly running and attractive City

Statistics

Type of asset maintenance	Area or length
Footpath replacement	4586m
Footpath constructed	15,386m ²
Road resurfaced	394,671m
Kerb and gutter replaced	2075m
Number of stormwater pits reconstructed or repaired	96

Highlight for the year

Koshigaya Park Upgrade

Campbelltown's prominent park, Koshigaya, underwent an extensive three stage upgrade providing new landscaping, play equipment and facilities for families.

Catering for children of all ages and abilities, the new playground is all-inclusive and features a range of modern and interactive play experiences. There are also shade sails and a sensory garden



Before



During



After

objective four – a smoothly running and attractive City

Strategy 4.1 - Council's infrastructure (roads, bridges, kerb, gutter, footpaths, etc) will support a high quality and functional urban environment

Significant projects outlined in the Management Plan

Leumeah pedestrian overbridge

Council continues to work with RailCorp in the design and location of the pedestrian overbridge, which will link the western side of the rail line to Campbelltown Sports Stadium. The purpose of the overbridge is to improve pedestrian access to the stadium from the car park.

Implement the stormwater levy program

Council has completed a number of projects during the year with Stormwater Levy funds. The program of works has increased opportunities for stormwater recycling and improved the overall performance of the stormwater system. The works included:

- remediation works in Milton Park to address bank erosion at the pedestrian footbridge
- a program of works to clear major drainage systems of debris and silt that builds up over time
- drainage improvement works within Koshigaya Park
- installation of floating wetlands in Eagle Vale Pond, Park Central Pond and Manduramah Reserve Pond to improve water quality
- property protection activities at a variety of locations across the LGA to reduce the potential risks associated with flooding
- water quality testing program.

Annual roads rehabilitation project

Council maintains 685km of roads throughout the LGA. Council spent approximately \$5 million in the Financial Year on maintaining the road network.

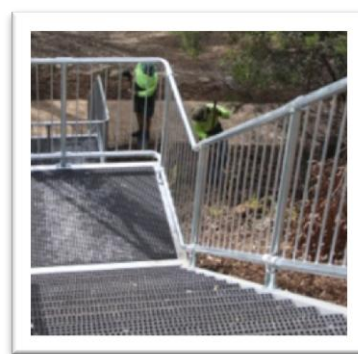
Currently, Council's roads are in a fair condition, with minimal roads being of 'poor' or 'very poor' condition.

However in order to bring all roads within the LGA up to a 'satisfactory' condition, an estimated \$15 million is required to be spent. This figure will continue to grow if additional funding is not secured. Council also requires an additional \$1.4 million annually to maintain the agreed pavement and surfacing condition of local roads.

Annual parks asset program

As part of the parks asset program, Council spent approximately \$350,000 on upgrades and maintenance to parks and open spaces throughout the LGA.

Some key highlights include the upgrade of Koshigaya Park with new play equipment and landscaping, Simmo's Beach received new stairs and a lookout and Waminda Oval received two cricket practice net bays.



Flood Studies and Floodplain Risk Management Plans

The Bow Bowing Bunbury Curran Creek Catchment, the main catchment draining the majority of the urban area of Campbelltown, has been the subject of a number of major flood studies. An extensive process of community consultation will be undertaken to advise the community of the findings of the flood studies and inform the preparation of Floodplain Risk Management Studies and Plans.

Complete bike plan and pedestrian and access mobility plan (PAMPS)

Improved pedestrian access and mobility works were carried out at 21 locations throughout the LGA as part of the PAMPS program. In addition, 675m of 2.5m wide cycleway was constructed in Coronation Park as part of the bike plan.

objective four – a smoothly running and attractive City

Strategy 4.2 - Council will contribute to the City being well maintained, clean, contemporary and safe while recognising its heritage

Significant projects outlined in the Management Plan

Heritage Week

Campbelltown's Heritage Festival program was held in April. The festival is part of the National Trust Heritage Festival, which celebrates Australia's built, natural and cultural heritage.

As part of the festival, a Heritage Forum was held at Campbelltown Arts Centre. The event included the awarding of the 2012 Heritage Medallion and the launch of the Quota International Campbelltown's Youth Art Competition.

The theme of this year's festival was 'Amazing Stories: Innovation + Invention'. The broadened scope of this year's theme encouraged a more diverse concept of heritage, such as cultural and religious traditions, festivals and crafts, urban planning and settlement patterns, innovative product development over time, and intellectual and scientific work in the fields of agriculture, industry, science and technology.

Other events held within Campbelltown as part of the Heritage Festival program included an exhibition 'Innovative Campbelltown Pioneers' held at Glenalvon House, and the Two Amazing Tours and Tea events. HJ Daley Library also held a display called Creative Campbelltown.

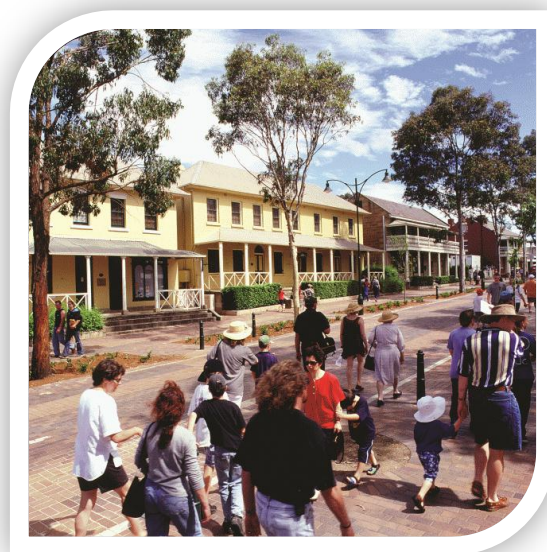
Swimming pool safety program

Council continues to offer safety programs regarding swimming pools including fact sheets such as 'your responsibility', 'legal requirements' and 'pool safety'. These fact sheets are readily available on Council's website www.campbelltown.nsw.gov.au.

Strategy 4.3 - Council will contribute to the City having attractive, sustainable and functional natural and built environments

Annual mowing program for parks, roads and reserves

The annual mowing program finished on track for the reporting period. The current mowing schedule is four to six weeks for open space.



objective four – a smoothly running and attractive City

Managing the community's civic assets

Council is responsible for maintaining a large portfolio of assets on behalf of the community. Some key assets include an arts centre, libraries, various buildings, parcels of land, swimming centres, roads, footpaths, cycle ways, parks and open spaces.

Council has four asset categories, roads, building and facilities, public spaces and stormwater and drainage.

These categories undergo two types of work, maintenance and/or rehabilitation and the creation of new assets.

The information below outlines Council's current position, in relation to the asset categories as well as some current pressures.

Asset condition ratings

Condition level	Condition description	Residual life (estimated % of asset's design life remaining)
1	Excellent / New-no work required	80% to 100%
2	Good Condition-normal maintenance only	45% to 80%
3	Fair Condition-some work required	25% to 45%
4	Poor Condition-renewal required within one year	10% to 25%
5	Very Poor (Critical Condition)-urgent renewal required	0 to 10%

Buildings and Facilities



The current condition of Council's building assets is listed below:

Asset category	No. of buildings	Present condition (%)				
		Excellent	Good	Fair	Poor	Very poor
Buildings	220	11	61	26	2	0

objective four – a smoothly running and attractive City

Council has established standards for all of its buildings and facilities. A condition assessment is carried out on each component of a building asset based on the given policy standard, as compared to the current standard. Maintenance required to bring each asset in line with expected

guidelines is forecast using *Moloney Modelling* systems. Costing requirements are estimated by the use of the *Australian Construction Handbook* published by Rawlinson's. Condition assessments are reviewed on a periodical basis.

A detailed component wise condition is shown below:

Building Component	Asset quantity	Near perfect (%)	Superficial deterioration (%)	Deterioration evident (%)	Requires major reconstruction (%)	Asset unserviceable (%)
Rating		1	2	3	4	5
Structural shell	220	12	75	10	3	0
Building roof	220	6	85	8	1	0
Building services (electrical, mechanical and fire)	220	11	78	9	2	0
Building fit out	220	7	85	7	1	0
Building transporation services	6	40	60	0	0	0

Council is required to report the following statistics related to its assets as part of its Annual Report.

- The cost to upgrade Council's building assets to the required standard is estimated at \$2.763 million. This equates to 1.1% of the asset value of \$252 million.
- Council requires at least \$4.027 million for its building assets to maintain them to the current agreed condition level. This figure equates to 1.6% of the total asset value of \$252 million.
- A program of maintenance and renewal was provided for building assets in the 2011-2012 budget. The funding expenditure was \$2.48 million in 2011-2012.



objective four – a smoothly running and attractive City

Public Spaces

Parks and sportsground infrastructure assets and playground equipment located in parks, sporting grounds and building facilities

Condition description	Parks (%)	Sportsgrounds (%)	Playgrounds (%)
Excellent	7	46	32
Good	49	35	45
Fair	40	17	15
Poor	4	2	8
Very poor	0	0	0

- The cost to upgrade Council's parks to the required standard is estimated at \$280,000.
- Council requires at least \$726,000 to maintain its parks to the current agreed standard.
- A program of maintenance was provided for parks in the 2010-2011 budget. The funding expenditure was \$187,000.
- The cost to upgrade Council's playgrounds to the required standard is estimated at \$231,000 (this excludes softfall which is estimated at \$300,000).
- Council requires at least \$225,000 as program maintenance and \$150,000 as reactive maintenance for playground equipment to maintain them to the current agreed standard.
- A program of maintenance (including reactive) was provided for playgrounds in the 2010-2011 budget. The funding expenditure was \$353,000.

Council undertakes operational inspections of playground equipment three times a year and one comprehensive yearly inspection.



objective four – a smoothly running and attractive City

Managing the infrastructure assets

Council looks after a large portfolio of infrastructure assets. These include, but are not limited to, roads, footpaths, kerb and gutter, stormwater systems and bridges. The management of these assets can be divided into two activities, maintenance and/or rehabilitation of the existing assets and the creation of new assets.

The *Local Government Act 1993* refers to these assets as 'public works' and requires Councils to report on the condition in the Annual Report.

Road asset condition (pavements)

Condition description	Urban road pavements (%)	Urban road surfacing (%)	Rural road pavements (%)	Rural road surfacing (%)
Excellent	0.32	43.2	0.12	57.45
Good	32.27	35	14.16	33.65
Fair	54.57	19.28	59.96	8.90
Poor	12.05	2.14	25.76	0
Very poor	0.79	0.38	0	0

Expenditure required to bring the road assets (pavements and surfacing) up to a satisfactory standard is estimated at \$15.129 million. This equates to 5.4% of the asset value of \$280 million.

Council estimates at least \$6.374 million is required for its road network every year to maintain the agreed (pavement and surfacing) condition.

An annual prioritised maintenance and renewal works program was provided for road assets in the 2011-2012 budget. Funding expenditure was \$4.992 million.

Long-term rehabilitation strategy for a number of Campbelltown's important regional roads

The LGA has a number of regional and collector roads that have experienced significant increases in small and large vehicular traffic movements that have reduced the road life to less than five years. In recent years, Council has managed to fund many of its road rehabilitation programs

The information detailed below relates to Council's infrastructure related public works.

Maintenance and/or rehabilitation of infrastructure assets

Road network

Council maintains 685km of roads throughout the LGA. The average road pavement condition index (PCI) is 6.28, which is based on a recent condition survey and considered as fair. The table below reflects the condition of public roads under Council's control.

through Roads and Maritime Service (RMS) and Roads to Recovery grants. These include:

- Blaxland Road from Farrow Road to Narellan Road
- Cumberland Road from Norfolk Street to Oxford Road
- Englorie Park Drive
- Hurricane Drive
- Harrow Road.



objective four – a smoothly running and attractive City

Over the last nine years, Council has received approximately \$620,000 and \$769,000 per year from the RMS and Roads to Recovery respectively. To ensure that the roads continue to meet the needs of the community, Council has been preparing a Road Rehabilitation Strategy.

The strategy is especially important due to the impacts of the Growth Centres Commission's enhancements to feeder roads like Badgally, Raby and Denham Court Roads.

Once completed, the five year funding strategy for the rehabilitation of these roads will ensure that by 2015, the roads will still have an estimated 15 to 20 years life.

Road inventory and drainage assets

The table below provides details of all other road related assets and their respective condition.

Asset types	Quantity	Unit	Excellent (%)	Good (%)	Fair (%)	Poor (%)	Very poor (%)
Footpath and cycleway	557,548	m ²	7	90	2	1	0
Kerb and gutter	1234	Km	82	10	3	5	0
Road furniture	17,801	Qty	1	85	14	0	0
Bridges and culverts	181	Qty	23	43	30	4	0
Road structures	1958	Qty	16	78	6	0	0
Stormwater pipes	564	Km	35	65	0	0	0
Stormwater pits and headwalls	21,515	Qty	11	87	2	0	0

Asset types	Estimated cost to bring to a satisfactory standard	Estimated annual maintenance expense	Program maintenance works for 2011-2012
Footpaths	\$859,000	\$606,000	\$233,000
Kerb and gutter	\$1,508,000	\$1,107,000	\$309,000
Roads	\$15,129,000	\$6,374,000	\$4,992,000
Bridges	\$1,150,000	\$581,000	\$99,000
Stormwater infrastructure assets	\$1,094,000	\$1,205,000	\$208,000

objective four – a smoothly running and attractive City

Condition of bridges and culverts

There are 202 bridges and culverts in the LGA, with 181 the direct responsibility of Council. Of these 181 structures, 31 are road bridges, 120 are culverts and 30 are pedestrian bridges.

The majority of Council bridges are reinforced concrete structures. The average age of these assets is 21.7 years, ranging from one to 46 years old. Following is a condition rating survey of 181 bridges and culverts:

Condition description	Bridges and culverts (%)
Excellent	23
Good	43
Fair	30
Poor	4
Very poor	0

- The estimated cost required to bring the bridges up to a satisfactory standard is \$1.150 million. This equates to 1.62% of the asset value of \$71 million.
- Council surveys 100% of its bridges annually. Each bridge is assessed to determine its compliance with the nominated 'acceptable' condition rating index and the cost of upgrading the bridge to that acceptable condition. An estimate for the annual expense required for maintaining these bridges to a satisfactory condition is \$581,000.
- An annual prioritised periodic and routine maintenance works program was provided for bridges and culverts in the 2011-2012 Budget. Funding expenditure was \$99,000.

Works on private land

The *Local Government Act 1993* requires Council to report on works on private land. In 2011-2012, no works on private lands were undertaken.



objective five – the right people, doing the right thing, the right way

Introduction

Council is a government organisation required to meet community needs, while managing the demands of running a business with staffing and financial requirements. Local government is the forefront of government and the level that the community has the most interaction with, from being involved in community activities to paying rates.

In order for Council to be effective in its operations, community input and consultation is paramount. By consulting with the community, Council is able to have a better understanding of what services the community wants Council to provide or facilitate.

Having such a broad spectrum to manage and be responsible for, local government is unique in its operations and as such needs to be managed more closely than any other type of organisation. Developing staff to manage the needs of the organisation, govern financial and other resources and allowing for services to be run to their full potential is a similar trait of all organisational objectives, which ultimately benefit the end user, in our case the community.

Campbelltown is among the largest councils in NSW in terms of annual budget, population size and staff numbers. In order to deliver high quality service to its community and customers, both now and into the future, Council must manage its resources effectively through good planning, people management and best use of systems and technology. This requires a commitment to a process of continuously improving the way services are delivered and the organisation is operated.

Council's 2011-2014 Management Plan contains eight strategies that contribute to Council achieving its objective of having a smoothly running and attractive City. They are:

Strategy 5.1 - Council is in a sound financial position

Strategy 5.2 - Council will manage its assets in line with best practice principles

Strategy 5.3 - Council will make sound decisions and operate in accordance with a clearly articulated Code of Conduct

Strategy 5.4 - Council will provide staff with a safe and healthy workplace

Strategy 5.5 - Administration of Council's functions will be streamlined and efficient

Strategy 5.6 - Council will provide staff with access to the appropriate tools to support their work

Strategy 5.7 - Council has and grows knowledgeable, competent and satisfied staff that are appropriately rewarded and recognised

Strategy 5.8 - Council is committed to the delivery of good customer service both for internal and external customers.

objective five – the right people, doing the right thing, the right way

Statistics

Customer Service Centre statistics	(approximate numbers)
Phone calls received	1630 per week
Hall bookings	103 per week
Community bus bookings	10 per week
Over the counter financial transactions	383 per week

Highlight for the year

Installation of a new telephone (VOIP) system

In 2011-2012, Council installed a new telephone system with the intention of updating technology for staff, making it more efficient and also becoming a more cost effective way to manage our phone system.

The phone system uses VOIP (Voice over Internet Protocol), which uses internet lines rather than phones lines for communication. The VOIP system is at the technological forefront of phone based communications and offers great benefits to a corporate user. Since switching from traditional telephone lines to VOIP, Council has saved approximately \$6000 per month in bills.

Due to the innovative nature of the VOIP system, Council was nominated for and won the eGovernment ICT Professional of the Year award. A big congratulations to the IM&T team for their efforts in rolling out the new phone system and on winning this prestigious award.



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Strategy 5.1 - Council is in a sound financial position

Significant projects outlined in the Management Plan

Development of rating strategy

Council has developed a rating strategy. Council's rating strategy consists of both Ordinary and Special Rates. Council must levy an Ordinary Rate on all rateable land (including farmland, residential, mining and business) within its LGA, and each assessment must be categorised according to its dominant or permitted use. As an option, Councils may levy additional Special Rates for specific works, services, facilities or activities on those ratepayers who receive a benefit from the works, services, facilities or activities provided.

Acquire properties

Council continues to plan for strategic land acquisitions in order to better offer the services and functions of Council. Council purchases open spaces for development, as well as existing structures for the needs of Council.

Undertake procurement training

Procurement training was undertaken by Council in order to update staff on requirements for purchasing goods and services for Council.

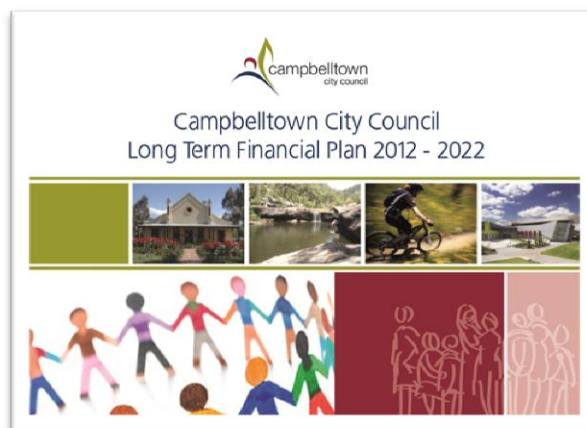
Council ran seven procurement training courses throughout the 2011-2012 Financial Year.

Other significant activities

Long Term Financial Plan

The 2011-2012 year saw the development and adoption of Council's Long Term Financial Plan. The Long Term Financial Plan was used to inform decision making during the finalisation of the Community Strategic Plan and the development of the Delivery Program. The Long Term Financial Plan was adopted by Council during this Financial Year and became effective on 1 July 2012.

This document allows the community to see the strategic financial direction that Council is taking and forms part of the Integrated Planning and Reporting documentation.



Strategy 5.2 - Council will manage its assets in line with best practice principles

Significant projects outlined in the Management Plan

Develop relevant asset management documentation in line with Integrated Planning and Reporting requirements

The 2011-2012 year saw the development and adoption of Council's asset management documents. These documents include an Asset Management Policy, Strategy and Plan, outlining how Council is going to manage its existing assets as well as the acquisition/development of new assets. The asset management documents were adopted by Council during this Financial Year and became effective on 1 July 2012.

Annual building rehabilitation program

Council spent approximately \$2.5 million on implementing a program of maintenance and renewal for its buildings.

The majority of Council buildings only require superficial maintenance to maintain their current condition rating.

Council currently has a \$1.5 million building maintenance backlog to bring all its buildings to an acceptable level.

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Strategy 5.3 - Council will make sound decisions and operate in accordance with a clearly articulated Code of Conduct

Annual review of delegated authorities

Council is progressing the overarching governance health check and promoting better practice reviews. A governance improvement plan will be developed to address any issues identified from the Governance Health Check. The review of delegated authorities will be one of the main priorities following the completion of this overarching work.

Code of Conduct

After a desktop review of the Ethics and Values module of the Governance Health Check, Council undertook refresher training in the Code of Conduct for all levels of employees to ensure that all employees understood current standards.

Council provided a submission to the Division of Local Government review panel for the Code of Conduct and is currently planning its approach to training requirements.

Implement Fraud and Corruption Prevention Strategy

Council has commenced a detailed review of its governance practices using the Governance Health Check Self Audit Guide to Good Governance in Local Government. Specifically this measures four sections covering Ethics and Values, Risk Management and Internal Control, Decision Making Processes and Monitoring and Review.

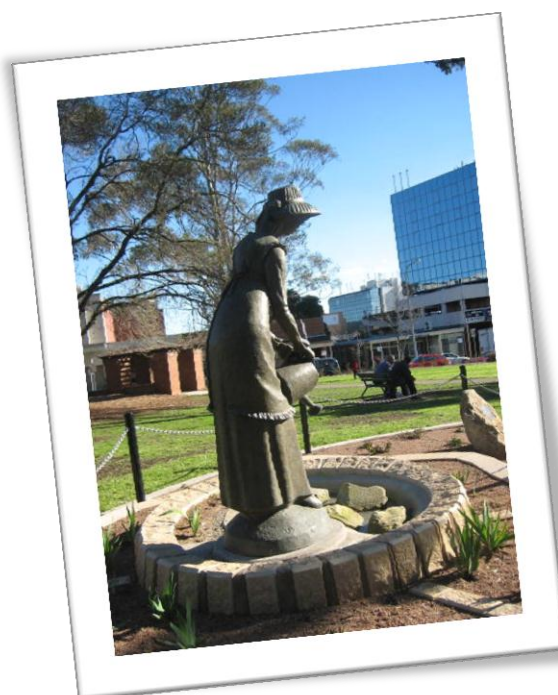
This task will explore detailed processes in an effort to identify any further governance risks that may be evident for Council. This may also include identifying gaps in current policies or the need for additional policies to address and mitigate the risks identified.

At the conclusion of the Health Check, corrective actions will commence for the priority areas identified, including the implementation of a fraud and corruption prevention strategy.

Audit Committee and Internal Audit

The Division of Local Government issued revised Internal Audit Guidelines under Section 23A of the *Local Government Act 1993* in September 2010. These guidelines recommend the use of an internal audit function and an audit committee to play a pivotal role in the governance framework. Council introduced its internal audit function in recent years and approved the establishment of an Audit Committee in October 2010.

Council's Audit Committee consists of two independent members, the Mayor, the Deputy Mayor and the Chairperson or a member of the Corporate Governance Committee. The Committee met three times during the year to discuss matters including the results of internal audits undertaken as part of Council's first Internal Audit Plan. The Committee also monitors the implementation of any recommendations arising from audits and has reviewed and approved the Internal Audit Plan for 2012-2013.



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Strategy 5.4 - Council will provide staff with a safe and healthy workplace

Significant projects outlined in the Management Plan

Manage OH&S WorkCover Audit

The audit week included a presentation by representatives of Council on the categories to be audited and a series of site verification activities to assess the level of implementation of the Occupational Health and Safety Management System and its effectiveness. Site verification activities included interviews with Managers, Coordinators, employees and other representatives at each site where local system documentation and activities were reviewed.

The elements selected were Risk Management and Process Control and the sites identified for audit were the Animal Care Facility and the Arts Centre.

Work Health and Safety

The past 12 months have seen a range of key initiatives rolled out, with the aim of promoting a safe culture within Council and developing WHS best practice.

Once again, Council ran a Health Fair at the Civic Building and the Depot. This initiative was established to raise awareness of the collective and individual health of Council employees. The Health Fair focused on a range of general health issues including the importance of diet and nutrition, together with exercise.

In April 2012, the Council offered flu vaccines. The vaccines were administered through immunisation clinics conducted during work hours.

WHS training throughout the year included Confined Spaces, Emergency Management and Chainsaw/Fell Small Trees. E-Learning opportunities were also investigated for refresher courses and the training of casual staff.

Implement new Work Health & Safety legislation

The NSW Government implemented new legislation relating to WH&S. As of 1 July 2012, the *Work Health and Safety Act 2011* became effective. As a result of the new legislation, Council has had to reassess its current procedures and policies.

The draft Work Health and Safety Policy was reviewed by the WHS Unit to ensure the document continues to meet the relevant legislative requirements and is consistent with Council's WHS Management System. The draft Work Health and Safety Policy was released to staff to review and provide comments. The Policy was adopted in May 2012.

Manage Case Management Audit

In 2011, Council underwent a WorkCover Case Management Audit. The audit monitors Council's handling of workers compensation claims in regards to legislative requirement for injury and claims management. Council passed the audit with a high success rate. The results of the audit enable us to continue to be a self-insurer under the *Workers Compensation Act 1987*.

Strategy 5.5 - Administration of Council's functions will be streamlined and efficient

Significant projects outlined in the Management Plan

Local Government elections

The Local Government election was held on 8 September 2012, where 15 Councillors were appointed to a term of office from 2012-2016. The election is run through the NSW Electoral Commission.

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Prepare corporate risk management framework

Council continues to investigate methodologies for the development and implementation of a corporate risk management framework.

Implement requirements of Integrated Planning and Reporting

The Integrated Planning and Reporting framework was finalised and adopted by Council in June 2012.

The legislation required that Council have a 10 year Community Strategic Plan, a four year Delivery Program and an annual Operational Plan. The legislation also states that Council is required to have supporting documents in relation to the resourcing requirements in implementing the needs and desires of the community with the operations of Council. As a result a Resourcing Strategy was developed along with a Workforce Management Plan, Asset Management Policy, Asset Management Strategy, Asset Management Plan and the Long Term Financial Plan.

These documents became effective on 1 July 2012 and will be reported against in future Annual Reports.



Review actions from Promoting Better Business Practice Review

The actions outlined in the Promoting Better Business Review continue to be reviewed and implemented across the organisation. The program aims to improve the viability and sustainability of Councils.

Reviews can act as a 'health check', giving the council confidence about what is being done and helping to focus attention on key priorities. The process has a number of objectives:

- to generate momentum for a culture of continuous improvement and greater compliance across local government
- to provide an 'early intervention' option for councils experiencing operating problems
- to promote good governance and ethical conduct principles
- to identify and share innovation and good practice in local government
- to enable the division to use review information to feed back into its work in identifying necessary legislative and policy work for the local government sector.

Preparation of Annual Report

Preparation of the 2011-2012 Annual Report was undertaken. Council met all reporting requirements as set by the Division of Local Government.

Community Report

The 2011-2012 Community Report provides information to the community about Council's key achievements during the reporting period.

Along with updates from each Division about specific milestones, the report also details the current Councillors, Council's financial position for the period, along with a handy contacts listing.

Preparation of State of Environment Report (SoE)

The SoE Report is compiled each financial year by Council in accordance with requirements of the NSW *Local Government Act 1993*. The SoE reporting process advocates inclusion of Ecologically Sustainable Development principles into Council's regulatory and service functions. It also serves as a community engagement and education tool, providing a snap-shot of information to local residents of the pressures impacting on the environment within the local area, and Council's major achievements in response to these pressures.

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Strategy 5.6 - Council will provide staff with access to the appropriate tools to support their work

Significant projects outlined in the Management Plan

Review and update of Council's internet

A new website has been developed with a community focus. Valuable feedback was gathered after significant community consultation with key user groups was undertaken.

Improved accessibility is a highlight of the new site, and work will continue to further enhance this feature in line with national standards being rolled out over the next three years.

Council's new website also enables a greater move towards online business, with ePlanning and eBusiness capabilities to be introduced in the future.

As part of the redevelopment of Council's site, the Festival of Fisher's Ghost and Visit Macarthur websites also have a new look, and with direct links from Council's home page to these sites, there are plenty of opportunities to learn more about the City's largest community festival and discover all that is on offer in the region.

Develop and implement a project management methodology

Council continues to research and develop a suitable project management methodology, one that is able to be applied across a broad range of functions, for varying projects.

Implement an ideas capturing program

As part of improving operational effectiveness, Council is in the process of developing an ideas capturing program called 'Bright Ideas'. Bright Ideas will be a formal way for all employees to lodge ideas that they feel would improve the organisation.

Corporate application review

After a review of the suite of corporate applications, several major upgrades were undertaken to improve usability and enable new capabilities. The most significant of these was for Council's Document Management System, ECM.

Information management training

Council is committed to ensuring that its information assets are managed in accordance with the guidelines laid out in the NSW *State Records Act 1998*. To meet this end, Council has implemented a training program for staff to ensure our legislative requirements are met.

Business solutions delivery

The delivery of business solutions was largely linked to the development of Council's new website. For more detail please refer to 5.6.



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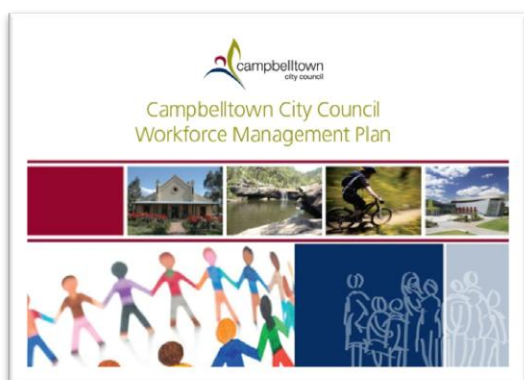
Strategy 5.7 - Council has and grows knowledgeable, competent and satisfied staff that are appropriately rewarded and recognised

Significant projects outlined in the Management Plan

Workforce Management Plan

The 2011-2012 year saw the development and adoption of the Workforce Management Plan. The Workforce Management Plan outlines current staffing trends and issues and outlines steps to be taken to continue to develop our existing workforce, as well as planning for the longevity of Council's workforce. The Workforce Management Plan is a requirement of the *Local Government Act 1993*, and forms part of the Integrated Planning and Reporting framework. The Workforce Management Plan was adopted and became effective on 1 July 2012.

As part of the development of the plan, Council has identified the challenges the workforce will face such as an ageing population and skill shortages. The plan identified strategies to address these challenges, so that Council can fulfil the objectives and strategies identified in the Community Strategic Plan.



Employee services awards

Council recognises employees who have provided many years of continual service. This year council recognised 27 employees for five years' service, 36 employees for 10 years' service, 18 employees for 15 years of service, four employees for 20 years' service, nine employees for 25 years' service and four employees for 30 years of service.

Review of skill and performance system

Council continues to undertake a review of the annual performance appraisal system currently being used. Council is constantly trying to identify better ways of being able to recognise the valuable work undertaken by employees.

Employee Recognition

Throughout the year, Council continued to investigate suitable employee recognition programs.

Sister Cities program

Council continues to maintain a strong Sister City relationship with Koshigaya in Japan. The relationship was established in 1984 and continues to this day. Council has been operating a staff exchange program with Koshigaya since 1996. The program alternates between the two Councils annually, and provides participating staff from both organisations with an opportunity to expand their knowledge and strengthen the relationship between the two cities.

In addition to the international relationship with Koshigaya, Council entered into a Sister City Partnership Agreement with Coonamble Shire Council in 2008. This agreement acknowledges the commitment made by both organisations to work together in providing assistance and exploring opportunities which will benefit each council and their communities.

Employee opinion survey

An Employee Opinion Survey was completed in 2009, the results of that survey continue to be rolled out across the organisation.

Staff training centre

The redevelopment of the Staff Training Centre commenced. The new Staff Training Centre will allow for better facilities for training staff and be a valuable resource for the broader community.

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Strategy 5.8 - Council is committed to the delivery of good customer service both for internal and external customers

Website review and update

This is included as part of the website review and update found under strategy 5.6.

New Resident Kits

Any new resident to Campbelltown is entitled to receive a 'New Resident Kit' which is full of information relating to Council services, as well as other general information such as local school and bus timetables. Residents are able to get a kit through Council via phone or the new online form. Residents are also able to collect them from their real estate agent. The kits were recently reviewed and updated with current information and prove to be a valuable tool to new residents to the area.

Other significant outcomes for 2010 - 2011

People Management

E-Recruitment

During the year, Council implemented an online e-Recruit system. This system has enhanced and streamlined the recruitment process. It allows users to progressively review applications online, improving timeframes to complete the interview/recruitment process.

Personal superannuation visits

Local Government Superannuation Scheme (LGSS) continues to conduct monthly one on one personal and professional advice superannuation interviews with interested staff. This program is extremely successful and well received by staff. Representatives from LGSS attend Council's Health Fair and all induction days to provide scheme information to new employees.

Employee Assistance Program (EAP)

The EAP provided by Access Programs continues to be a useful, confidential counselling service for staff and their families on work related and personal matters.

Learning and development

Council recognises the importance and benefits in staff undertaking external education and professional development, by providing staff with an allowance to fund relevant programs and courses of study.

During 2011-2012, Council offered 158 learning and development programs for staff, providing operational skills and development opportunities, with more than 2212 places being made available for staff training.

Learning and development is strongly supported, not only for the benefits it provides to staff, but for the long term benefits it brings to Council and the community with improved service delivery.

Programs undertaken included:

- Certificate III Operational Works
- Certificate III Children's Services
- Certificate IV Frontline Management
- Certificate IV Training and Assessment (Skill Sets)
- Diploma of Management - Personal Assistant
- Diploma of Business - Administration
- Diploma of Children's Services
- Depot Team Leader Skills Acquisition Project - Continuation
- Management and Leadership Development
- Leadership Skills for Aspiring Women
- Springboard Development Program for Women.



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Equal Employment Opportunity

The 2010-2014 Equal Employment Opportunity (EEO) Plan ensures that staff has access to an environment where opportunities are provided on the basis of merit, regardless of individual characteristics or other factors. All employees have the opportunity to seek personal and career development in a discrimination and harassment free environment that recognises the varying requirements of staff.

The plan is available on Council's website.

EEO Data

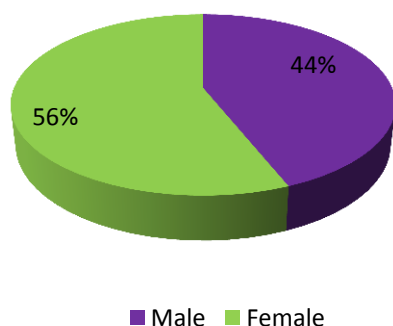
As at 30 June 2012, Council employed:

	Head count	% of Headcount
Total staff	681	100
Aboriginal or Torres Strait Islander	14	2.1
Long term impairment	6	0.9
Culturally and Linguistically Diverse	20	2.9

Note: * EEO data is voluntary.

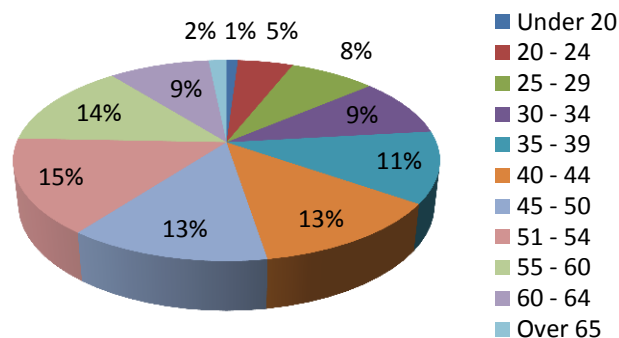
As at 30 June 2012, Council's gender break-up was 44% male and 56% female.

Workforce Profile - Gender



As at 30 June 2012, Council's workforce age profile was as follows:

Workforce Age Profile



Council has a significant proportion (40%) of its workforce aged over 50 and is adopting strategies to address its ageing workforce in 2012-2013.

As at 30 June 2012, Council's staff turnover was 8% and approximately 165 recruitment actions were undertaken during the reporting year.

Business continuity

Council has continued to build a Business Continuity Plan, with the priority focus of delivering information technology systems and customer service in times of emergency situations. As part of the ongoing development of the Business Continuity Plan, several emergency exercises were held throughout the year.

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Financial Management

Council had total expenditure of \$152,997,000 in 2011-2012, which comprises operational expenditure of \$130,671,000 and capital expenditure of \$22,326,000. Council is in a sound financial position and has an ongoing commitment to further improve working funds and debt service management, while maintaining quality services and infrastructure.

Unrestricted cash for 2011-2012 was \$16,047,000 with a liquidity ratio of 2.66:1. Council's financial reporting is compliant with International Financial Reporting Standards.

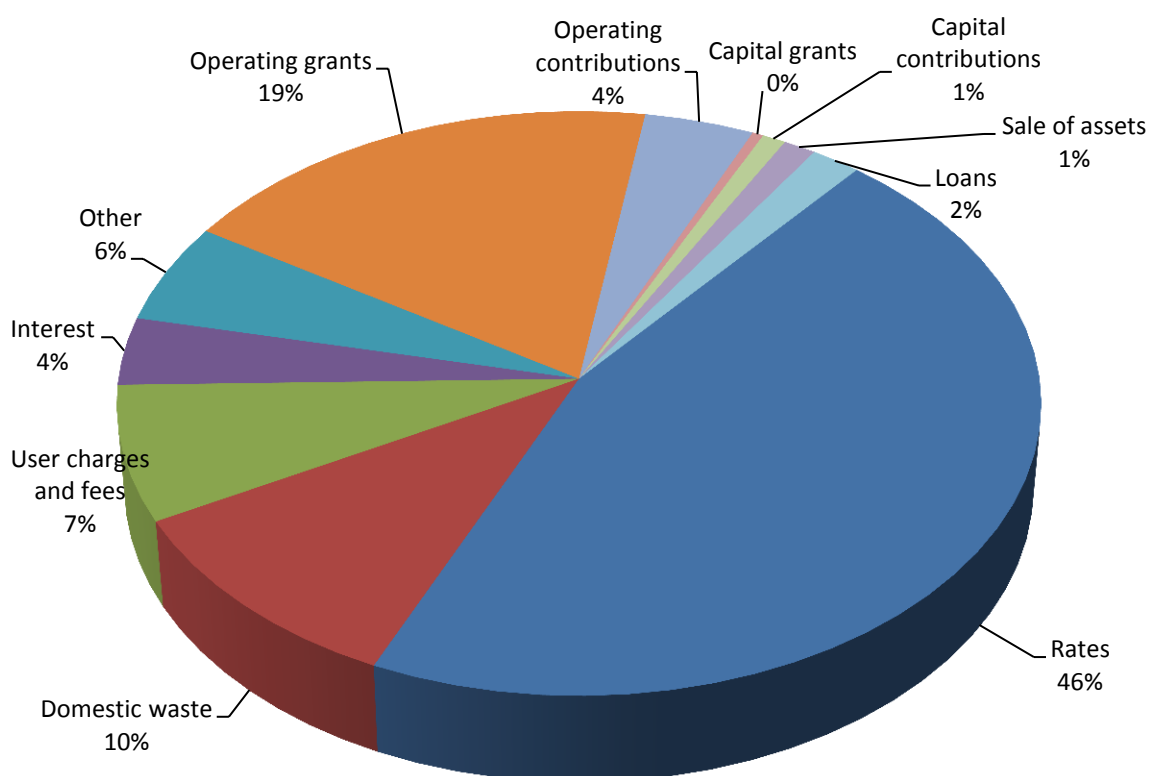
For comprehensive details of Council's financial information please, refer to Council's 2011-2012 Financial Statements, the companion document to this Annual Report.

Summary of Financial Position

Income

Rates	\$60,394,000
Domestic waste	\$13,816,000
User charges and fees	\$9,925,000
Interest	\$4,948,000
Other	\$7,300,000
Operating grants	\$24,591,000
Operating contributions	\$5,520,000
Capital grants	\$560,000
Capital contributions	\$1,188,000
Sale of assets	\$1,635,000
Loans	\$2,500,000

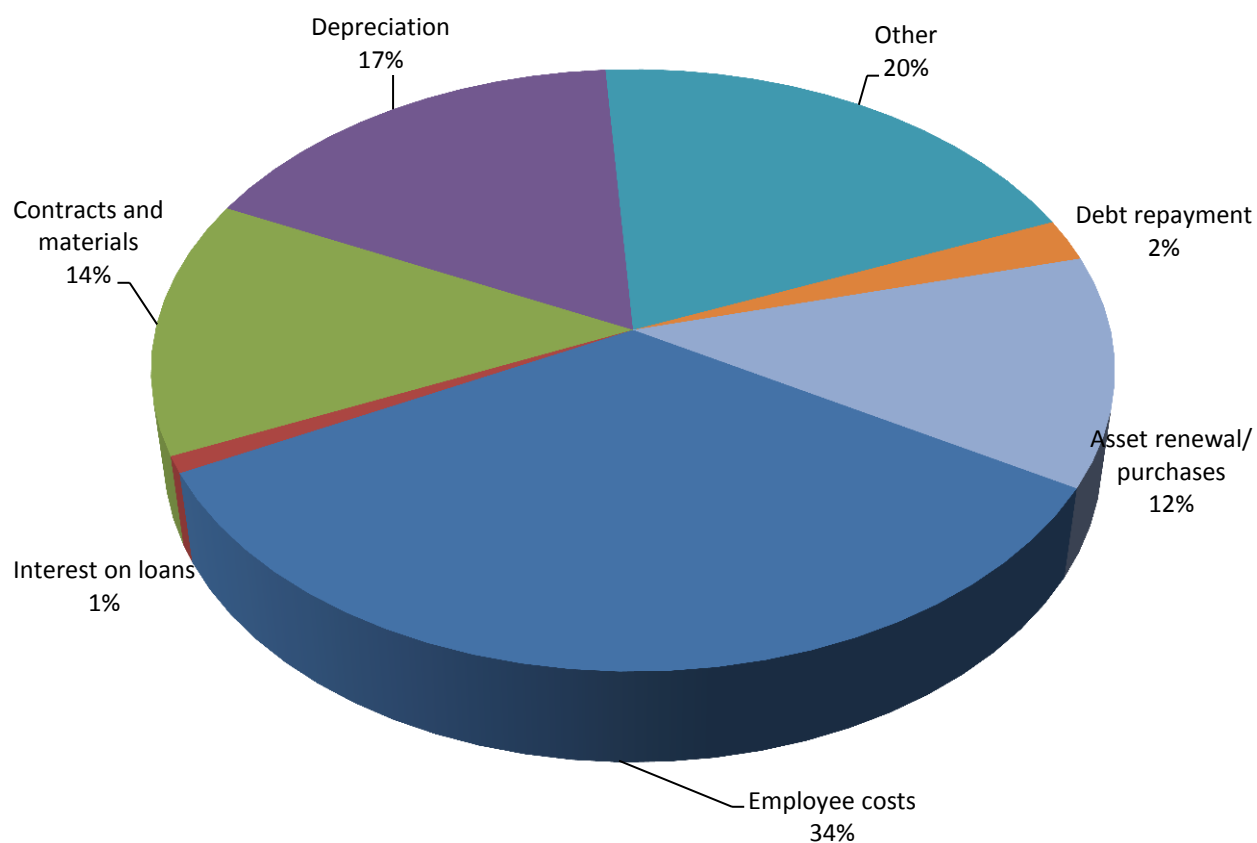
Total \$132,377,000



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Expenses

Employee costs	\$52,244,000
Interest on loans	\$1,374,000
Contracts and materials	\$21,091,000
Depreciation	\$25,694,000
Other	\$30,268,000
Debt repayment	\$3,437,000
Asset renewal/purchases	\$18,889,000
Total	\$152,997,000



Rates

Campbelltown has one of the lowest average residential rates in metropolitan Sydney. In 2011-2012, the average residential rate was \$850.65 (residential only), while the residential and loan rate was \$914.55. The average domestic waste and recycling charge was \$251.10.

There are 53,651 rate assessments, which are collected from:

- 50,805 residential properties
- 2776 business properties
- 67 farmland properties
- 3 mining properties.

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Rates and charges written off

The following amounts were written off by Council during 2011-2012 in accordance with the *Local Government Act 1993* and Council's Pensioner Rebate Scheme:

- \$1,707,000 (approximately) was written off under Section 575 of the *Local Government Act 1993* for pensioner rebate concessions
- \$120,000 (approximately) was written off under Section 595 of the *Local Government Act 1993* for postponed rates on properties which are used for residential purposes, but have a higher zoning.

Grants to community groups

Under Section 356 of the *Local Government Act 1993*, Council contributed \$134,693 to the following community groups during 2011-2012:

Sister Cities	\$21,800
University of Western Sydney	\$16,500
Donations - community grants	\$22,915
Donations - fundraising	\$22,169
Donations - sporting groups	\$944
Donations - charities	\$8,477
Donations - other	\$41,888

Note: Council's finances are independently audited each year and submitted to the Division of Local Government.

Remuneration of senior staff

The *Local Government (General) Regulation 2005* requires Council to report on the remuneration of its senior staff. These details are listed below.

Council employed five senior staff in 2011-2012 for a total remuneration of \$1,190,835 including salaries and on-costs. Fringe benefits include the private use of a Council motor vehicle together with private use of a mobile telephone. On-costs include the employer's contribution to superannuation.

Detailed below are the total values for the remuneration packages paid to each senior staff member employed by Council. This includes the total salary, employer's contribution to superannuation and fringe benefits tax.

General Manager	\$311,143
Director Business Services	\$219,923
Director City Works	\$219,923
Director Planning and Environment	\$219,923
Director Community Services	\$219,923

Total remuneration	\$1,190,835
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Managing our information and systems

Information is a vital asset for a local government organisation. Like any asset, Council must manage it throughout its lifecycle. It needs to be created, maintained, used, protected and disposed of in a controlled manner, just like a physical asset.

A major focus of the year was implementing a new Voice over Internet Protocol unified communications solution to replace Council's existing legacy telephony system.

Council's focus on customer service was continued to be supported through a major redevelopment of the Council website and the ongoing deployment of online services to the community.

Enterprise applications were upgraded and maintained to ensure that Council staff had the appropriate tools to perform their jobs.

Providing information to the public

There were no outstanding requests for information under the *Freedom of Information Act 1989* from 2010-2011.

There were 35 requests for information made under the *Government Information (Public Access) Act 2009* during 2011-2012. See Appendix 4 for detailed information.

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Privacy and personal information

Council continued to meet the *Privacy and Personal Information Protection Act 1998* mandatory standards and requirements for local government authorities.

No reviews have been conducted by or on behalf of Council to date.

Governance

Councillors and staff of Council continued to operate within the boundaries of the Code of Conduct. Council's Code of Conduct closely aligns with the model Code of Conduct prepared by the Division of Local Government. The Model Code of Conduct is being reviewed by the Division of Local Government and Council has provided input to the Division in their review process.

Council is required to report on Councillor remuneration and expenses in its Annual Report, and this information follows.

In accordance with Section 249 of the *Local Government Act 1993* and the determination of the Remuneration Tribunal, the Mayor was paid an annual allowance of \$56,250 for the year ending 30 June 2012.

In accordance with Section 248 of the *Local Government Act 1993* and the determination of the Remuneration Tribunal, Councillors were paid an annual fee of \$21,170 for the year ending 30 June 2012. Total fees paid to Councillors for the year ending 30 June 2012 were \$317,550.

In accordance with Section 252 of the *Local Government Act 1993*, Council will pay expenses incurred or to be incurred and provide facilities for the Mayor, Deputy Mayor and Councillors to enable them to discharge their functions of civic office.

The total cost in 2011-2012 was \$271,877. This consisted of:

- \$8308 for the provision of office equipment
- \$34,800 for the provision of Councillor's telephones
- \$19,043 for attendance at conferences and seminars including the Floodplain Management Conference, International Cities, Town Centres and Communities Conference, UDIA Conference and the Local Government Association Conference
- \$10,692 was spent on interstate conference and seminar expenses (UDIA Conference in Perth and ICSC Conference in Hobart)
- \$1904 for carer expenses
- nil expense was incurred on Councillor training and skill development
- nil expense was incurred on international visits including transport, accommodation and other out of pocket expenses
- nil expense was incurred from any spouse or partners who accompanied a Councillor
- \$197,126 for other expenses including administration support and office accommodation.

Council's full *Payment of Expenses and Provision of Facilities Policy to the Mayor, Deputy Mayor and Councillors* can be found on Council's website.

External interests

Council has no external bodies that exercised functions delegated by Council as prescribed under legislation. Council did not hold a controlling interest in any company throughout the reporting period.

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Jointly controlled operations

Council has no jointly controlled operations at present. However, when such operations are entered into, the assets which are controlled and the liabilities incurred by Council are recognised in the balance sheet. Any expenses incurred and Council's share of income is recognised in the income statement available in the annual financial statements.

Competitive neutrality

Council has addressed the requirements of the National Competition Policy by formulating policies for complaint handling and the distribution of corporate overheads. The policy includes a mechanism for dealing with competitive neutrality complaints. To date, no complaints have been received concerning matters related to the National Competition Policy.

In accordance with National Competition Policy guidelines, Council has nominated childcare and recreation centres as Category 1 businesses and commercial centres as a Category 2 business. In accordance with the *Local Government Act 1993*, a statement of expenses, revenues and assets in relation to each category 1 and 2 business activity for the year 2011-2012 is provided in Council's 2011-2012 Financial Statements, which is available on Council's website.

Rate increase for Council asset maintenance

As part of the 2011-2012 budget approved by Council, and to meet the conditions set by the Division of Local Government, Council spent \$1.657 million of rate income (3%) and \$1.139 million (2%) for additional rehabilitation maintenance across various asset categories including roads, footpaths, kerbs and gutters, parks, buildings and sporting facilities. All works were completed within the Financial Year and have substantially improved the assets provided to the community.

Following is a breakdown of where this income was spent during 2011-2012:

- buildings (incorporating sporting facilities, halls, community centres, childcare centres) – \$807,100 (3%) and \$63,200 (2%)
- roads, footpaths, kerb and gutter (restoration and replacement) – \$798,300 (3%) and \$921,000 (2%)
- parks maintenance (includes BBQs, outdoor furniture, pathways, pergolas, fencing) – \$51,600 (3%) and \$154,800 (2%).

Supporting documents

Council's audited Financial Statements and State of the Environment Report can be found on the website.



appendices

Appendix one - contract payments

> \$150,000

Account name	Type of supply	Amount
Adtrans Hino Pty Ltd	Supply of trucks	\$155,962.92
Advanced Arbor Service Pty Ltd	Tree services	\$217,657.62
Advanced Constructions Pty Ltd	Footpath construction/culvert works	\$279,236.34
AGL Electricity	Electricity supply	\$507,547.06
All Line Building Services	Carpentry contractor	\$598,756.84
Allards Plant Hire Pty Ltd	Plant hire	\$177,304.88
Allcorp Property Services Pty Ltd	Cleaning contractor	\$509,817.90
Austpac Security Services	Security services	\$334,511.40
Australasian Playground Pty Ltd	Playground equipment	\$478,037.17
Australia Post	Postage and agency fees	\$442,013.61
Avanti Fitness	Fitness equipment	\$352,961.98
Axblack Painting Company Pty Ltd	Painting	\$477,167.01
B & D Latham Pty Ltd	Electrical works	\$700,144.37
Bakers Construction	Supply of inventory for Council Store	\$231,709.42
Benedict Sand & Gravel	Supply of sand and gravel	\$364,635.64
Brilliant Lifts Australia Pty Ltd	Lift supply and servicing	\$259,996.00
Caltex Australia Petroleum Pty Ltd	Purchase of fuel for Council vehicles	\$523,061.70
Camden Hire	Hire of equipment	\$192,839.88
Camden Soil Mix	Supply of soil	\$1,276,591.58
Catchment Simulation Solutions	Flood and stormwater reviews	\$221,105.55
Clintons Motors Pty Ltd	Automotive supplies	\$438,079.52
Data #3 Limited	Computer software	\$427,301.19
Delaney Civil Pty Ltd	Farrow Road bridge construction	\$1,010,903.19
Dell Australia P/L	Computer supply	\$284,024.65
Dimension Data Australia Pty Ltd	IT consultancy and contract	\$1,431,322.79
Downer EDI Works	Road stabilisation / liquid road supply	\$462,369.17
Endeavour Energy	Electricity supply	\$1,966,831.53
Energy Australia (TRUenergy)	Electricity supply	\$2,208,010.67
Enviroguard Pty Ltd - Transpacific	Street sweeper bin services	\$219,148.94
Executive Collections	Debt collection services	\$783,396.61
Fairfax Media Publications Pty Ltd	Newspaper advertising	\$238,824.99
Friendly Fred's Tree Service	Tree services	\$335,643.00
Fuji Xerox Australia Pty Ltd	Photocopier services	\$195,935.12
Fulton Hogan Industries Pty Ltd	Asphalt laying services	\$3,822,709.21
Get Smart Technology Pty Ltd	Security systems	\$178,621.60
Inchcape Automotive	Automotive supplies	\$404,335.38

appendices

Account name	Type of supply	Amount
Infor Global Solutions T/As Geac	Pathway software and support	\$156,781.13
IW Contracting Pty Ltd	Footpath restoration and construction	\$1,074,208.30
Jardine Lloyd Thompson Pty Ltd	Insurance services	\$262,068.55
Kane Constructions Pty Limited	Construction works	\$194,031.44
Kodi Civil Pty Ltd	Kerb and gutter reconstruction	\$710,263.97
Landcom	Remediation costs	\$411,948.84
Leonard Holt Robb	Advertising	\$178,980.95
Macarthur Group Training Ltd	Trainee payments	\$430,594.90
Macarthur Mowers and Marine	Supply of mowers	\$154,269.20
Macarthur Nissan	Automotive supplies	\$707,242.86
Nakfa Pty Ltd	Concrete works	\$266,050.07
New Link Pty Ltd	Turf maintenance and mowing	\$618,650.60
Newman & Barker Plumbing	Plumbing	\$411,011.32
Nexon Asia Pacific Pty Ltd	Ethernet / internet fees	\$215,893.00
Park Pty Ltd	Supply of E20 fuel for depot	\$593,635.23
Paul Wakeling Pty Ltd	Automotive supplies	\$906,997.38
Peter Warren Automotive Pty Ltd	Automotive supplies	\$214,925.08
Procorp Builders (Holmwood)	Building - Kentlyn Fire Station	\$607,117.44
QBE Insurance	Greenslips for fleet vehicles	\$192,408.09
Rocla Pipeline Products	Supply of pipes	\$360,028.35
Sita Australia Pty Ltd	Collection of domestic, recycling and garden waste	\$6,627,605.57
Sparke Helmore Lawyers	Legal advice	\$257,405.44
SRS Roads Pty Ltd	Road sealing	\$535,758.38
Stabilised Pavements of Australia	Pavement construction	\$196,934.51
State Asphalt Services Pty Ltd	Supply and laying of asphalt	\$1,015,548.10
Statewide Mutual	Insurance services	\$839,726.60
Sterling Group Services	Turf maintenance - Campbelltown Stadium	\$174,831.25
Sunbather Pty Ltd	Commercial pool blankets	\$230,185.38
Technology One	Finance 1 software and support	\$296,569.49
Telstra Phone Charges	Telephone services	\$657,927.88
Toolijooa Pty Ltd	Bush regeneration	\$275,010.80
Ultimate Air Conditioning	Air conditioning maintenance and supply	\$777,397.32
Uplinx Pty Ltd	Supply of computer hardware	\$243,299.74
VM Tech	Library computer hardware	\$306,090.87
Volvo Group Australia Pty Ltd	Automotive supplies	\$198,688.35
WSN Environmental Solutions	Waste and recycling services	\$5,692,863.79
		\$49,701,466.60

Appendix two - legal status report

Table 1 – Class 1 proceedings in the Land and Environment Court NSW (L&EC) dealing with appeals against Council's determination of development applications.

Table 2 – Class 1 proceedings in the L&EC dealing with appeals against the terms of Orders or Notices issued by Council.

Table 3 – Class 4 proceedings in the L&EC dealing with civil enforcement for non-compliance with Orders or Notices issued by Council.

Table 4 – Class 5 proceedings in the L&EC dealing with criminal prosecution of alleged pollution offences and various breaches of environmental and planning laws.

Table 5 – Class 6 proceedings in the L&EC dealing with appeals from convictions relating to environmental matters.

Table 6 – Proceedings in the District Court NSW dealing with appeals from convictions in the Local Court not being environmental offences.

Table 7 – Proceedings in the Consumer, Trader and Tenancy Tribunal – civil disputes of a commercial nature between Council and its customers.

Table 8 – Proceedings in the Campbelltown Local Court dealing with prosecution matters initiated in response to various offences under the legislation specified in column 2 of the table.

Table 9 – Cost of advice obtained from Council's contracted Solicitor that relates to matters not associated with Court proceedings.

Table 10 – Summary of 2011-2012 net costs.

Table 11 – Comparison with previous financial year's costs.

It should be noted that the purpose of this report is to list the outcome and cost of each legal matter during the reporting year as required by the *Local Government Act 1993*.

Land and Environment Court Matters

TABLE 1 - Class 1 Appeals against Council's determination of Development Applications (DA)

Case No.	Matter	Status	Costs incurred
10686/2011	DA 1747/2010/DA-U, appeal against Council's refusal of the development application seeking consent to use of an existing dwelling as a boarding house. Lot 392 DP 32084 No. 141 Lindesay Street, Campbelltown.	The Court upheld the applicant's appeal and granted conditional consent for the development. Proceedings completed.	Final costs \$28,468.27
10888/2011	DA 300096/1998/DA-U/A, appeal against Council's refusal to modify the terms of the original development consent for use of the premises as a brothel. Lot 3 DP 28853 No. 13 Lincoln Street, Minto.	The Court upheld the applicant's appeal and granted conditional consent to the modifications sought, subject to a two year trial of the extended operating hours. Proceedings completed.	Final costs \$19,311.00
10985/2011	DA 1416/2011/DA-C, amended appeal against condition 55 (road widening) of the consent in respect of the development consent for a commercial building and associated car-parking. Lot 6 Section 4 DP 2913 No. 34 Carlisle Street, Ingleburn.	The Court upheld the applicant's appeal and granted amended conditional consent by deletion of condition 55 and amending condition 1 to incorporate the plans relating to the original development consent. Proceedings completed.	Final costs \$8,517.63
11139/2011	DA 1863/2011/DA-C, appeal against Council's deemed refusal of the development application seeking consent for use of a building for a liquor store and associated building modifications and advertising signage. Lot 1 DP 1165316 No. 4 Rennie Road, Campbelltown.	By consent the applicant discontinued the appeal. Proceedings completed.	Final costs \$22,844.15

TABLE 2 - Class 1 Appeals against Orders or Notices issued by Council

Case No.	Matter	Status	Costs incurred
N/A	Nil matters during 2011-2012 period.	N/A	\$0.00

TABLE 3 - Class 4 – Civil enforcement for non-compliance with Council Orders or Notices			
Case No.	Matter	Status	Costs incurred
41060/2010	Application by Council to confirm its Orders 6 and 15 issued to the property owner under the Section 121B of the Environmental Planning and Assessment Act 1979 requiring fire safety rectification works to be undertaken on the property. The orders were not fully complied with, despite extensions of time being granted to the property owner.	Court Orders made against the applicant including costs. Proceedings completed.	Final costs \$8,075.15

TABLE 4 - Class 5 – Criminal prosecution of alleged pollution offences and various breaches of environmental and planning laws.			
Case No.	Matter	Status	Costs incurred
N/A	Nil matters during 2011-2012 period; however, late costs from previous matters carried forward into the period.	N/A	Final costs \$143.20

TABLE 5 - Class 6 - Appeals from convictions relating to environmental offences.			
Case No.	Matter	Status	Costs incurred
N/A	Nil matters during 2011-2012 period.	N/A	\$0.00

District Court Matters

TABLE 6 - District Court NSW – Appeals from convictions in the Local Court not being environmental offences.			
Case No.	Matter	Status	Costs incurred
08/10/2008	Cost recovery action following the appellant's unsuccessful appeal against a decision in the Consumer, Trader and Tenancy Tribunal. Council was joined in the appeal proceedings as a consequence of its decision to refuse development application 2593/2007/DA-DW.	Agreement on costs settlement reached and payment made to Council. Cost recovery action completed.	Final costs \$1,100.00

Consumer, Trader and Tenancy Tribunal Matters

TABLE 7 – Consumer, Trader and Tenancy Tribunal – civil disputes of a commercial nature between Council and its customers.			
Case No.	Matter	Status	Costs incurred
N/A	Nil matters during 2011-2012 period.	N/A	\$0.00

Local Court Matters

TABLE 8 - Prosecution for various offences under nominated legislation.

File No.	Act and offence	Status	Fine imposed	Costs awarded to	Costs incurred
LP18/11 to LP21/11	Companion Animals Act – various charge matters relating to the keeping and relocation of restricted dogs.	Plea – not guilty. Charges withdrawn. Proceedings completed.	N/A	N/A	Final costs \$4894.09
LP22/11	Environmental Planning and Assessment Act – development (dwelling additions) undertaken without consent.	Plea – guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	\$1,250	Final costs \$2,096
LP23/11 to LP25/11	Road Rules 2008 – stop on path/strip in built-up area.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP26/11	Companion Animals Act – dog in public place not under effective control – not dangerous dog.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP27/11	Local Government Act – not stand vehicle in marked parking space.	No appearance by accused. Heard Ex parte. Proved and convicted. Proceedings completed.	\$84	Nil	Final costs \$0.00
LP28/11	Companion Animals Act – dog in prohibited place (school grounds) not under effective control – not dangerous dog.	No appearance by accused. Heard Ex parte. Proved and convicted. Proceedings completed.	\$500	Nil	Final costs \$0.00
LP29/11	Local Government Act – stop in parking area without current disabled parking authority displayed.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP30/11	Local Government Act – stand vehicle in area longer than allowed.	Plea - guilty. Proved and convicted. Proceedings completed.	\$86	Nil	Final costs \$0.00
LP31/11	Companion Animals Act – dog in public place not under effective control – not dangerous dog.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP32/11	Local Government Act – not stand vehicle in marked parking space.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP33/11	Local Government Act – stand vehicle in area longer than allowed.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00

TABLE 8 - Prosecution for various offences under nominated legislation.

File No.	Act and offence	Status	Fine imposed	Costs awarded to	Costs incurred
LP34/11 & LP35/11	Companion Animals Act – dog in public place not under effective control – not dangerous dog.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP36/11 & LP37/11	Local Government Act – stand vehicle in area longer than allowed.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP38/11 & LP39/11	Companion Animals Act – not register 6-month old companion animal – not dangerous dog.	Plea – not guilty. Charge withdrawn. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP40/11	Companion Animals Act – eight matters against owner relating to the manner in which a restricted dog is required to be kept – restricted dog.	No appearance by accused. Heard Ex parte. Proved and convicted. Proceedings completed.	\$7350	Nil	Final costs \$0.00
LP41/11	Road Rules 2008 – vehicle cause obstruction to pedestrian access ramp.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP42/11	Companion Animals Act – dog in public place not under effective control – not dangerous.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP43/11	Companion Animals Act – dog in public place not under effective control – not dangerous.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP44/11	Road Rules 2008 – double park in school zone.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP45/11 & LP46/11	Companion Animals Act – dog in public place not under effective control – not dangerous.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP47/11	Local Government Act – stand vehicle in area longer than allowed.	No appearance by accused. Heard Ex parte. Proved and convicted. Proceedings completed.	\$150	Nil	Final costs \$0.00
LP48/11 to LP51/11	Companion Animals Act – dog in public place not under effective control – not dangerous.	Plea - guilty. Proved and convicted in respect of the first matter. Remaining matters	\$100	Nil	Final costs \$0.00
LP52/11	Road Rules 2008 – disobey no stopping sign.	No appearance by accused. Heard Ex parte. Proved and convicted. Proceedings completed.	\$258	Nil	Final costs \$0.00
LP53/11	Road Rules 2008 – disobey no stopping sign - school zone.	Plea - guilty. Proved and convicted. Proceedings completed.	\$200	Nil	Final costs \$0.00
LP54/11	Road Rules 2008 – disobey no parking sign.	Plea - guilty. Proved and convicted. Proceedings completed.	\$150	Nil	Final costs \$0.00

TABLE 8 - Prosecution for various offences under nominated legislation.					
File No.	Act and offence	Status	Fine imposed	Costs awarded to	Costs incurred
LP55/11	Road Rules 2008 – not parallel park near left of road.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP01/12	Road Rules 2008 – stop in bus zone – school zone.	Plea - guilty. Proved and convicted Proceedings completed.	\$256	Nil	Final costs \$0.00
LP02/12	Road Rules 2008 – stop on path/strip in built-up area.	No appearance by accused. Heard Ex parte Proved and convicted Proceedings completed.	\$147	Nil	Final costs \$0.00
LP03/12	Local Government Act – stand vehicle in area longer than allowed.	Plea - guilty. Proved and convicted Proceedings completed.	\$88	Nil	Final costs \$0.00
LP04/12	Local Government Act – stand vehicle in area longer than allowed.	Plea - guilty. Proved and convicted Proceedings completed.	\$88	Nil	Final costs \$0.00
LP05/12	Road Rules 2008 – double park.	Plea - guilty. Proved and convicted Proceedings completed.	\$206	Nil	Final costs \$0.00
LP06/12	Environmental Planning and Assessment Act – development (demolition) not in accordance with	Plea - guilty. Proved and convicted Proceedings completed.	\$1,500	Nil	Final costs \$0.00
LP07/12	Road Rules 2008 – disobey no stopping sign - school zone.	Plea - guilty. Proved. Dismissed without penalty. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP08/12	Local Government Act – not stand vehicle in marked parking space.	Plea – not guilty. Charge withdrawn. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP09/12 to LP11/12	Environmental Planning and Assessment Act – development (residential dwelling) not in accordance with consent.	Plea – no plea entered. Listed for first mention on 24 July 2012.	N/A	N/A	Costs to date \$0.00
LP12/12	Local Government Act – stop in parking area without current disabled parking authority displayed.	Plea – not guilty. Charge withdrawn. Proceedings completed.	N/A	N/A	Final costs \$0.00
LP13/12	Protection of the Environment Operations Act – transport waste to unauthorised facility.	Plea – not guilty. Listed for first hearing on 3 September 2012.	N/A	N/A	Costs to date \$0.00
LP14/12	Protection of the Environment Operations Act – not comply with clean-up notice	Plea – not guilty. Listed for first hearing on 3 September 2012.	N/A	N/A	Costs to date \$0.00
LP15/12	Road Rules 2008 – stop heavy vehicle for longer than 1-hour in built-up area.	Plea – no plea entered. Listed for first mention on 24 July 2012.	N/A	N/A	Costs to date \$0.00

appendices

TABLE 8 - Prosecution for various offences under nominated legislation.

File No.	Act and offence	Status	Fine imposed	Costs awarded to	Costs incurred
LP16/12	Companion Animals Act – not register 6-month old companion animal – not dangerous dog.	Plea – No plea entered. Listed for first mention on 17 July 2012.	N/A	N/A	Costs to date \$0.00

TABLE 9 – legal advice not relating to court proceedings for period 1 July 2011 to 30 June 2012.

Costs for various advice sought from Council's contracted solicitor	\$31,529.93
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Costs Summary Table

TABLE 10 - summary of 2011/2012 net costs	Debit	Credit
TABLE 1 - Class 1 Appeals against Council's determination of Development Applications	\$71,946.41	\$990.00
TABLE 2 - Class 1 Appeals against Council Orders or Notices	\$0.00	\$0.00
TABLE 3 - Class 4 Civil enforcement for non-compliance with Council Orders or Notices	\$1,391.58	\$5,494.60
TABLE 4 - Class 5 Criminal Prosecution for alleged pollution offences and various breaches of environmental and planning laws	\$143.20	\$0.00
TABLE 5 - Class 6 Appeals from convictions relating to environmental offences non-compliance with Council Orders, Notices or Prosecutions	\$0.00	\$0.00
TABLE 6 - District Court NSW Appeals from convictions in the Local Court not being environmental offences	\$1,100.00	\$5,709.84
TABLE 7 - Consumer, Trader and Tenancy Tribunal – civil disputes of a commercial nature between Council and its customers	\$0.00	\$0.00
TABLE 8 - Local Court prosecution matters	\$7,471.09	\$6,570.67
TABLE 9 - Legal Advice	\$31,529.93	\$0.00
Costs sub-total	\$113,582.21	\$18,765.11
Net costs total (GST exclusive)	\$94,817.10	

TABLE 11 – comparison with previous Financial Year 's legal costs

	2009-2010	2010-2011	2011-2012
TABLE 1 - Class 1 appeals DAs	\$179,555.88	\$37,703.61	\$70,956.41
TABLE 2 - Class 1 appeals others	\$344.65	\$797.23	\$0.00
TABLE 3 - Class 4 proceedings	\$4561.37	\$7683.15	\$-4103.02
TABLE 4 - Class 5 prosecution	\$34,256.47	\$18,902.84	\$143.20
TABLE 5 - Class 6 appeals	\$0.00	\$0.00	\$0.00
TABLE 6 - District Court appeals	\$0.00	\$2300.31	\$-4609.84
TABLE 7 - CTTT civil disputes	\$0.00	\$0.00	\$0.00
TABLE 8 - Local Court proceedings	\$6168.02	\$9951.13	\$900.42
TABLE 9 - Legal advice	\$52,931.31	\$21,935.21	\$31,529.93
Overall costs total	\$280,917.70	\$99,273.47	\$94,817.10

Appendix three - Statement of activities relating to companion animals

Statement of activities relating to enforcing and ensuring compliance with the *Companion Animals Act 1998* and Regulation

1) Lodgement of pound data returns with the Division of Local Government

2011-2012	Cats	Dogs	Total
Impounded	938	1627	2565
Surrendered	290	599	889
Released to owner	18	770	788
Sold	112	312	424
Euthanised			
- surrendered by owner to be euthanised	197	379	576
- restricted dogs	n/a	22	22
-health/temperament	740	530	1270
-unable to re-home	77	131	208

2) Lodgement of data with the Division of Local Government relating to dog attacks

During the reporting period, Council received 70 complaints in relation to dog attacks. Each of these complaints were investigated and where an attack was confirmed, details were provided to the Division of Local Government on the notification form.

3) Amount of funding spent relating to companion animal management and activities

Council's expenditure on companion animal matters was \$705,865 which is subsidised by income of \$408,040 through animal sales, impounding fees and charges, and fines.

4) Companion animal community education program

Regular articles on responsible pet ownership are included in Council's quarterly residential newsletter, Compass, as well as Council's website and the local media.

In addition, Council is a partner in a CAWS companion animal desexing program with the RSPCA and Sydney University Vet Hospital. This program provides community information to program participants on responsible pet ownership.

5) Strategies Council has in place to promote and assist the desexing of dogs and cats

Council's website is used as a primary means of promoting the desexing of dogs and cats. Information available on the website includes owner requirements for micro chipping and lifetime registration, requirements under the *Companion Animals Act 1998* and information on community education programs.

In addition, companion animal desexing is promoted through Council's participation in the CAWS subsidised companion animal desexing program and the conduct of a male dog desexing trial where all male dogs sold through the Animal Care Facility are required to be desexed. In addition, all cats and kittens sold are desexed by redeeming a voucher with Council's veterinarian.

6) Strategies in place to comply with the requirement under section 64 (*Companion Animals Act 1998*) to seek alternatives to euthanasia for unclaimed animals

Any animals that are impounded are kept at the Animal Care Facility, as a minimum, for the mandatory holding period specified in the *Companion Animals Act 1998*. If the animals are unwell or have behavioural problems, they may be euthanised. Council staff also place images and information of impounded animals, both lost and for sale, on Council's website.

Council also runs a regular pet feature in the local paper to promote animals for sale. In addition, Council has approved a number of rescue organisations which it works with to assist it with efforts to responsibly rehome impounded animals.

7) Off leash areas provided in the Council area

Council has four off leash areas in the LGA:

- Eagleview Road, Minto
- Hurricane Drive, Raby
- Kellerman Drive, St Helens Park
- Railway Parade, Glenfield.

8) Detailed financial information on the use of Companion Animals Fund money for management and control of companion animals in the area

Council's expenditure is used to operate an Animal Care Facility. This facility is staffed by nine full time staff and has the capacity to care for 120 dogs and 30 cats. The operation and maintenance of this facility is labour intensive and accounts for approximately 70% of Council's animal management expenditure. The remainder of Council's animal management expenditure is taken up by equipment and supplies to operate the facility including animal sustenance, veterinary fees, vehicle running expenses and facility improvements.

Appendix four - Government Information (Public Access) application

Government Information (Public Access) Application 1 July 2011 to 30 June 2012

Schedule 2 statistical information about access applications as required

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	Refused to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	5	0	0	0	0	0	0	0
Private sector business	12	0	0	0	0	0	0	0
Not for profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	9	0	0	0	0	0	0	0
Members of the public (other)	9	0	0	0	0	0	0	0

*more than one decision can be made with respect to 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 application by type of application and outcomes								
	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	35	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

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

appendices

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

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of Act	
	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environment heritage	0

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

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of Act	
	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interest of agencies and other person	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness	
	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	0

Table G: Number of applications reviewed under Part 5 of the Act (by the type of review and outcome)			
	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of Act	0	0	0
Review by ADT	0	0	0
Total	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
Applications by access applicants	0
Applications by persons wot whom information the subject of access application relates (see section 54 of the Act)	0

Appendix five- Checklist for Annual Report

Checklist for Annual Report	
1. Completed within 5 months after end of financial year	Completed 30/11/2011
2. Copy provided to the Minister for Local Government (via the Division of Local Government)	Sent 30/11/2011
Contains:	Page
3. Copy of Council's audited financial reports	Appendix
4. Amount of rates and charges written off during the year	53
5. Comparison of actual performance against projected performance of its principal activities measured in accordance with the Management Plan	17-55
6. Includes statement of reasons for any difference (check consistent with Management Plan – Module 1)	17-55
7. Report as to the state of the environment in the area (see separate checklist for specifics)	55
8. Report on conditions of public works (including public buildings, public roads and water, sewerage and drainage works) (check consistent with Asset Management Plan and capital works program – Module 3) ❖ Public works report includes estimate of amount of money required to bring the works up to a satisfactory standard ❖ Public works report includes estimate of annual expense of maintaining the works at the standard ❖ Public work report includes Council's program of maintenance of that year	35-40
9. Summary of the amounts incurred by the Council in relation to legal proceedings	60-65
10. Summary of the state of progress of each legal proceeding and result	60-65
11. Total amount of money spent on Mayoral and Councillor fees	54
12. Council's policy on the provision of facilities for use by Councillors and the payment of Councillors expenses	54
13. Details of overseas visits by Councillors, Council staff or other persons representing Council	54
14. Total amount of money expended during the year on the provision of Councillor facilities and the payment of Councillor expenses, including separate details of the total cost of: ❖ Provision of dedicated office equipment allocated to Councillors ❖ Telephone calls made by Councillors ❖ Attendance of Councillors at conferences and seminars ❖ Training of Councillors and provision of skill development	54

Checklist for Annual Report	
<ul style="list-style-type: none"> ❖ Interstate visits by Councillors, including transport, accommodation and other out of pocket traveling expenses ❖ Expenses of any spouse, partner or other person who accompanied a Councillor ❖ Expenses involved in the provision of care for a child or an immediate family member of a Councillor 	
15. Statement of the number of senior staff employed by the Council during the year	53
16. Statement of the total remuneration comprised in remuneration packages of each senior staff member employed by the Council during the year. <ul style="list-style-type: none"> ❖ Includes for each such member, total of the following: ❖ Total value of salary component of package ❖ Total amount of any bonus payments, performance of other payments that do not form part of salary component ❖ Total employer's contribution to superannuation (salary sacrifice or employers contribution) ❖ Total value non-cash benefits ❖ Total fringe benefits tax for non-cash benefits 	53
17. Details of contracts awarded for amounts greater than \$150,000. Includes: <ul style="list-style-type: none"> ❖ Name of contractor ❖ Nature of good or services supplied ❖ Total amount payable under the contract 	56-58
18. A report on bush fire hazard reduction activities	19-20
19. Details or programs to promote services and access for people with diverse cultural and linguistic backgrounds consistent with principles of multiculturalism (check consistent with Social and Community Plan and Management Plan – Module 4)	32
20. Details of activities to develop and promote services and programs that provide for the needs of children (check consistent with Social and Community Plan – Module 4)	32
21. Report on the Council's performance in relation to access and equity activities to meet residents' needs outlined in Council's Management Plan (check consistent with Social and Community Plan – Module 4)	

Checklist for Annual Report	
22. Summary of resolutions made under section 67 concerning work carried out on private land. Includes: ❖ Summary or details of work ❖ Cost of work fully or partly subsidised by Council ❖ Total amount by which Council has subsidised any such work	42
23. Total amount contributed or otherwise granted under section 356 (financially assist others)	53
24. Statement of human resources activities (check consistent with Human Resources Plan – Module 5)	49-50
25. Statement of activities to implement EEO Management Plan	50
26. Statement of external bodies that exercised functions delegated by Council	54
27. Statement of all companies in which Council held a controlling interest	55
28. Statement of partnerships, co-operatives or other joint ventures including public-private partnerships to which council was a party	55
29. List of category 1 business activities. Includes: ❖ Statement of expenses, revenues and assets for each activity ❖ Comparison of performance with projected performance and statement of reasons for difference for each activity	55
30. List of category 2 business activities	55
31. Summary of progress of Council in implementing principles of competitive neutrality	55
32. Statement as to whether competitive neutrality pricing requirements have or have not been applied to each category 1 business activity	55
33. Statement re the establishment of a complaints handling mechanism for competitive neutrality complaints. Includes: ❖ Manner in which publicises and makes known to public ❖ Summary of complaints received ❖ Subject matter or nature of complaints ❖ Statement as to outcome of complaints, includes number disposed of and number outstanding	55

Checklist for Annual Report	
34. Comparison of actual stormwater management services with projected stormwater management services as proposed in management plan. Includes : ❖ Statement of reasons for any difference	33
35. Statement of activities relating to enforcing and ensuring compliance with the Companion Animals Act and Regulation, including information on: Lodgement of pound date collection returns with the Division Lodgement of data relating to dog attacks with the Division Amount of funding spent relating to companion animal management and activities Companion animal community education programs carried out Strategies Council has in place to promote and assist the de-sexing of dogs and cats Strategies in place to comply with the requirement under section 64 (Companion Animal Act) to seek alternatives to euthanasia for unclaimed animals Off leash areas provided in the Council area Detailed financial information on the use of Companion Animal Fund money for management and control of companion animals in the area.	66-67
36. Report on special variation expenditure if required to do so by the instrument made by the Minister.	55
Freedom of Information Act 1989 and Regulation	
37. Information included on Freedom of Information outstanding activity from the 2009-2010 year	53
Government Information (Public Access) Act 2009 and Regulation	
38. Information included on GIPA activity from 1 July 2010	68-69
Environmental Planning and Assessment Act 1979	
39. Particulars of compliance with and effect of planning agreements in force during the year	22