



campbelltown city council
annual report
2004 / 2005



statutory reporting

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Management Plan 2004-2005

The Management Plan is an important document - it sets the direction for Council and governs its activities. The Plan outlines the objectives, strategies and measures that will be pursued in the coming year, and beyond, for the five functional divisions of Council.

These are:

1. Office of the General Manager
2. City Works
3. Community Services
4. Corporate Governance
5. Planning and Environment

In developing and implementing this Plan, Council has adopted clearly defined operating principles based on consultation, access, quality, and cost effective service delivery. These principles will provide the basis for a sustainable cultural change within Council and be an integral component of the way Council deals with its community.



Office of the General Manager

The goal for the Office of the General Manager is to provide a modern, responsive local government organisation that enjoys the confidence of its own community while also raising the profile and improving the influence of the City of Campbelltown in the wider community.

Division Purpose

Our purpose is to provide appropriate linkages between Councillors and the Administration to facilitate the effective and efficient activities of our elected members.

The Division is committed to an ongoing review of the organisational structure and the services provided by Council to ensure that improved management practices can be achieved and service levels to the community enhanced.

Executive Services

Our objective for Executive Services is:

To provide a high level of support to elected members and the Executive resulting in the best interests of Council being served. This will be achieved through the following:

- Ongoing provision of a high level of support and coordination of services to Councillors
- Effective and responsive support to the General Manager and the Mayor
- Implement appropriate procedures to meet Council's legislative requirements in regards to Freedom of Information and the Privacy Protection Act
- Enhanced liaison and responsive management of community requests





CITY WORKS

Our goal is to establish and maintain infrastructure that enhances the public domain and improves the amenity of the City for all users.

Division Purpose

To support the social, economic and cultural development of the community, the Division will put in place strategies to provide, maintain and enhance the City's physical infrastructure assets. The Division is committed to providing a safe, efficient and effective road and public transport network throughout the City, which also considers the future needs of the community. A key aim is to provide this network in an environmentally sensitive and cost effective manner, with maximum benefit to residents, workers and visitors.

Executive

The objective of the City Works Executive is:

To provide, maintain and enhance the City's physical infrastructure through a continuous improvement approach that will enable the most efficient and effective utilisation of available resources. Its achievements this year include:

- *The Asset Management system has now incorporated targets for monitoring together with the use of Microsoft for all projects and objective setting. Project status is reviewed at monthly Division meetings and two weekly coordination meetings. Where project objectives are not being met, alternatives are investigated to accelerate and/or resolve issues.*
- *A presentation on the System was made to National and State Conferences together with industry and the Local Government Areas. It is continuing to develop, including research into, and the introduction of, industry best practice. New and innovative materials are reviewed and tested.*
- *Joint submissions were made to State and Federal Government on Sustainable Transport proposals and Road Classification reviews.*
- *Regular meetings (quarterly) have been established, involving the exchange and development of fleet management and technical design techniques with Camden and Wollondilly Councils. In addition, there is regular involvement and liaison with other Sydney Councils on innovative practices and other Local Government areas on Asset Management Development.*
- *Partnerships have been developed with Camden, Wollondilly and Liverpool in the development of risk management plans for the region. All emergency agencies are contributing actively to this process. We have had a particularly close involvement with State Emergency Services in the development of the Flood Plain Management Strategy for the Campbelltown Local Government Area.*

Operations

The objective for Operations is:

To maintain Council's road, drainage, building and open space infrastructure within budget and to a standard that best meets the needs of our customers and the community of Campbelltown. A proactive continuous improvement management approach will be implemented that will enable the most efficient and effective use of the resources available.

- *Works programs have been established for all major works. Programs continue to be revised and monitored in response to community needs.*



- *Work on our services standards is ongoing. Specifications for areas currently being contracted have been established and are reviewed prior to the renewal of contracts. Service reviews in a number of areas have been commenced with draft documents being completed by the last quarter of 2004/2005.*
- *0% of all programs have been reviewed over the past 18 months. Programs have been established in all areas. Actual programs achieved are being collated and compared to initial programs and discrepancies examined.*
- *Daily work activities are being reported indicating maintenance activities. Work is" currently being undertaken on methods of electronically recording the information. Civil maintenance works are being recorded within the corporate asset system. Systems of recording the records within the Open Space area are currently being established. Workshop repairs are being recorded in the Corporate Asset system.*
- *Training of staff is ongoing. Specific needs have been identified and training is being targeted to strengthen the skills of staff. Training levels are being maintained with an increased emphasis on skill specific training.*
- *Consulting with residents about works being undertaken and methods used are continuously being revised. Greater sign posting and advertising of works are being undertaken. Pre work notification is still being issued to all properties affected by the works. These notification letters advise the resident of a direct contract with regards to the works.*
- *Due to current water restrictions community planting days have been limited. Drought conditions have still restricted community planting days. Groups are being encouraged to get involved in planting works at sites associated with their sport or interest. National tree day is strongly promoted and supported, and Council staff work closely with schools and other interest groups.*

Technical Services

The objective for Technical Services is:

To contribute to the successful management of the stormwater, road, footpath and cycleway networks to maximise community safety and accessibility within the resources available to Council.

- *Council's Road Safety Strategic Plan has been adopted and the identified strategies are being implemented.*
- *Consultants have been retained to build a Traffic Model to analyse the current road network, and identify appropriate ways in which network performance can be improved.*
- *Advocacy for improvements to the road network is continuing through a range of forums. The RTA is investigating options for Pembroke Road and Campbelltown Road in response to Council lobbying efforts. Works have commenced on additional lanes on the F5, and works are due to commence on the new ramps at Ingleburn.*
- *Council continues to coordinate the Campbelltown Public Transport Forum to discuss a range of public transport issues. Council has received funding to prepare an Integrated Transport Strategy, which will identify options and strategies to improve public transport in the Campbelltown/Camden region.*
- *The draft Flood Model is currently being developed in house, following consultation with DIPNR.*
- *Council's footpath program is continuing, with most projects already completed, including the additional projects arising out of the second allocation of funds. The primary cycleway project this year is the Eschol Park Sports Complex, which is currently under construction.*
- *Parking reviews have been completed in the Ingleburn and Campbelltown CBD's. A Commuter Parking Survey has just been completed at all railway stations by DIPNR. Specific car parking strategies will be identified as part of the Integrated Transport Strategy.*





- Council's draft Crime Prevention Plan (Safer Towns Program) has completed its public exhibition phase, and a number of amendments have been incorporated. Following endorsement by the Community Safety Committee, it will be presented to Council for adoption. Operation Bounceback (vehicle theft reduction program) has been completed, and grant applications made for several new initiatives.

- Consultation processes are implemented for all major projects to ensure that all stakeholders are consulted, and comments integrated into the project, where feasible.

Property and Support Services

Our objective for Property and Support Services is:

To be a leader in planning, coordinating and managing Council's property portfolio, community facilities and playground equipment, and to provide support to Council.

- *Council's rental portfolio has continued to perform in line with the current market. Strategies are being pursued to enhance the portfolio for the long term.*
- *Council's rental portfolio has continued to perform in line with the current market. Council's halls are constantly under review. The recently air conditioned Glen Alpine Hall is performing strongly. The Civic Hall has been upgraded and the Asset Management System continues to enhance maintenance practices on other facilities. The older halls are not necessarily meeting community demands and are being included in a review of Council's open space and playground equipment.*
- *There are a number of issues with playground equipment arising out of challenging demographics, anti-social behaviour and higher standards expected. A review is being undertaken in the expectation that there will be larger district style parks with higher standard equipment replacing the smaller pocket parks with older equipment.*
- *Council has approved an anti-graffiti policy that is being implemented throughout the LGA. All complaints are recorded and attended to within reasonable time expectations. Partnerships with Juvenile Justice have been formalised to bring another resource to assist in the program.*
- *A proposal has been developed for a 24/7 control room that is now being evaluated. The current alarm systems are continuing to be improved for better and more cost effective responses.*

Contracts and Supply

Our objective for Contracts and Supply is:

To provide information and resources to Council for Asset Management Services, Supply and Contract Services, and Fleet/Plant Management Services. The services are to be provided with a focus on cost minimisation, consideration of short and long term asset planning, and a determination to ensure that Council is at minimal risk in Tendering and Contract Management.

- *Council's Asset Management Plan has been completed enabling the formulation of strategic options for implementation of long term asset management principles.*
- *Implementation and training of key staff in the use of Conquest Asset Management software has been completed.*
- *New tenders for electricity, gas, street lighting and telecommunications have been completed.*
- *We are investigating methods of fleet/plant management and completing a review including green policy for fleet and plant suitability for all facets of Council use.*

- A review of Council's plant hire charges, methodology and how the allocation of charges is placed against each operation is being undertaken.

Emergency Services Support

Our objective for Emergency Services is:

To provide assistance to the local State Emergency Services and Rural Bushfire Services and to ensure that these agencies are in a state of awareness and preparedness to enable them to respond to emergencies or natural disasters that may affect the City.

- Support is ongoing and continuous, including participation in the Bushfire Management Committee and coordination of LEMC at quarterly meetings.
- An 18 month plan for the development of the Campbelltown Risk Management Project has commenced. We are continuing to update the Campbelltown District Plan.
- A reviewed plan was presented to Council Emergency Risk Management Task Force in liaison with RFS. We continue to monitor and update the plan.
- A Community Awareness program is ongoing, coordinated through the RFS and respective combat agencies.
- During the winter months regular maintenance was carried out on fire trails with the Campbelltown Local Government Area. An assessment will be made at the beginning of summer to review if another maintenance is required. Works by Council include the creation and maintenance of hazard reduced buffer zones at the edge of residential areas in partnership with RFS.
- Progress is being made in collecting all the attributes of asset details to be included on Council's Asset Management System. The information being collected relates to gates, trail conditions and maintenance needs.

COMMUNITY SERVICES

Our goal is to be a leader in the planning, coordination and delivery of community services that respond to the diverse needs of the Campbelltown Local Government Area.

Division Purpose

Community well-being is central to the operation of local government and is based on giving value to the social infrastructure in a way that promotes the quality of life and social opportunities for our community. The purpose of this Division is to promote and develop our community through the equitable provision of a diverse range of services, facilities and planning processes.

Improving the quality of life in our community requires the development of supportive networks including child care, aged services, youth services, community information, recreational and cultural services.

Executive

Our objective for the Community Services Executive is:

To be a leader in the planning, coordination and delivery of a range of community services that respond to the diverse needs of the Campbelltown LGA. Key achievements this year include:

- Input into the development of the corporate website from a community service perspective. Joint advertising across Divisions. Increased attendance at libraries, leisure centres and events.
- Individual services ie: Healthy Lifestyles, undertook customer satisfaction surveys.
- A review of Health Promotions has been completed. Services currently under review for continuous improvement are: Library; Leisure Services; and Children's Services.
- Performance indicators have been developed as part of performance appraisal and the development of a managerial plan.





Children's Services

Our objective for Children's Services is:

To provide a range of quality Children's Services that is accessible to local families, and which maximise children's potential and support the development of the children's services industry within Campbelltown.

- *Currently reviewing operation and customer needs for both Occasional Care Centres. Currently reviewing operation and customer needs of OSHC.*
- *Children's Services Support Team regionalisation process has begun. Scan program is operating for preschools.*
- *Fees and charges have recently been reviewed in line with other LGA child care services as well as other community and private services in the Campbelltown Area. OSHC is currently implementing the first round of their Quality Assurance in all services with the first two services Self Study Reports being submitted.*
- *Training for 2005 has been implemented on a regular basis for all Council and community staff.*

Library Services

Our objective for Library Services is:

To connect our community to varied sources of information and knowledge; to enrich our community by providing teaching and training opportunities; to create safe and comfortable public spaces for study and recreation; and to empower the community through knowledge.

- *We are developing a marketing strategy to increase library use and membership - a signage working group has been established; new and additional content has developed for our website; we are promoting activities through local radio and other media; a bi-monthly library newsletter "Check It Out" has been produced.*
- *Both ongoing, and new services and approaches are being developed that are responsive to community demand.*
- *A draft 5 year Strategic Plan for library services has been completed.*
- *We are developing broader extension programs such as supporting CALD*

program, 'Books for Babies', literacy and numeracy sessions, homework help and the STAR program.

- *Review of collection is underway. A draft collection development policy has been completed.*

Community Resources and Development

Our objective for Community Resources and Development is:

To optimise the match between community needs and human services activity in Campbelltown.

- *Key strategies in the Aboriginal Service Plan are being implemented. Youth Strategy - most items are either underway or implementation complete: Disability Action Plan - framework developed, plan being completed. EAPS revised, implementation almost complete.*
- *A Social Plan has been completed and adopted by Council. An Implementation Team has been formed.*
- *Community grant administration is being reviewed.*
- *A review of Youth Services and facilities is underway.*
- *Needs and emerging trends have been identified in the Social Plan.*
- *New case management services for young people with disabilities is fully operational.*
- *Assistance given to Macarthur Community Forum to establish a network for Managers of Non Government Agencies.*

Cultural Services

Our objective for Cultural Services is:

To provide access, encourage participation and promote appreciation and awareness of culture through the visual and performing arts throughout the community.

- *Campbelltown Arts Centre undertook the following exhibitions: Artexpress: HSC Major Works; Kathy Cavalerie - Suspended Moment; Southern Highland Printmakers; Deadly: Major works from the Campbelltown Arts Centre's Aboriginal and Torres Strait Islander Collection; Annual Friends of Campbelltown Arts Centre Exhibition; New*

Works by Dino Rogliani; Mobile Hip Hop Project; John Peart Touring Exhibition; Anne Judell Touring Exhibition.

- *The documentation of the Centre's Permanent Collection has been completed and insurance values updated. The new collection storage area has been completed and collection works have been relocated.*
- *Campbelltown Arts Centre developed and presented the following Education and Public Programs: Term Three Arts Workshop Program; Artexpress Education Program; Performance and Installation Art: Unpacking the Enigma; Forum with Southern Highland Printmakers; Suspended Moment Education and Performance Program; International Women's Day Project: Aboriginal Elders Project for Seniors Week; Exhibition Discussion Tours for Schools; Ongoing School and Tertiary Internship Program; Summer School Holiday Workshops; Lao Dance Workshops.*
- *Campbelltown Arts Centre Capital Development program completed in June 2005. A four day program of cultural activities developed to celebrate the launch of the Centre.*
- *A Cultural Plan has been adopted by Council; Campbelltown Business and Operational Plan adopted by Council; Draft Public Art Plan completed, contributed to the development of the WESROC Western Sydney Cultural Plan.*

Healthy Lifestyles

Our objective for the Healthy Lifestyles Section is:

To provide accessible and equitable utilisation of Council's sport, recreation and leisure facilities and activities to improve the health status of the community.

- *Community initiatives include subsidised classes and services for a woman's disadvantaged group, disabled groups and multicultural groups. Fitness program have been surveyed and reviewed, and the results implemented. Learn to Swim and Gymnastics programs promotion has been widened. Campbelltown Swimming Centre, Squad Training and Learn to Swim Tender implemented. Launch of Kids Ball Sports Program completed.*
- *Water Safety - Learn to swim program and the role it plays in promoting water safety skills has been broadened and widely promoted.*
- *Sports Safety – Establishment of a playing field renovation program in conjunction with Council's Operations section, to ensure the safety of players during the current drought conditions. Revised and additional watering opportunities developed in conjunction with Sydney Water.*
- *Bicycle Road Safety Education – Upgrade of Bicycle Education Centre's fleet from 30 to 60 bicycles, plus an enhancement of school educational programs to increase student's riding time and learning experience have been implemented. Development of 2005/06 calendar of events for Campbelltown Skate Park and successful conduct of quarterly competitions have been implemented.*
- *Income generation opportunities at Council's Leisure Centres have been reviewed and results implemented through programs and services. The review of fees and charges has also been pivotal in generating income. Hire of Playing Fields policy is currently being reviewed, including fees and charges. The Bicycle Education Centre has improved income-generating opportunities through a range of bicycle educational courses. Successfully gained State Government grant funding for capital works for a number of sporting facilities in the LGA.*
- *Applications have been received for additional funding in the 2004/2005 Capital Assistance State Government Grant Funding Program for the development of a beginner's area at the Campbelltown Skate Park, Leumeah and four other community partnership projects.*



- *Health Promotion and Protection Unit Review, completed and Implementation Procedure currently being formalised.*
- *A formal management plan is currently being completed and documented for the Campbelltown Sports Stadium. Council has liaised with major sporting bodies in Campbelltown. A regional grant project for the Campbelltown Showground was successfully completed April 2005.*

CORPORATE GOVERNANCE

Our goal is to maximise the allocation and use of resources through effective and innovative management practices, community involvement and commitment to quality service.

Division Purpose

The City Management Program is designed to allocate resources for the delivery of services to the community. The purpose of this program is to:

- *Ensure contemporary, responsive, and cost-effective customer service*
- *Ensure Council programs and initiatives are effectively promoted through the media and directly to the community*
- *Ensure the highest standards of workforce management including recruitment, training, performance review and occupational health and safety*
- *Ensure the continuous improvement of the Occupational Health & Safety Management System*
- *Ensure a sound ongoing financial basis for Council operations*
- *Ensure that the organisational structure continues to meet the diverse needs of the community.*

Corporate Governance Executive

Our objective for Corporate Governance Executive is:

To enhance the governance activities of the organisation through effective and innovative management practices and a strong commitment to quality customer service

- *The Chief Financial Officer in conjunction with staff from a Cross Divisional Working Party is currently preparing a long-term Financial Plan for Council's consideration. This Plan will consider such issues as Grant Income, Asset Rationalisation, Loan Borrowing Opportunities, Long Term Community facilities and Capital Works Programs. The target for completion date is February 2006.*
- *Extensive interviews have been held with Council's Customer Service Staff together with Exit Interviews for customers utilising Council facilities. The concept of a Customer Service Centre has been developed and will be shortly released to Council as one of the foundation documents which are forthcoming from the Local Government Department Review.*
- *The Occupational Health and Safety Management System has been reviewed and updated to meet current Council requirements. Advice has been received that a new Model Management System is due for release by WorkCover, effective 1 July 2005. As a result, Council's Occupational Health and Safety Management System will again require review to ensure it meets the new model requirements.*
- *As part of the work undertaken following the review by the Department of Local Government, a foundation document has been prepared which is due for release to Council shortly titled 'Directions for Internal Control'. This document, together with a number of other foundation documents has evolved in a project, which will complete and implement a Risk Management and Continuous Improvement Strategy that will meet the objective of this Management Plan activity. The project is due for presentation to the Performance and Innovation Sub Committee by October 2005.*



Financial Services

Our objective for Financial Services is:

To provide quality, effective, timely and accurate information and services to all customers.

- *A 2005-2006 Draft Budget has been prepared and placed on public exhibition. A review is ongoing in conjunction with the development of a Long Term Financial Plan.*
- *KPI's being developed. Output measurement may be undertaken by the Corporate Review Team.*
- *Long Term Financial Plan to be completed by February 2006.*
- *Software project completed additional training and report writing being undertaken to enhance reporting.*
- *External independent audits have been conducted for Workers Compensation Licence. All documentation in keeping with WorkCover Guidelines.*
- *A review of revenue pricing policies and debt recovery of accounts receivable completed in June 2005.*

Information Management And Technology

Our objective for Information Management and Technology is:

To provide and maintain appropriate access to Council's information and technology which will assist the effective and efficient delivery of Council services to the community.

- *A Strategic Plan for Information Technology has been prepared and included in Information and Customer Service Foundation Document for adoption.*
- *All new systems have been implemented. Implementation sign-off was completed with each supplier by 31 December 2004. Post implementation review has commenced.*
- *Records and Archives created and maintained in accordance with State Records Act.*
- *Internet access speed improved for Central Library, Glenquarie, Ingleburn and Minto branches.*
- *Extensive training has been conducted since April 2004 for the implementation of the new Finance, Land Information and Electronic Document Management systems. Over 55 classes were held for 316 attendees.*
- *Ongoing training is now being provided in standard Microsoft Office products; Dataworks and Minute Manager. In 2005, over 16 courses were held for nearly 90 attendees.*

Human Resources

Our objective for Human Resources is:

To provide expert advice, in a rapidly changing environment, to management on a wide range of employee related activities.

- *The inclusion of the risk management function in Human Resources is now complete. This coupled with the Organisational Review of Human Resources has confirmed that the current suite of functions provided to the line managers continues to meet their needs.*
- *All HR policies have continued to be reviewed in accordance with the policy schedule. Introduction of new policies such as Workplace Bullying continue to ensure that Council's Human Resources Policies are best practice.*





- *EEO and learning and development plans continue to be implemented as part of the scheduled program. In particular, the ongoing success of the WELL and Springboard Programs ensure we continue to meet the needs of our employees.*
- *Occupational Health and Safety Policies have now been incorporated into an extensive OH&S Database to support the continued development of the OH&S System. Recent changes by WorkCover to the self-insurers model will require further review of our system in the coming months.*
- *Following the establishment of the Organisational Review Team and the development of the draft Human Resources Foundation document a range of best practice goals have been identified for inclusion in the Human Resources Strategy.*

Corporate Strategy & Support

Our objective for Corporate Strategy and Support is:

To ensure current and future issues are planned for in an integrated, sustainable and financially responsible manner and to provide administrative support to the organisation and elected members.

- *Ongoing attendance at all Council, Committee and Sub Committee meetings. Minute Manager system implemented for Council and Committee meetings.*
- *Ongoing advice and support to the Council and Executive.*
- *Ongoing involvement with the Review Group in developing strategic direction and corporate planning.*
- *Investigating the implementation of a Business Excellence Framework for the organisation. Involvement in developing annual audit program and four year program of service reviews.*
- *Reporting and review processes being developed in conjunction with the preparation of Council's Strategic and Corporate Plans.*

Communications & Marketing

Our objective for Communications and Marketing is:

To enhance the image of Campbelltown and to promote a sense of community pride.

- *Currently a review of Council's Customer Service arrangements is underway to assess how to best service the needs of residents.*
- *Three major events have been successfully held - New Year's Eve, Australia Day and the Ingleburn Alive Festival (19 March). Also worked closely to promote and/or assist with organisation of events and activities including Clean Up Australia Day, the Campbelltown City Challenge Walk, Seniors Week, Youth Week and the National Trust Heritage Festival. The Visitor Information Centre produces a monthly 'What's on in Campbelltown' listing, which is distributed to local accommodation providers and tourism attractions, and Visitor Centres across NSW. Civic Functions have included the annual HSC High Achievers Function. The Working Party for Christmas lights and displays has convened and planning is underway. The new Jubilee Awards have been received favourably by residents.*
- *A Draft Marketing Plan that reflects the Draft Corporate Plan is underway and will be presented to Council in association with the Draft Corporate Plan. A number of initiatives have undertaken to improve the City's image, including media articles in metropolitan press; a two page suburb profile on Campbelltown in the real estate publication 'Just Listed'; and*

an eight page wrap around feature **'Spotlight on Campbelltown'** in the *Trading Post*. Over 70 proactive media releases were issued in 2005. These releases have promoted a range of issues and initiatives Council's sponsorship of Macarthur small business awards and the Western Sydney Industry Awards has increased awareness of Campbelltown City and Council among investors and potential investors.

- Council's new regular community newsletter, **'Compass'** was delivered to all homes in March and the June edition is well underway. The March edition featured Ingleburn Alive, the Arts Centre and Australia Day winners on the front page. A weekly Mayor's Message runs in

the Campbelltown Advertiser and on radio station C91.3. The Draft Marketing Plan will outline communications initiatives and how these support the Draft Corporate Plan.

- Work has commenced on a review of Council's Tourism Strategy. Surveys have been distributed to local operators and more than 80 percent have been completed and returned. Council is continuing to work collaboratively with Camden and Wollondilly Councils on joint initiatives that promote the Macarthur region.
- The addition of information to Council's new website is progressing well, with the go live date expected to be in June 2005. Council's current website is continually updated with information about the latest events, initiatives, reports, programs etc.
- An Events Strategy is being developed as a supporting document to the Marketing Plan. This strategy will consider methods to ensure events meet community needs. As outlined in point one, the events calendar has continued to be well received by residents.



PLANNING AND ENVIRONMENT

Our goal is to achieve a sustainable future for the City by implementing an effective framework of strategies and plans which maintain, restore and enhance the natural and built environments and reflect the values of a diverse community.

Division Purpose

Campbelltown's unique blend of natural, rural and urban environments must be carefully managed if it is to provide an excellent quality of life and meet the expectations of future generations.

The purpose of this Division is to develop a strategic vision for the City up to and beyond 2025 and to implement that vision through an appropriate suite of environmental and planning policies.

Managing and protecting the City's natural and built environments is an important priority for the Division and is achieved through consistent implementation of quality waste management and compliance programs and excellent urban design response.

Planning and Environment Executive

Our Objective for the Planning and Environment Executive is:

To achieve a sustainable future for the City by implementing an effective framework of strategies and plans that protect significant Aboriginal and non-Aboriginal cultural heritage places; maintain, restore and enhance the natural and built environments; and reflect the values of a diverse community. Major achievements in 2004/2005 include:

- Campbelltown City Council leads the region in coordinating MACROC's submission to DIPNR's Metropolitan Strategy.
- Upgraded and improved reporting methods have been implemented in regard to the Division's regular Legal Status report and a new quarterly Divisional report created.





- Adoption of Council's long term strategic town planning vision for the City – **'Campbelltown 2025, Looking Forward'** and adoption of the Campbelltown (Sustainable City) DCP 2004.
- Ongoing monitoring and review of Planning and Environment services has continued throughout the year.

Environmental Planning Services

Our objective for Environmental Planning is:

To develop policies and plans that help achieve a safe, well planned and sustainable City where natural areas and places of Aboriginal and non-Aboriginal heritage are protected.

- Council adopted 'Campbelltown 2025 - Looking Forward' on 28 September 2004. The next stage of the project is to prepare a comprehensive planning strategy. A grant application has been lodged with the DIPNR to engage a consultant to prepare the planning strategy.
- Since August 2004 the Land Information Unit has overseen the introduction of a new electronic mapping viewer. Outputs include Section 149 certificates, mapping attachments for Council documents and reports, and mapping information required for customer enquiries.
- Draft Plans of Management for the Basin Reserve and Simmo's Beach are nearing completion. Stage 1 of the City-wide weeds mapping project has been completed. The Thompson/Claymore Creeks and Bunbury Curran/Box Hill Creek Programs were undertaken. Stage 1 of the Biodiversity Study has been completed and Stage 2 commenced.
- Campbelltown LEP 2002 - Draft Amendment No 12 - Edmonson Park was placed on public exhibition late in 2004. A Section 94 Contributions Plan for Edmondson Park is nearing completion and it is intended that it be placed on exhibition at the same time as the amended draft LEP amendment and the DCP. Council awaits advice from the DIPNR concerning progress with the draft local environmental plan for the Menangle Park urban land release. The draft Campbelltown (Sustainable City) Development Control Plan was placed on public exhibition late in 2004. The review of submissions will be reported to Council in June 2005.
- Council has endorsed a program of expenditure on community and recreational facilities proposed for Blair Athol. A landscape design professional is to be engaged to prepare a comprehensive "facilities master-plan". Work has also commenced on the design of an environmentally themed sculpture playground at Braeside Reserve, Glen Alpine.
- Preparation of the draft Plans of Management for The Basin Reserve and Simmo's Beach included consultation with local Aboriginal groups. The Heritage Week program included a ceremony to recognise "The Appin Massacre" and a representative of the Cubbitch Barta Native Title Claimant Corporation is to be a guest speaker at the Heritage Forum.

Development Services

Our Objective for Development Services is:

To provide a competitive, best value service to our customers in developing the City in an environmentally sustainable manner, while maintaining community confidence and participation.

- We have an ongoing program to ensure that new development is of a high quality, is environmentally sustainable, enhances the City, and is compatible with community attitudes
- Ecologically Sustainable Development principles have been adopted in all activities
- Developed and implemented a **'Good Design Guide'** to assist developers.

- Marketing of our services to ensure that we adequately compete with the private sector in service delivery
- Review of development services activities with an emphasis on cost recovery of services provided

Compliance Services

Our objective for Compliance Services is:

To provide a cost effective, timely and efficient community education and legislative enforcement service that meets the needs of our community.

- Continuation of the following compliance programs: Illegal trail bike riding, shopping trolleys, sediment and erosion control, wood fire heaters, goods stores on Council reserves, restricted dogs, school zone parking, micro-chipping and registration open days, litter from vehicles, dog control.



- Animal Care Facility - staff dealing with companion animal matters that were previously based at the Civic Centre have now been relocated

to the Animal Care Facility to provide a one-stop service. General Duties Ranger and Parking Patrol Rangers - a review of rostering arrangements has been conducted that will result in greater coverage of Ranger services during high demand periods. A review of the car park patrol roster will also see wider coverage of areas patrolled resulting in greater turnover of timed parking spaces.

- A community education program aimed to educate the relevant target audience supported each compliance program. The methods of advertising included newspaper and radio advertisement, distribution of information to specific community groups and local and community radio interviews.

Waste and Recycling Services

Our objective for Waste Services is:

To establish and maintain waste and recycling services that will ensure Campbelltown residents enjoy a clean city with excellent waste management and minimisation opportunities.

- The Councils of Campbelltown City, Camden, Wollondilly Shire, and Wingecarribee Shire are working together to seek a long-term regional solution to their domestic waste processing and disposal needs. During October 2004 the participating Councils advertised publicly for Expressions of Interest (EOIs) in participating in the Project. Twelve EOI's were received, of which seven were selected to be invited to tender. Tenders were invited in June 2005 and a contract will be awarded in late 2005 or early 2006.
- Council continues to run its successful recycling promotions through local media. These include the **'Say No To Plastic Bags'**, **'Recycling Has Real Returns'**, and **'Handy Hints to Minimise Waste Around Your Home'** promotions.
- Council's CBD Cleansing and Litter Collection services have been streamlined, resulting in greater efficiencies. This, combined with the purchase of new equipment, has resulted in an increase in the quality of cleansing services. Sadly, the instances of illegal waste dumping throughout the LGA results in a high workload for the cleansing staff.
- Council's effluent disposal facility has undergone significant upgrading, with the installation of an automated computerised flowmeter and recording system to ensure accurate billing of corporate customers. The facility is operating as a viable income source for Council, while at the same time providing an important service to residents in the Region whose premises are not connected to the sewer.
- Council has now developed and implemented a formal regular inspection program for domestic on-site waste water systems. In addition, Council has adopted a formal Onsite WasteWater Management Plan, which provides important information to residents on the correct operation and maintenance of their on-site waste water systems.



community issues

Access and Equity

Campbelltown City Council is committed to providing facilities and services that are accessible to the whole community. The Local Government (General) Amendment (Community and Social Plans) Regulation 1998 requires Councils to report on access and equity activities in their management plans and annual reports.

This legislation was introduced to ensure that Councils make their facilities and services appropriate for, and accessible to, everyone in the community. Councils also have a role advocating for residents to gain access to other resources required in the community.

Campbelltown City Council adopted its second Social Plan in November 2004. The plan provides an analysis of statistical data and community opinions about the quality of life in Campbelltown and, based on this analysis, details the strategies and actions needed to improve it.

The Social Plan was developed in conjunction with Federal and State Government Departments and Non-Government Organisations. Community members also participated in this process by providing extensive community feedback and reviewing drafts of the plan. Care was taken to ensure that the consultations

covered all of the target groups required under the Social Planning Guidelines.

The supporting documentation for the Social Plan includes a review of the 1999 Social Plan.

The Social Plan provides an analysis of need that is central to Council's draft Corporate Plan. The Corporate Plan will guide Council's Management Plans over a four-year period, ensuring that access and equity strategies are put into place. An access and equity activity is defined as one that assists Council to:

- Promote fairness in the distribution of resources, particularly for those in most need
- Recognise and promote people's rights and improve the accountability of decision makers
- Ensure that people have fairer access to the economic resources and services essential to meeting their basic needs and improving their quality of life
- Give people better opportunities for genuine participation and consultation

Social Plan

The Social Plan describes our community, analyses the factors affecting quality of life and formulates strategies to address identified needs. A summary of Council's proposed significant access and equity activities to be undertaken over the next four years is included in the Management Plan.

The social planning function is continuous, and builds on the information brought together in the Social Plan. Social planning activities occur in conjunction with land use planning and greatly assist Council to make progress towards achieving long-term goals of access and equity for all residents of Campbelltown.



Campbelltown has reached a critical point in its development. The rapid population growth of the previous 30 years has slowed and current developments are focused on Campbelltown's further development as a regional centre. These developments highlight the importance of integrated planning in order to produce social, environmental and economic sustainability for the Campbelltown LGA, and the Social Plan provides an integrated response to the changing needs of the city. Strategies are grouped under nine focus areas, Traffic and Transport; Crime and Safety; Health; Urban Development; Recreation and Culture; Employment Education and Training; City Image; Council's Leadership in the Community; and Strengthening Local Communities.

EAPS Policy

The Campbelltown Local Government Area has a significant proportion of people from culturally and linguistically diverse (CALD) backgrounds. Those born in non-English speaking countries now represents 16.5% of the total population.

Under the Local Government Act, Council has two key responsibilities in relation to access and equity for residents from non-English speaking backgrounds. These are:

- Exercise its functions having regard for the cultural and linguistic diversity of its community
- Include in its Annual Report details of programs undertaken by Council during the year to promote services and access to services for people with diversified cultural and linguistic backgrounds

The broad aims of EAPS are to:

- Make all residents aware of the services offered by Council
- Have equal access to services for all residents
- Make all Council services appropriate for the local population

Council has recently reviewed its EAPS Policy within the framework of the Charter of Public Service in a Culturally Diverse Society. This review was carried out in conjunction with Macarthur Diversity Services Inc. and resident representatives to ensure appropriate independent input. The revised document sets out actions for particular services as well as changes that apply across all of Council's operations. Significant progress has already been made in implementing these actions.

Community Consultation

During the year, Council has undertaken a variety of community consultation activities, ranging from grass roots level discussions on specific issues, to involvement in defining Council's vision as an aid to strategic planning.

A comprehensive community consultation process was also undertaken to develop the Social Plan. Over 1,400 people were consulted using a variety of methods including telephone and face-to-face surveys, focus groups and public meetings. The knowledge gained from this process is being included in a Community Engagement Framework that will form part of Council's Corporate Plan. This will ensure that;

- The community is involved in policy, planning, service development and review, and has a sense of ownership of the outcomes
- Council is open and accountable in its decision-making, resource management and expenditure

Disability Discrimination

Campbelltown City Council actively embraces initiatives that promote and continuously improve access by people with disabilities to services and facilities that allow them to live



and participate fully in their community. Through Council's Access Committee, a Disability Discrimination Policy has been adopted to achieve this aim and a Disability Action Plan is being developed in accordance with a framework adopted by Council.

Council will work toward its objective of ensuring that physical access for people with disabilities is provided at each of the facilities it controls, and encouraging other organisations to provide similar access. Council information and services will also be made more accessible through this process.

Council has expanded the membership of its Access Sub Committee to include additional community representatives. The Sub Committee has developed priorities for action and is actively involved in the development of the Disability Action Plan.

Target Groups

Council's Social Plan addresses the needs of specific target groups, and many new initiatives have been identified and implemented as a result of including each group in the consultation process.

Aboriginal and Torres Strait Islander People

Campbelltown's Aboriginal and Torres Strait Islander population represents 80% of the total Indigenous population of the Macarthur region. 2001 Census figures show that, since 1996, the Indigenous population

of Campbelltown grew by 11% to 3,602. ABS figures however are not considered to reflect the true number of Indigenous people in the area, and local organisations put the figure at somewhere between 8,000 and 10,000.

Council has:

- Developed and implemented strategies which increased understanding and cooperation between ATSI communities, Council and the wider community
- Undertaken joint initiatives with ATSI organizations
- Promoted Cultural issues affecting service delivery, program development to mainstream service and organizations
- Supported the Carwoola Council of Elders Seniors Week luncheon
- Continued to support the Aboriginal Advisory Sub-Committee
- Developed and delivered Cultural activities throughout Youth Week
- Supported the Winga Myamly Reconciliation Group in promoting and delivering activities such as the Appin Massacre memorial and Reconciliation Walk The Campbelltown Local Government Aboriginal Advisory Sub-Committee provides a link between Council and the indigenous community. Initiatives undertaken by the Sub-Committee include:
 - Increasing Aboriginal community participation in NAIDOC Week and the Fisher's Ghost Festival

- Contributing to the implementation of Council's Aboriginal Service Plan.

Council's Children's Service Support Team provides resources and training to federally funded children's services to assist them to successfully include children of ATSI origin.

The ATSI community is recognised in daily programs run by Children's Services.



Early Literacy Program

In September Council launched an exciting new Early Literacy and Parenting Program to encourage and promote literacy in Aboriginal and Torres Strait Islander children. Guest speaker at the launch was acclaimed Aboriginal artist, Elaine Russell, whose childhood memories of her family and their life on a mission inspired her children's picture books, such as 'A is for Auntie' and 'The Shack That Dad Built'.

Earlier in the year, we received a \$10,000 grant through the State Government's South West Sydney Families First Early Literacy and Parenting Initiative to establish the program. It gives local indigenous families information about the importance of developing reading and writing skills early, provides a wide range of books and other resources to help parents develop these skills, and distributes information about parenting support services.

A key part of the program will be the monthly distribution of resource bags containing books, CDs tapes, videos, and puppets to local Aboriginal Community Groups - Ooranga Wandarah Multifunctional Aboriginal Children's Service in Airds; Murrubin Family Program Service at Macquarie Fields; the Campbelltown Family Support Service; and Mura Nanga Mai Aboriginal Women's Group at Minto.

Aged People

Council has:

- Continued to develop and support the Community Options program to provide coordinated care for the frail aged, people with dementia and their carers
- Employed an Aged Services worker
- Supported the Seniors Cyber Seekers computer group, the Seniors Issues Group and Seniors Senior Citizen's clubs.
- Developed programs to address identified gaps in existing health and community services in conjunction with other government agencies.
- Coordinated a comprehensive program of activities for Seniors Week.

People with Disabilities

Council has:

- Coordinated and implemented strategies across all areas of Council's responsibility to improve access for people with a disability.
- Initiated the development of a Disability Discrimination Action Plan to support Council's adopted Disability Discrimination Policy. This included a Working Party that enables people with a disability to participate in the development of the plan.
- Continued to develop and coordinate the work of Council's Access Committee to reflect the interests, needs and aspirations of all people with disabilities.
- Ensured that major developments such as shopping centres make adequate provisions for access by people with disabilities.
- Established the Macarthur Disability Case Management and Brokerage Service, through funding from the Department of Ageing, Disability and Home Care. This service provides assessment and a range of support services for people with specific disabilities.

People From Culturally And Linguistically Diverse Backgrounds

The Campbelltown Local Government area has a significant, and growing, Culturally and Linguistically Diverse (CALD) population. An analysis of the CALD population indicates that, with about 103 different language or cultural groups, most countries are represented.

This significant increase in cultural diversity has implications for Council in the delivery of services to ensure equity to the CALD community. Council continues to review its Equity and Access Policy (EAPS) to ensure that these needs are met.

Council has improved the accessibility and appropriateness of all its services to residents of CALD backgrounds by providing:

- Training and advice to local community services to improve accessibility by non-English speaking residents
- Stationery that carries a printed message regarding interpreting services on the back
- Approximately 4000 items in eleven community languages that are available from Council's Libraries
- Support for such events as 'Riverfest' (activities, food and music from many cultures); community arts projects and workshops; cultural and community arts seminars; and major music performance events



- The NESB Gentle Exercise for Women Program. This program has been running for over five years, and includes up to 10 different nationalities in any one week including Afghani, Egyptian, South African, Laotian and Iranian
- Council's Children's Services Support Team provides training and resources to Federally funded Children's Services to assist them to successfully include children from CALD and ATSI origin into mainstream childcare services
- Council's Children's Services promote cultural and linguistic awareness in their daily programs
- Council's Family Day Care Service has supported and trained the 46% of carers who are from CALD backgrounds.

Children

Council's Children's Services Support Team provide specialised resources, equipment and training to assist staff of mainstream Children's Services to successfully include children with disabilities, children from culturally and linguistically diverse backgrounds, Aboriginal and Torres Strait Islander and South Sea Islander origins, and children who are refugees and have suffered from the affects of trauma and torture.

Council's Children's Services Division provides a variety of affordable childcare services for children aged 6 weeks to 12 years. Services are managed by a professional team of people who provide an educational program and safe care for children.

The level of service provided by Council is detailed below:

Children aged 0-6 years

- Eight accredited Long Day Care Centres providing care for up to 298 children daily
- One Occasional Child Care Centre providing 29 daily occasional care places
- One Occasional Child Care Centre providing 28 daily occasional care places on Wednesday, Thursday and Friday (school terms only)

Children aged 5-12 years

- Three Before and After School Care Centres catering for 180 places
- Two after school Centres catering for 50 child places
- Three Vacation Care Centres catering for 165 places

Children aged 0-12 years

- Family Day Care Scheme with 488 effective full-time children catered for by 97 Care Providers.

Council organised a wide variety of child and family-focused events and activities in 2004/2005. These included:

- NAIDOC Week. Matthew Doyle presented Wuruniri, an Aboriginal performance, to Vacation Care children. Also included and a free community bead making stall at Koshigaya Park
- Children's Week Activities celebrating the International Year of Rice - Promoting Healthy Children
- Launch of an exciting early Literacy and Parenting Program by renowned Aboriginal artist and children's author Elaine Russell.

A number of seminars and training courses for parents and carers was also held:

- A community seminar on Autism Spectrum Disorder presented by respected specialist Professor Tony Attwood;
- A community workshop presented by Child Psychologist Dr John Irvine on Parenting Boys;
- A combined SUPS Seminar for all SUPS workers in New South Wales;
- A Family Day Care Training Seminar held at Campbelltown Arts Centre with addresses from public speaker Mark Bunn and local Olympic soccer player Heather Garriock.

Quality Assurance was also introduced into Outside School Hours Care Services across Australia.

Finally, a joint venture was established with The Benevolent Society under the **'Partnerships In Early Childhood Project'** to place Family Support Workers in Council operated child care centres.



Youth

In 2004/05, Council reviewed and developed innovative entertainment and performance opportunities for young people in the city and continued to support and coordinate the activities of Council's Youth Advisory Sub-Committee. Council's Youth Development Unit consists of a Youth Services Coordinator, and a Youth Project Officer. The Unit provides both direct and indirect services for young people in the Campbelltown Local Government Area. These services range from facilitating youth workshops and planning days, to hosting and coordinating community events.

A major activity has been the implementation of the Campbelltown Youth Strategy. This was produced in conjunction with key State and Federal government agencies, and non-government organisations. The strategy commits these organisations to the sharing of youth initiatives and activities, for example health, youth, entertainment and the education to employment pathway.

The Youth Services Advisory Sub-Committee provides a link for Council to communicate with young people in the Local Government Area and raise issues and provide recommendations to direct Council in their delivery of youth services. Initiatives undertaken by the Sub-Committee include:

- Campbelltown Skate Park
- Fisher 's Gig 2004 - showcasing the talents of young local performers
- Youth Week 2005
- Youth Mock Council meetings
- Beach Bus – free bus travel to and from Wollongong beach during December/January school holidays for 12 – 18 year olds who attend school in Campbelltown

At different events throughout the year, Council staffed stalls to promote the wide and diverse range of services it provides. To celebrate National Youth Week in April, eight events were held throughout the City.

Council is also actively involved in Macarthur Youth Commitment – an initiative to improve the transition from school to work/tertiary education

Additional Activities to Improve Access to Services

During 2004/2005 Council undertook the following initiatives to support the Management Plan:

- Continued to resource neighbourhood and community centres by providing support to management committees (including the Campbelltown Youth Services Board Inc), and to staff
- Further developed the Campbelltown Senior Cyber Seekers Computer Club
- Promoted and administered the Area Assistance Scheme in the Macarthur region and the Council Community Grants Scheme in Campbelltown
- Set up information displays promoting the range of Council's services and facilities
- Produced new information brochures
- Continued to assist Home and Community Care Services in Macarthur
- Continued to support employment and community development activities in Claymore in partnership with other Government agencies as a model for the integration of community services delivery
- Continued the '**Strengthening Airds**' Project in partnership with other Government agencies
- Provided a Health Educational Resource and Information Service
- Organised the annual Campbelltown City Challenge Walk
- Distributed pamphlets and brochures on health, and liaised with other health education agencies



- Provided the opportunity for sports clubs and associations to update their knowledge by conducting a number of sports forums

- Increased awareness of the Campbelltown Sports Stadium

through the provision of directional signs at the entrance points to the City and other appropriate locations

- Erected temporary signage at Council facilities identifying Council's involvement in the organisation of high profile events

- Promoted the Campbelltown Sports Stadium by hosting the Fisher's Ghost Pro Am Sprint Gift

Cultural Services

The new Campbelltown Arts Centre was officially launched in June by the Premier of NSW, the Hon. Bob Carr. This magnificent \$10m redevelopment includes a 180-seat performance studio, rehearsal studios, workshop studios, administration area, galleries, café and outdoor amphitheatre.

A four-day program to launch the Centre, *C'Town Bling*, featured 30 contemporary artists and was targeted at the large proportion (almost half) of the

community that is under the age of 26. The program also included the opening of the Arts Centre Amphitheatre by the Federal Member for Macarthur, the Hon. Pat Farmer. Entertainers included trumpeter James Morrison, Strange Fruit, Fisher Ghost Youth Orchestra and the Cook Island Drummers all e.

This year, Council adopted the city's first Cultural Plan, which maps the future for

arts and cultural development over the next five years. The other key strategic planning document developed was the Campbelltown Public Art Masterplan, which provides a strategic framework for the implementation of Public Art across the city.

Capital works began on the re-establishment of Fishers Ghost Creek on the site of the cultural precinct. This environmental project will act as a resource for the delivery of environmental education programs at the Arts Centre.

Key partnerships developed include the establishment of the Parliament of NSW Indigenous Art Award, Macarthur Disability Services Cultural Program, University of Western Sydney Emerging Artists Scholarship and the NSW Ministry for the Arts for the establishment of the Indigenous Curator position.

The Campbelltown Arts Centre continued to develop and deliver an innovative education and workshop program that is focused on skills development and providing relevant employment opportunities for young people.

Community Resources Development

Council plays an important role in bringing other organisations together to work on key local issues. During the year council held a Youth Housing Forum and helped to establish the **'Partners in Employment'** program.

Campbelltown's large youth population was well served by a range of activities and events including Youth Week, Fishers Gig, SWAY magazine and regular band nights. Students from local high schools ran the Mock Council meetings.

In partnership with the Motor Accidents Authority, Council presented the Alive Festival with a focus on safe celebrating and road safety awareness. The Alive Festival also provided an opportunity for local performers to play alongside headline acts.

Council organised a range of events during the year in conjunction with other organisations and community members. They included Seniors Week, Youth Week, NAIDOC Week and MacAbility Day. All proved to be enjoyable and informative. Council's website now features an interactive Community Profile that provides detailed information from the census.



Eagle Vale Central

In August, Eagle Vale Central celebrated its second anniversary with a huge family fun day. Visitors took advantage of free internet access, cheap hot drinks, show bags, art and craft activities, and use of the leisure centre's inflatable pool monster to mark the occasion. The centre is one of the largest in the Macarthur region, with a library, an internet room, three indoor heated swimming pools, a learn-to-swim centre, a community meeting room, crèche, gym, fitness centre, café, and a vacation care program.

More than 10,000 people visit the fitness centre every month, and Mr Barry Smith and his wife, Judy, have joined the 3,300 other library members and become regular users since moving to Kearns in May.

"My wife and I have lived in the Macarthur area for 35 years and Eagle Vale Central is one of the best libraries we've been to," said 63 year old Mr Smith. "Not only are the staff courteous and helpful, but also the quality and quantity of their books – particularly the DVDs – are to be highly commended. If I had to give Eagle Vale Central an overall rating out of 10, it would 11 plus every time! Congratulations to Campbelltown Council for providing residents with such a marvellous facility."

Healthy Lifestyles

Campbelltown City Council is deeply committed to encouraging the community to adopt and maintain a healthy lifestyle. Council's Healthy Lifestyles unit facilitates the recreational infrastructure within the community by demonstrating a commitment to developing quality health-related recreation, sport and leisure opportunities.

Facilities and services managed by Council include:

- Five leisure centres
- An international standard athletic centre and international football stadium
- Over 150 sports grounds
- A bicycle and road safety education centre
- Skate parks
- Health education resources
- Health promotion, protection and immunisation services.

In addition to a wide range of generic programs, Council also manages a large number of additional health events and activities, such as its State-renowned City Challenge Walk. Council also continues to provide quality water safety education opportunities to all ages through its award winning Learn to Swim program, the third largest in NSW.

Key achievements in 2004/2005 include:

- Aquatic contract acquired for all Learn to Swim and Swimming Squads functions at Campbelltown Swimming Centre.
- Successful tender of Minto Indoor Sports Centre to YMCA Sydney.
- Successful review of Health Promotion and Protection functions.

Looking at Libraries

Campbelltown City Council provides library services through five branches located throughout the Local Government Area. Its popular services include the lending of books, music CD's, DVD's, magazines, Internet and computer access, and the provision of local studies and reference and information services.

During the year a range of new services and programs were added to the libraries. Books for Babies, which provides a book package to all newborn babies residing in Campbelltown, was launched in March 2005 by former Olympic swimmer, Lisa Forrest.

Other events hosted by the library included a Senior's Week function for Home Library users, a visit to Campbelltown Library by Australian author Catherine Jinks during the Sydney Writers Festival celebrations, and a Family Law seminar during Law Week.

Campbelltown City Library is providing more activities and services for teenagers including comic writing and songwriting workshops, and a comic novel collection.

The library has started a collection of resources in a variety of community languages, including Arabic, Spanish, Chinese and Hindi, with Tagalog and Samoan to follow in 2006.

Web based library services have been re-launched and they continue to grow in popularity with reservations and renewals via the Internet increasing dramatically. Usage of Council's remote databases, and the introduction of the ability to receive library notices via email are also proving to be highly successful.



Books For Babies

Former Olympic swimming champion, Lisa Forrest, was invited to Campbelltown in March this year as the guest speaker at Council's Library Services launch of **Books for Babies** - an exciting new service that promotes the importance of reading and literacy in the early years of child development. Since retiring from competitive swimming, Lisa has become a popular media figure, talented actress and now children's author.

"This is a wonderful initiative and I was really pleased to be involved in the launch," said Lisa.

"My parents spent a lot of time reading to me when I was younger and I "My parents spent a lot of know that reading has also been a wonderful influence on my two year old son, Dexter. I encourage all parents to read to their children regularly, so I hope this program catches on right across the State!"

The **Books for Babies** kit, which is distributed to parents of all newborn babies in the Campbelltown area, contains a host of goodies. It includes a children's book from Penguin Books; a place mat; various brochures; a list of books suitable for under one year olds; information about the benefits of reading to babies; and much more.



environment issues

Each financial year Council is required to prepare a State of the Environment (SoE) Report in accordance with the Local Government Act 1993. State of the Environment reporting is useful for informing and providing direction for Council's strategic activities.

Councils have the obligation to implement strategies that will follow the principles of Ecological Sustainable Development (ESD) in carrying out their responsibilities. Council has developed comprehensive links between the SoE Report and the objectives/performance targets set out in its management plan. This is designed to ensure the principles of ESD are fully integrated into Council's policies and operating systems. The incorporation of ESD principles into Council's strategies and activities can assist in improved environmental, social, economic and heritage related outcomes.

This report summarises the major issues in relation to Our Heritage, Our Land, Our Community and Our Water. The report outlines Council's achievements for the 2004-05 financial period in response to these issues.

OUR HERITAGE

Indigenous Heritage

Major Issues

Campbelltown's indigenous heritage encompasses physical artifacts, archeological sites, places of cultural significance, history, culture and spirituality. Over 350 indigenous sites, places and relics are known to occur within the Campbelltown LGA. Development, vandalism, natural weathering and recreational pressures have continued to impact on Campbelltown's indigenous heritage.

Achievements

- Inclusion of guidelines for Aboriginal Heritage Impact Assessment in the Draft Campbelltown (Sustainable City) Development Control Plan (DCP). It is anticipated that these guidelines will be adopted as part of this DCP during the next reporting period.
- Inclusion of the Appin Massacre Memorial Ceremony as part of the annual heritage festival.
- Celebration of NAIDOC week with a range of events including a flag raising ceremony, street march, cultural awareness day, sports day and family BBQ.
- Lodgement of a grant application to assist with the preparation of an Aboriginal Cultural Heritage Management Plan for the Basin Reserve, Kentlyn.
- Consultation with the Tharawal Local Aboriginal Land Council and the Cubbitch Barta Native Title Claimants during the preparation of the Plans of Management for Simmos Beach Reserve and the Basin Reserve.
- Establishment of an Aboriginal Events Working Party.
- Council is also planning to incorporate more stringent Aboriginal Heritage Impact Assessment Guidelines in the Campbelltown Comprehensive Local Environmental Plan, which is due for completion by 2008.



Non-Indigenous Heritage

Major Issues

Currently, there are 102 items listed on the Campbelltown Heritage Register, of which 20 items are currently listed under the State Heritage Register. Some major issues relating to non-indigenous heritage in Campbelltown include:

- The poor condition of some of the privately owned heritage items.
- The loss of local heritage items due to neglect.
- The lack of a funding mechanism at state and local levels to help owners of heritage items to maintain their heritage properties.
- A need to employ a Heritage Advisor on a permanent part time basis to assist Council with a range of heritage issues including the assessment of development applications and property assessment.
- A need to update Council's Heritage Study (1994) and identify/document potential heritage items dating from the 1960's and beyond.

Achievements

- Approval of five applications under the Local Heritage Fund (\$1000 each).
- Organisation of the National Heritage Festival for 2004-05 including the annual Heritage Forum, The Mayor Essay Competition, Heritage Bus Tour and Photographic Display.
- Preparation of the Hurley Park and Cattle Tanks Conservation Management Plan.



OUR LAND

Ongoing development and population expansion continues to place significant pressure on the rich natural diversity and unique urban/rural landscape characteristics of the Campbelltown Local Government Area (LGA).

Terrestrial Biodiversity

Major Issues

Campbelltown is fortunate in that large areas of high quality native bushland have been preserved. These areas provide an important store for biodiversity throughout the LGA. Major threats to the biodiversity within the Campbelltown LGA include weed invasion, inappropriate fire regimes, predation by feral animals, erosion, stormwater runoff, illegal dumping, the misuse of bushland areas, habitat loss/fragmentation associated with development and insufficient baseline data relating to the state of biodiversity.

Council has continued to play a pivotal role in the development and implementation of strategies and on-ground works, which aim to minimise the impact of identified threats on biodiversity within the Campbelltown LGA.

Achievements

- Completion of Stage 1 of Council's Biodiversity Study in October 2004. Twenty-four flora species listed under the Threatened Species Conservation Act 1995 and/or the Environmental Protection Biodiversity Conservation Act 1998 have been recorded. Sixty-four fauna species, which are listed under the Threatened Species Conservation Act 1995, the Fisheries Management Act 1994 or the Environment Protection and Biodiversity Conservation Act 1998 have also been recorded.
- Adoption of the Campbelltown Koala Plan of Management Interim Arrangements, which outline a range of recommendations to conserve koalas and koala habitat in the LGA. The recommendations relate to koala habitat conservation, traffic management, dog management, feral animal management, bushfire management, research, education and the monitoring of the City's Koala population. The Interim Arrangements will remain in place until Council has formerly adopted the Koala Plan of Management. This is expected to occur in early 2006.



- Completion of on-ground works in Pembroke Park (bush regeneration, planting and fencing to protect the riparian zone vegetation), Noorumba

Reserve (weed removal within the riparian corridor), Milton Park (riparian zone revegetation) and Menangle Creek (riparian zone revegetation).

- Completion of Plans of Management for the Basin Reserve and Noorumba Reserve. These documents provide a management framework to enhance biodiversity, mitigate threats to biodiversity and promote community participation in the management of the various Reserves. The Plans also encourage the community to use and enjoy the Reserves in an environmentally responsible way.
- Completion of the draft Plan of Management for Simmos Beach Reserve. It is anticipated that this draft Plan will be placed on public exhibition during 2005-06.

Waste and Recycling

Major Issues

Council's key objectives in waste management are to minimise the volume of waste generated, and maximise the recovery of recyclable materials as well as to reduce the impacts associated with littering and dumping. To support these objectives, residents are provided with a three-bin collection system,

consisting of a 140-litre garbage bin, a 240 litre-recycling bin and a garden organics bin. In addition, four free kerbside clean ups are provided each year.

The tonnages of material collected through each of the services (domestic waste, recycling and garden organics) are provided in the chart below.

Illegal Land Use and Non-compliant Development Activities

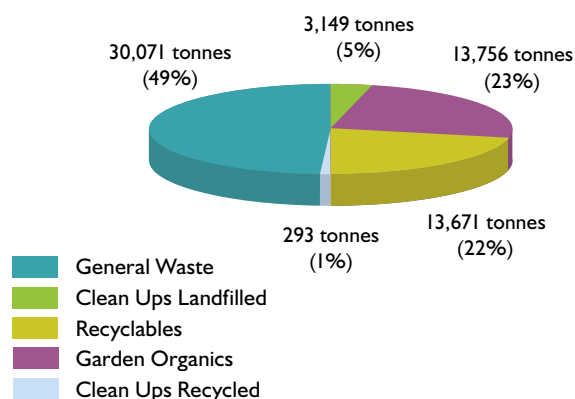
Major Issues

Impacts associated with unauthorised activities (such as trail bike riding, illegal dumping and arson) and development place considerable pressure on biodiversity, the integrity of land and on neighbourhood amenity.

Achievements

- Completion of joint patrols with the NSW Police Service targeting trail bike riding in known areas of high activity such as Smiths Creek Reserve and Noorumba Reserve. Patrols resulted in a total of 51 infringement notices and approximately 35 juvenile cautions.
- Completion of steel tube fencing and bollards at Smiths Creek Reserve to restrict access associated with trail bike riding and illegal dumping. New locking systems were also installed on all fire trail gates within the LGA.

Waste and Recycling Tonnages for the 2004/05 Reporting Period



- Completion of audits of sediment and erosion control measures on all building and construction sites within the LGA, with particular emphasis on large-scale development sites. The audits resulted in the issue of 80 Clean Up and Prevention notices and 30 Infringement notices.

OUR COMMUNITY

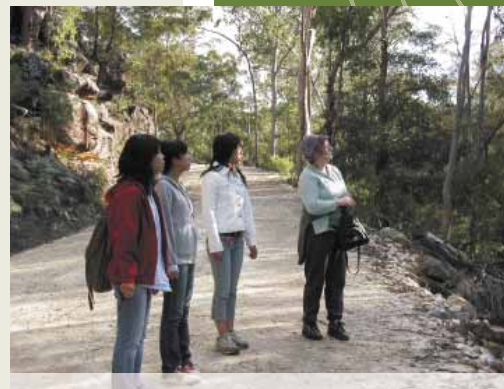
Major Issues

The nature and wellbeing of the community provides a foundation for Campbelltown's growth and development. Social, professional and business level interactions have a significant impact on the state of the environment.

A number of trends and issues associated with government policy, the economy, the physical environment and community, will exert significant pressures on the way Campbelltown will develop over the next 20 years. These factors must be recognised in the City's town planning strategies.

Social planning involves investigating and responding to the issues that impact on the quality of life of the community, both now and in the future. The first Social Plan for Campbelltown City Council (1999-2004) was developed in order to meet the new legislative requirements under the Local Government Act 1993. Council has since used the process and products of social planning to improve the way that quality of life issues are identified and addressed across the City.

Campbelltown City Council is committed to addressing the economic, social and environmental needs of its residents through the development and provision of facilities and services that are accessible to all in the community. This includes the development and provision of cultural facilities and services. By having access to cultural facilities and participating in associated services, communities can actively engage with and develop culture. It is through engaging with culture that communities can actively contribute to defining a local identity and sense of place.



Achievements

- Completion of the Campbelltown 2025 Looking Forward Planning Strategy. This document is a statement of broad town planning intent (Strategy) for the longer-term future of the City of Campbelltown. The document responds to what people want the City of Campbelltown to look, feel and function like; recognises likely future government policies and social and economic trends; and sets down the foundations for a new town plan, that will help achieve that future.
- Completion of the Campbelltown City Social Plan. This Plan sets out the actions that Council and its partners will undertake over the next five years to bring about improvements in quality of life in Campbelltown. The Social Plan is based on solid information about quality of life issues that have come from an extensive process of consultation with the community and analysing a wide range of demographic data and research. There are nine Focus Areas upon which Council will address the next five years to improve quality of life in Campbelltown. These are:

- | | |
|---------------------------|--|
| 1. Traffic and Transport | 6. Employment, Education and Training |
| 2. Crime and Safety | 7. City Image |
| 3. Health | 8. Council's Leadership in the Community |
| 4. Recreation and Culture | 9. Strengthening Local Communities |
| 5. Urban Development | |

Indicators will be developed to measure the impact of these actions on quality of life. Progress will be reported to the community annually as a component of the State of the Environment Report.

- Development of a framework for the Disability Action Plan. Council's Disability Action Plan will review Council's current core business functions and responsibilities through key priority action areas. Each area will be used to identify challenges and strategies for planned and integrated change across all Divisions of Council.

The Action Plan will identify and commit Council to improving access for all residents in Campbelltown. The Plan is due to be completed by May 2006.

- Completion of the Campbelltown City Cultural Plan. The Cultural Plan has been developed to set a strategic direction for the development and delivery of cultural services across the City over a five-year period. The Plan is directed by seven Key Outcomes:

1. The community will have access to cultural programs that develop community well being, local identity and sense of place.
2. The City's cultural, social, natural and historical assets will be identified, conserved and enhanced.
3. Community needs will be addressed through developing existing and new cultural facilities and programs.
4. The economic, social and environmental benefits of developing a culturally engaged community will be demonstrated.
5. Sustainable and resource efficient cultural programs will be developed and delivered.
6. Cultural development will be integrated into Council's management and strategic planning processes.
7. Employment and professional development opportunities for local artists and cultural industry workers will be developed.

By developing and providing cultural facilities and services, Campbelltown City Council will enhance community life by leading and responding to the cultural needs and issues of its residents.

- The new \$10 million Campbelltown Arts Centre was officially opened on 30 June 2005. Campbelltown Arts Centre is a multidisciplinary arts space which will engage with, and reflect the diverse communities of Campbelltown and south-west Sydney.

OUR WATER

Major Issues

The water quality of the Georges and Hawkesbury Nepean Rivers within the LGA is generally good. However it is influenced heavily by urban development and stormwater runoff in select areas, particularly during and just after rain events. The water quality within the rivers has deteriorated over time with increasing urbanisation.

When it rains, a range of contaminants may be mobilised, including nutrients, sediment, litter and grease from a range of sources such as sewer overflows, motor vehicles, gardens, building sites, commercial precincts and industrial areas.

This situation is exacerbated by factors such as the degradation of the riparian zone (land adjacent to streams) as well as stream modification. In the case of the Georges River, this facilitates the rapid transport of pollutants such as nutrients directly from the urban areas of Campbelltown to a slow moving section of the Georges River, which is unable to effectively flush itself of contaminants.

The most visual manifestation of these problems is the accumulation of litter and aquatic weed trapped by the pollution control boom in the Georges River at Cambridge Avenue, Glenfield.



Achievements

- Continued implementation of the Catchment based Environmental Review Program. The residential portion of specific projects covered the 'Fishers Ghost & Birunji Creek', 'Redfern & Macquarie Creek', 'McBarron Creek', 'Bunbury Curran & Box Hill Creek' and 'Thompson & Claymore Creek' catchments. Collectively, 2446 households received information packs on a range of environmental subjects and an average of 85% of survey respondents indicated they would make changes to their households for environmental reasons, as a result of the project.
- Continued implementation of the Council Registered Businesses Inspection Program. During the reporting period, 13 premises were inspected and received information on a range of environmental subjects such as procedures to store hazardous liquids and maximising water and energy efficiency.
- Reinstallation of the pollution control boom in the Georges River at Cambridge Avenue, Glenfield. The boom is designed to minimise the volume of litter and aquatic weed travelling downstream via a physical barrier.
- Completion of the Campbelltown City Council Alligator Weed & Ludwigia Mapping Project (Stage 1 and 2). The project involved mapping 195km of selected waterways within the LGA and will assist in the identification of priority areas for future weed control.
- Employment of a Stream Care Volunteer Coordinator, in association with the creation of a Stream Care group at Noorumba Reserve, Rosemeadow. The group routinely carries out activities including, weed control, water quality assessment and bush regeneration training.
- Inspection of approximately 180 on-site sewerage management systems within the eastern inspection zone incorporating Ingleburn, Minto Heights and Kentlyn. The purpose of the inspections is to ensure the compliance of on-site systems with public and environmental health standards, as well as to identify faults in the systems that may impact on water quality, such as failed absorption trenches. Information relating to on-site sewerage systems is now available on Council's website.





management issues

Council has continued progressive streetscape improvements in local town centres, under the banner of the **'Better Town Program'**, with Macquarie Fields and Minto the latest

shopping centres to receive a makeover. Works have included new footpath surfaces, improved landscaping and the introduction of public art elements, to provide a more vibrant and interesting environment.

\$250,000 was allocated to commence a 10 year program to improve the City's main entrances. The program includes substantial landscaping works using drought tolerant plants, and the latest water conserving planting methods, and an innovative mix of public art and city entrance statements. Works commenced along Raby Road, Raby and Cambridge Avenue, Glenfield, focussing primarily on the establishment of new landscaping.

Safer Town Program

Council has developed its first crime prevention plan, known as the Safer Town Program, to assist in the reduction of crime throughout the city, and to reduce the fear of crime within the community. The Program includes a range of strategies and actions that include working in cooperation with various agencies and authorities, including the Police. The Program is overseen by the Community Safety Committee, which has a wide range of community and government representatives.

Several crime prevention guides have been produced for residents and businesses, lighting improvements have been undertaken, and a successful vehicle theft reduction program completed.

Safer Towns

In September, Council formally adopted a ground-breaking new Crime Prevention Plan as part of its overall **'Safer Town Program'**, setting the stage for a major onslaught against crime. The plan is a detailed working document aimed fairly and squarely at preventing and reducing criminal activity in the Campbelltown area. It is a really positive response to ongoing concerns from the community about crime and follows a long period of consultation with the police, Council's own Community Safety Committee, community representatives and the public.

The key areas identified under the Safer Town Program as being priority issues are:

- reducing the fear of crime
- preventing violence, anti-social behaviour, theft, break and enter and malicious damage
- building successful partnerships.

Council considers that one of the most important partnerships to be developed are those with businesses and householders, and it has published a very useful booklet detailing the wide range of measures they can take to help prevent crime occurring in the first place.

City Entrances

Earlier this year Council embarked on an ambitious \$2.6 million, 10 year plan to beautify our City entrance ways, and more than \$250,000 was allocated from the 2004/2005 budget to complete the initial works. The first two stages comprised new landscaping on Raby Road and at the intersection of Cambridge Avenue and Harold Street, Glenfield.

Council is committed to making Campbelltown one of the most attractive cities in NSW and many visitors to the city comment on how impressed they are with the landscaping at the City's entrance off the first exit from the M5. The plan is to design all eleven of our key gateway sites along similar lines – an innovative mix of public art and environmentally-friendly designs that represent the key themes of the city, celebrate the "green" aspect, and link together visually.

The City's western entrance at Raby Road - from the hilltop at Macarthur Grange Golf Course to the watercourse - has been re-landscaped, and work on the Raby Road roundabout and the entrance to Eschol Park Drive begun. The city's northern entrance, at the corner of Cambridge Avenue and Harold Street Glenfield, has also received a huge facelift.



Flood Mitigation

Council's implementation of its adopted Flood Mitigation Program has continued, with a further stage of works undertaken at Minto Detention Basin at a total cost of \$420,000.

The overall Flood Mitigation Program is currently being reviewed, with a new flood model being developed using the most up to date computer models. The flood model will allow a flood study to be completed to assess flood depths, flood velocities, and how hazardous the flood flows are. This information will be used to develop a Floodplain Risk Management Plan, identifying a range of options to reduce the risk of flooding in the city. There will be extensive community consultation process as part of the development of the Plan.

Condition of Public Works

Public Roads

Our Pavement Management System (PMS) estimates that to bring our road network up to a satisfactory (Good) condition and an acceptable level of functionality will require expenditure of \$39.041 million in 2005/2006. To maintain the road network in that condition would require a total expenditure of \$3.52 million spread over the next four years.

For the purpose of summarising the pavement condition, SMEC's Pavement Condition Index (PCI) has been used. It is a scale of 0 to 10 with 10 representing a pavement in excellent condition and 0 representing a pavement in a failed condition. In this report, road sections have been categorised in terms of PCI as follows:

- Poor Category - Roads with PCI less than or equal to 4.0
- Fair Category - Roads with PCI greater than 4.0 but less than or equal to 8.0
- Good Category - Roads with PCI greater than 7.9 but less than or equal to 10

The average network PCI is 6.70 - Fair. Based on the recent condition survey the table below reflects the condition of public roads under Council's control.

Road Assets Condition (Pavements)

Class	Condition at the end of 30th June 2003	% of Area
Urban	Good	32
	Fair	55
	Poor	13
Rural	Good	24
	Fair	65
	Poor	11

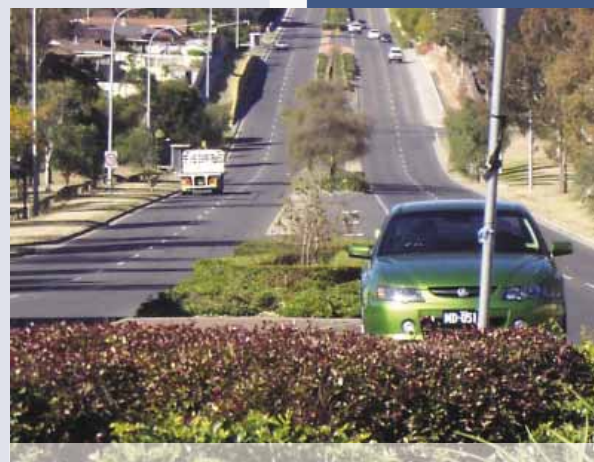
Estimate of expenditure required bringing the road pavement up to a satisfactory standard:

The cost to upgrade the pavement asset to a Good condition is estimated at \$39.041 million. This equates to 18.50 % of the asset value of \$ 211 million.

Estimate of the annual expenses of maintaining the Pavement at that standard:

The current average network PCI is 6.70 - Fair.

Council requires at least \$4.1 million for its road network every year to maintain the current agreed condition level, i.e. PCI 6.70.



Lynwood Park Upgrade

This year, an exciting \$200,000 upgrade to the Lynwood Park soccer complex got underway, care of a contribution of \$60,000 from Council in direct funds, a loan of \$40,000 to the Macarthur District Soccer Association (MDSA), and a further \$100,000 contribution from the NSW Department of Tourism, Sport and Recreation.

Council received the funding from the State Government after submitting a claim arguing that the upgrade is required in order for the club to meet the criteria required to remain in the NSW Super League. Soccer is the world's most played sport and, in Australia, is the number one sport for children under 15 years of age. While it has always been a popular sport in Campbelltown, Council needs to ensure that its main ground is brought fully up to competition standard.

The funds are being used to extend the tiered seating at the top of the grandstand to seat 1200, construct a roof over the entire grandstand, and install additional floodlighting in the grandstand to improve the current lux lighting.

Program of maintenance for 2004-05 and 2005-06 in respect of pavements:

An annual prioritised works program was provided for road pavements in the 2004-05 and 2005-06 budgets. Funding commitment was \$3.05 million in the year 2004-05 and \$3.50 million for 2005-06.

Rate Increase for Council Asset Maintenance

As part of the 2004-2005 budget approved by the Department of Local Government, Council expended \$1.3M of Rate Income (3%) 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.

FINANCE

Financing for the Future

Campbelltown City Council had a total expenditure of \$112,726,000 in 2004/2005, which included an operational expenditure of \$92,819,000 and \$19,907,000 in capital expenditure. Council is in a sound financial position and has an ongoing commitment to further improving on working funds and debt service management while maintaining quality services and infrastructure.

Unrestricted cash for 2004/2005 was \$2.1 million with a liquidity ratio of 1.8:1.

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

Rates

Campbelltown has one of the lowest average residential rates in metropolitan Sydney. In 2004/2005, the average residential rate was \$643.39 (residential only), while the residential and loan rate was \$708.15. The average domestic waste and recycling charge was \$213.20, the same as 2003/2004.

There are 52,044 rate assessments, which are collected from:

- 49,716 residential properties
- 2,102 business A properties (all businesses except CBD)
- 160 business B properties (CBD businesses)
- 66 farmland properties

There are 194 business properties, which also include an additional Main Street rate.

Grants to Community Groups

Under Section 356 of the Local Government Act, 1993, Council during 2004/2005 contributed \$121,058 to the following community groups:

Sister Cities	\$24,250
University of Western Sydney	\$12,272
Donations - other	
Community Grants	\$16,174
Donations - Service Clubs	\$1,100
Donations - Fundraising	\$41,609
Donations - Other	\$13,969
Donations - Charities	\$9,659
Donations - Sporting Groups	\$2,025

Senior Staff Remuneration

The total value of the remuneration package paid to each senior staff member employed by Council is detailed below:

General Manager	\$226,546
Deputy General Manager	\$153,612
Director City Works	\$147,922
Director Community Services	\$146,511
Director Planning & Environment	\$146,511
	\$821,102

Mayoral And Councillor Fees

In accordance with section 249 of the Local Government Act and the determination of the Remuneration Tribunal, the Mayor was paid an annual fee of \$42,430 for the year ending 30 June 2005.

In accordance with section 248 of the Local Government Act and the determination of the Remuneration Tribunal Councillors were paid an annual fee of \$15,970 for the year ending 30 June 2005. Total fees paid to Councillors for the year ending 30 June 2005 were \$239,550.

Payment of Councillor Expenses

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

Council has adopted a policy concerning the provision of facilities and payment of expenses to the mayor, deputy Mayor and Councillors. The total cost in 2004/05 was \$235,621. This consisted of:

- \$36,687 for attendance at conferences and seminars including the Local government conference, UDIA Conference, Flood Mitigation Conference and Sister City Conference.
- \$29,616 for the provision of staff on a shared basis
- \$25,020 for office accommodation
- \$4,726 for reimbursement of expenses to Councillors for use of private vehicles
- \$60,057 for the provision of meals and refreshments in conjunction with council and Committee meetings as well as civic receptions.
- \$2,457 for the use of Council vehicles by the Mayor and Councillors for authorised Council business.
- \$77,058 for the provision of office equipment and communication systems

Provision of Facilities - Mayor

Training, Seminars and Conferences – A package of transport, accommodation, sustenance, conference fees and reasonable out of pocket expenses as approved by Council

Accommodation – A furnished office suite located on the Third Floor of the Administration Building.

Staff – A Personal Secretary on a shared basis with the General Manager.

Stationery and Postage – Mayoral stationery, business cards, Christmas cards, diary/ electronic organiser, filing cabinet and briefcase, together with postage expenses.

Periodicals – Annual subscriptions of up to two periodicals subject to the approval of the General Manager

Meals – Meals and beverages in conjunction with Council and Committee Meetings and Inspections.

Refreshments – Food and beverages in conjunction with civic functions and hosting meetings involving community groups and representatives.

Insignia of Office – Mayoral robes, chain, badge and name plate indicating office held provided to Mayor. Badge and name plate provided to partner to be worn at civic functions. Mayoral robes and chain remain the property of the Council.



Communication System – A mobile telephone, approved by the General Manager, be provided by Council and that call costs up to the value of \$350 per month be met by Council. A personal computer or a laptop and combined printer, copier, scanner and facsimile machine, approved by the General Manager, in the Mayor's home, fully services and maintained by Council.

Ownership of this equipment is retained by Council, however, at the end of the term of office on Council the mobile telephone, personal computer or a laptop and combined printer, copier, scanner and facsimile machine may be acquired by the Mayor at the current market value based on the current depreciation rate and depending on the condition of the equipment.

Office Equipment – A Facsimile Machine and personal computer in the Mayor's office, fully serviced and maintained by Council. Ownership of this equipment is retained by Council. A four drawer lockable metal filing cabinet for the Mayor's residence.

Telephone Answering Machine - A telephone answering machine. The equipment shall remain the property of Council and shall be returned upon ceasing to hold office. However, the equipment may be acquired by the Mayor on ceasing to hold office at its current market value based on the current depreciation rate and depending on the condition of the machine.

Motor Vehicle Parking Space – A permanent parking space in the basement of the Administration Building.

Council Vehicle – A Council vehicle will be provided for official and associated use.

Child Care – Child care cost reimbursement for attendance at Council and Committee, Sub-Committee Meetings and Working Parties at a rate equal to the carer's recommended fee structure for Campbelltown family day care on a Councillor, not per child, basis. Child care costs will be paid to cover the period 30 minutes prior to the scheduled commencement time of the meeting and one (1) hour after conclusion of the meeting.

Provision of Facilities - Deputy Mayor and Councillors

Training, Seminars and Conferences – A package of transport, accommodation, sustenance, conference fees and reasonable out of pocket expenses as approved by Council.

Office Space – A lounge area, Committee Rooms and three offices on the Third Floor of the Administration Building to be pre-booked and used by Councillors in the conduct of their duties of office.

Staff Assistance – As required for answering constituents' requests.

Stationery and Postage – Councillors' stationery, business cards, Christmas cards, diary/electronic organiser, filing cabinet and briefcase, together with postage expenses.

Periodicals – Annual subscriptions of up to two periodicals subject to the approval of the General Manager

Meals – Meals and beverages in conjunction with Council and Committee Meetings and Inspections.

Refreshments – Beverage service in the Councillors' Lounge.

Insignia of Office – Badge and name plates provided to Councillors and partner to be worn at civic functions.

Communication System – Mobile telephones, approved by the General Manager, to be provided by the Council to the Deputy Mayor and other Councillors and that call costs up to a value of \$350 per month be met by Council. A personal computer or a laptop and combined printer, copier, scanner and facsimile machine, approved by the General Manager, in the Deputy Mayor's and Councillors' homes, fully serviced and maintained by Council. The ownership of this equipment is retained by Council, however, at the end of the term of office on Council, the equipment may be acquired by the Deputy Mayor and Councillors at the current market value based on the current depreciation rate and depending on the condition of the equipment.

Office Equipment – The provision of a photocopier, telephone facilities and a personal computer in the work area adjacent to the Councillors' offices, fully

serviced and available for the use of all Councillors. A four door lockable metal filing cabinet for their residence.

Telephone Answering Machine – Councillors requesting the provision of a telephone answering machine shall be provided with one. The equipment shall remain the property of Council and shall be returned upon ceasing to hold office however, the equipment may be acquired by the Deputy Mayor and Councillors on ceasing to hold office at its current market value based on the current depreciation rate and depending on the condition of the machine.

Council Vehicle – If available, and subject to approval by the Mayor and General Manager, the use of a Council vehicle on authorised Council business.

Child Care – Child care cost reimbursement for attendance at Council and Committee, Sub-Committee Meetings and Working Parties at a rate equal to the carer's recommended fee structure for Campbelltown family day care on a Councillor not per child basis. Child care costs will be paid to cover the period 30 minutes prior to the scheduled commencement time of the meeting and one (1) hour after conclusion of the meeting.

Internet – Council shall make available to the Mayor and Councillors facilities for internet use and email. These facilities shall be available to Councillors at:

- The Civic Centre
- At the Councillor's home; and
- When a Councillor is away from home.

Insurance

Councillors will receive the benefit of insurance cover to the limit in Council's insurance policies for the following:

Personal Injury – Personal injury or death whilst on Council business covering bodily injury caused by accidental, violent, external and visible means. Personal injury insurance also provides specified benefits for lost income and other expenses arising from permanent disablement, temporary total disability and temporary partial disability. The cover does not include medical expenses.

Professional Indemnity – Applies in relation to claims arising out of the Councillor's (alleged) negligent performance of civic duties or exercise of their functions as Councillors, provided the performance or exercise of the relevant civic duty or function is in the opinion of council bona fide and/or proper. This is subject to any limitations or conditions set out in the policy of insurance that is taken out at the direction of Council.

Public Liability – Applies in relation to claims arising out of the Councillor's (alleged) negligent performance of civic duties or exercise of functions as Councillors. This is subject to any limitations or conditions set out in the policy of insurance that is taken out at the direction of Council.

Councillors and Officers Liability – Applies to cover expenses incurred by Councillors in respect to claims made against them for any alleged wrongful acts arising out of their official capacities (but excludes cover for statutory penalties).



Legal Assistance

Legal assistance will be provided to Councillors in the event of an enquiry, investigation or hearing, into the conduct of a Councillor by:

- The Independent Commission Against Corruption
- The Office of the Ombudsman
- Department of Local Government
- The Police
- The Director of Public Prosecutions or
- The Local Government Pecuniary Interest Tribunal

Legal assistance will be provided to Councillors in respect to legal proceedings being taken by or against a Councillor in the Local, District or Supreme Courts, arising out of or in connection with the Councillor's performance of his or her civic duties or exercise of his or her functions as a Councillor.

Council shall reimburse such Councillor, after the conclusion of the enquiry, investigation, hearing or proceeding, for all legal expenses properly and reasonably incurred, given the nature of the enquiry, investigation, hearing or proceeding, on a solicitor/client basis.

Legal assistance will be provided subject to the following conditions:

- The amount of such reimbursement shall be reduced by the amount of any moneys that may be or are recouped by the Councillor.
- The enquiry, investigation, hearing or proceeding results in a finding substantially in favour of the Councillor.
- The amount of such reimbursement is limited to the equivalent of the fees being charged by Council's Solicitors.

Private Benefits

Fees payable to the Mayor, Deputy Mayor and Councillors will not be reduced for any private benefit gained from the private use of facilities, but Councillors are expected to make payment for any private use of facilities not associated with civic duties and responsibilities.

Reimbursement

Costs associated with Councillors attending civic functions, seminars or conferences may be paid on submission of a claim for reimbursement supported by appropriate receipts.

Travelling Expenses

Reimbursement of travelling expenses for use of private motor vehicle on Council business initially, at the rate of 54 cents per kilometre for vehicles less than 2.5 litres and 62 cents per kilometre for vehicles over 2.5 litres, as provided in the Local Government State Award, as varied from time to time. Where the alternate means of travel would be by air, the vehicle travelling expenses will be restricted to the above rates or the value of the economy class air fare whichever is the lesser. Council business includes approved Council, Committee, Sub-Committee and Working Party meetings, plus authorised site inspections and other authorised business.

Rates and Charges Written Off

The following amounts were written off by Council during 2004/2005 in accordance with the Local Government Act, 1993 and Council's Pensioner Rebate Scheme:

- \$1,428,317.74 was written off under the Local Government (Rates and Charges) Regulation, 1993
- \$69,451.94 was written off under Section 585 of the Local Government Act, 1993 for postponed rates on properties which are used for residential purposes but have a higher zoning.



Contract Payments

Payments to external contractors of in excess of \$100,000 for the year ended 30 June 2005 were as follows:

Advanced Data Integration	\$527,573.99
AGL	\$250,686.55
Alterrain	\$237,967.55
Artel Painting	\$609,179.79
Austpac Security Services	\$378,722.73
Australia Post	\$393,342.00
Australian Sealcoating Pty Ltd	\$111,740.53
B & D Latham Pty Ltd	\$469,671.35
Bakers Construction And Industrial	\$210,462.23
Batoe's Brick Paving Pty Ltd	\$521,224.75
Benedict Sand & Gravel	\$175,467.62
Billabong Turf (NSW) Pty Ltd	\$155,339.56
Camden Soil Mix Pty Ltd	\$525,149.21
Campbelltown Floor Coverings	\$235,076.80
Canon Australia Pty Ltd	\$236,821.70
City Hino	\$319,105.72
Clintons Motors Pty Ltd	\$1,102,528.08
Coates Hire Operations Pty Ltd	\$125,005.36
Complete Office Supplies Pty Ltd	\$178,086.84
Cumberland Newspapers	\$155,267.58
Denham Constructions Pty Ltd	\$6,395,664.37
Department of Lands	\$194,050.10
Dept Of Local Government	\$106,420.00
Edscog Pty Ltd	\$170,559.79
Energy Australia	\$1,420,050.63
Executive Collections	\$340,444.16
Falcon Fabrication Pty Ltd	\$130,906.41
FRH Group Pty Ltd	\$2,574,242.02
Friendly Freds Tree Service	\$366,604.20
Geac	\$562,041.57
Get Smart Security & Data Pty Ltd	\$129,667.73
Glenfield Waste Disposals	\$182,657.95
Grimston Transport Pty Ltd	\$214,589.15
Hays Personnel Services (Aust) P/L	\$207,975.29
Infringement Processing Bureau	\$124,300.22
Integral Energy	\$1,512,142.82
IW Contracting Pty Ltd	\$886,220.68
JAC Constructions Pty Ltd	\$446,533.54
Jardine Lloyd Thompson	\$220,813.75
JC's Constructions Pty Ltd	\$137,066.60
JJ Richards & Sons Pty Ltd	\$292,230.13
John Deere Limited	\$172,880.81
John Fairfax Publications Pty Ltd	\$131,617.84
Long Service Payments Corporation	\$283,129.13

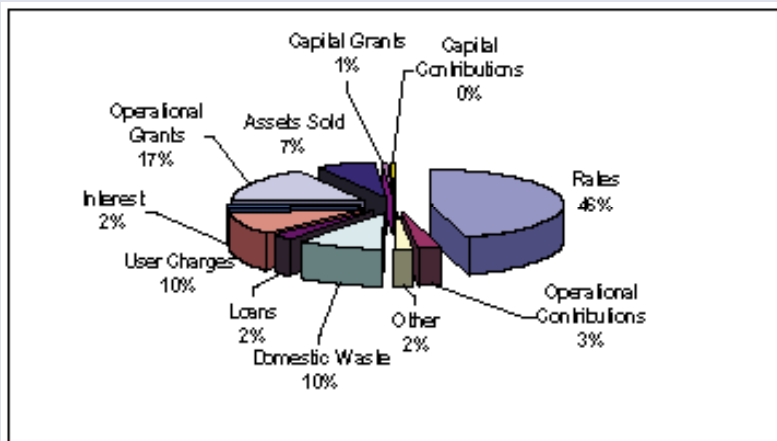


Macarthur Ford	\$949,166.58
Macarthur Group Training	\$397,008.34
Macarthur Mowers	\$116,082.09
Macdonald Johnston Engineering Co	\$186,013.29
Marsdens	\$270,264.50
Menai Linemarking Services Pty Ltd	\$260,390.95
Menzies Property Services	\$142,467.24
Micks Painting Pty Ltd	\$427,145.10
Mitchum Contracting Pty Ltd	\$1,136,792.90
Nace Civil Engineering Pty Ltd	\$217,817.86
National Australia Bank - banking services	\$30,000.00
Newman & Barker Plumbing	\$198,979.82
NSW Fire Brigades	\$699,010.50
NSW Rural Fire Services	\$114,404.58
Office Of State Revenue	\$154,265.00
Parkcrete Pty Ltd	\$184,423.26
Paul Wakeling Pty Ltd	\$2,428,475.15
Pavement Salvage Operations Pty Ltd	\$154,278.56
Pavement Salvage Pty Ltd	\$569,646.57
Pioneer Road Services Pty Ltd	\$160,628.09
Planning NSW	\$126,225.98
Playfix Pty Ltd	\$125,371.65
Pllack Pty Ltd	\$374,269.16
Road Signs & Marking Supplies Pty Ltd	\$153,632.33
Rossmore Nurseries Pty Ltd	\$103,905.68
Sami Pty Limited	\$446,680.78
Shell Company of Australia Limited	\$894,764.57
Sita Australia Pty Ltd	\$6,244,746.17
Stabilised Pavements of Australia	\$105,147.36
Statewide Mutual	\$956,551.00
Sydney Civil Pty Ltd	\$425,274.74
Sydney Water Corporation Limited	\$352,235.82
Tanner Architects	\$280,408.59
Technology One	\$391,337.42
Telstra Phone Charges	\$696,512.51
TESA Group Pty Ltd	\$416,022.09
The Green Horticultural Group	\$241,802.40
TMP Worldwide Pty Ltd	\$164,925.60
Ultimate Air Conditioning & Elec Ser	\$286,213.35
Waste Service NSW A/C 9	\$2,788,957.02
Williams Cleaning Service Pty Ltd	\$140,306.92
Works Infrastructure Pty Ltd	\$208,921.17
WSN Environmental Solutions A/C D9	\$503,310.22
Zurich Financial Services Ltd	\$150,010.98
TOTAL	\$49,496,022.72

Work on Private Land

Council undertook nil works on private land during 2004/2005.

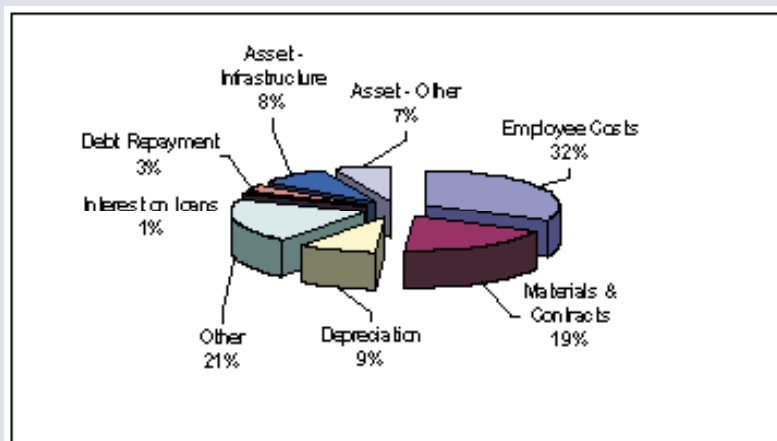
Income



Rates	\$46,205,000
Domestic Waste	\$10,559,000
User Charges and fees	\$9,803,000
Interest	\$2,364,000
Other	\$2,244,000
Operating Grants	\$16,732,000
Operating Contributions	\$2,623,000
Capital Grants	\$1,041,000
Capital Contributions	\$456,000
Sale of Assets	\$6,933,000
Loans	\$2,500,000
	\$101,460,000



Expenditure



Employee Costs	\$36,013,000
Interest on Loans	\$1,182,000
Contracts and Materials	\$21,629,000
Depreciation	\$10,694,000
Other	\$23,301,000
Debt Repayment	\$3,037,000
Asset Infrastructure	\$9,444,000
Asset Other	\$7,427,000
	\$112,727,000

Asset	Length/ Nos.	% In Good	% In Fair	% In Poor
Footpath	286.476 kms	63%	21%	16%
Kerb and Gutter	1120.00 kms	78%	12%	10%
Walkway	35.95 kms	52%	28%	20%
Signs	16567 nos.	59%	21%	20%
Line Marking	627 kms	57%	21%	22%
Bus Shelter	149 nos.	87%	0%	13%
Stormwater Pipes	572 kms	97%	2%	1%
Stormwater Pits/Headwalls	21426 nos.	92%	7%	1%

Asset	Estimated cost to bring to a satisfactory standard	Estimated Annual Maintenance Expense	Program Maintenance Works for 2004-05	Program Maintenance Works for 2005-06
Footpaths and Walkways	\$661,000	\$325,000	\$167,000	\$300,000
Kerb and Gutter	\$1,757,000	\$1,050,000	\$195,000	\$300,000



Public Buildings and Facilities

Campbelltown City Council owns and controls over 200 buildings and facilities including various sub-structures. The following is a cross section of Council's holdings:

Council Administration Offices, Works Depot, Halls & Community Centres, Houses & Cottages, Heritage Buildings, Libraries, Childcare Centres, Bushfire Brigade Buildings, Sporting & Recreation Centres, Art Gallery, Public & Sporting Field Toilet & Amenities Blocks.

Council is currently conducting regular condition and performance monitoring exercises in a sophisticated manner that allows it to understand the remaining life of its assets better. This understanding drives future expenditure patterns. The condition assessment is being carried out as per guidelines provided by the International Asset Management Manual:

	Very Good Condition	Good Condition	Moderate Condition	Poor Condition	Very Poor Condition
Estimated Proportion of life consumer	Up to 45%	Between 45% and 90%			Up to 90%
Structure	Sound structure	Functionally sound structure	Adequate structure some evidence of foundation movement minor cracking	Structure functioning but with problems due to foundation movement. Some significant cracking	Structure has serious problems and concern is held for the integrity of the structure
External	Fabric constructed with sound materials, true to line and level. No evidence of deterioration or discolouration	Showing minor wear and tear and minor deterioration of surfaces	Appearance affected by minor cracking, staining or minor leakage. Indications of breaches of weatherproofing. Minor damage to coatings	Fabric damaged, weakened or displaced. Appearance affected by cracking, staining, overflows or breakages. Breaches of weatherproofing evident. Coatings in need of heavy maintenance or renewal	Fabric is badly damaged or weakened. Appearance affected by cracking, staining, overflows, leakage or damage. Breaches of waterproofing. Coatings badly damaged or non-existent.
Internal			Appearance affected by minor cracking, staining, or minor leakage, some dampness or mildew. Minor damage to wall/ ceiling finishes.	Fabric damaged, weakened or displaced. Appearance affected by cracking, staining, dampness, leakage or breakages. Breaches of waterproofing evident. Finishes of poor quality and in need of replacement	Fabric badly damaged or weakened. Appearance affected by cracking, staining, leakage or wilful damage. Breaches of waterproofing. Finishes badly damaged marked and in need of replacement
Services	All components operable and well maintained	All components operable	Occasional outages breakdowns or blockages. Increased maintenance required	Failures of plumbing electrical and mechanical components common place	Plumbing electrical and mechanical components are unsafe or inoperable
Fittings	Well secured and operational, sound of function and appearance	Operational and functional, minor wear and tear	Generally operational. Minor breakage	Fittings of poor quality and appearance often inoperable and damaged	Most are inoperable or damaged
Maintenance	Well maintained and clean	Increased maintenance inspection required	Regular and programmed maintenance inspections essential	Frequent maintenance inspections essential. Short term element replacement/ rehabilitation	Minimum life expectancy, requiring urgent rehabilitation or replacement
Customers	No customer concerns	Deterioration causes minimal influence on occupational users. Occasional customer concerns	Some deterioration beginning to be reflected in minor restrictions on operational uses. Customer concerns	Regular customer complaints	Generally not suitable for use by customers





Building Condition Assessment Specification

The current condition of Council's Building Assets is listed as follows:

Asset Category	No. of Buildings	Satisfactory Condition	Present Condition
Council Offices	4	Good	Good 99% Fair 1%
Council Works Depot	4	Fair	Good 100%
Halls & Community Centres	36	Fair	Good 45% Fair 41% Poor 14%
Council Houses	15	Fair	Good 7% Fair 70% Poor 23%
Heritage Buildings	6	Fair	Good 26% Fair 74%
Library Buildings	4	Good	Good 77% Fair 23%
Childcare Centres	13	Good	Good 85% Fair 15%
Bushfire Buildings	6	Good	Good 31% Fair 69%
Recreation Centres	8	Fair	Good 75% Fair 25%
Other Buildings	32	Fair	Good 78% Fair 22%
Art Gallery	1	Good	Good 100%
Amenities / Toilets	68	Fair	Good 18% Fair 80% Poor 2%

Council has established Policy Standards for all of its buildings and facilities. A condition assessment is carried out on each 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 Conquest data base systems. Costing requirements are estimated by the use of the Australian Construction Handbook published by Rawlinsons. Condition assessments are reviewed on a periodical basis.

Estimated expenditure to bring building assets up to required standard:

\$5.45million. This figure equates to 2.4% of total asset value of \$227.97 million.

The estimated annual expenditure to maintain building assets at required standard is \$2.33 million. This figure equates to 0.83% of total asset value of \$227.97 million.

Program maintenance funding that has been committed:

2004/05 - \$1.36 million

2005/06 - \$1.1 million

Condition of Bridges and Culverts

There are 141 bridges and culverts in the Campbelltown Local Government Area, 135 of which are the direct responsibility of Council.

Of these 135 structures, 34 are located on regional and State roads, 83 are on local roads and 18 are in parks or in shopping centres. The number of bridges and culverts exceeding 6.0metre (along the road centre line) in length are 66.

The majority of Council bridges are reinforced concrete structures. The average age of these assets is 18½ years, ranging from 2 to 50 years. A condition rating survey of 132 bridges and culverts are as below:

Condition	Condition Index	No. of Bridges and Culverts
Good	1	123
Fair	2	11
Poor	3	1

Estimate of expenditure required to bring the bridges up to a satisfactory standard:

The cost to upgrade the bridge asset to a condition index of one is estimated at \$1.198 million. This equates to 2.16 % of the asset value of \$ 55.359 million. The cost to upgrade the bridge asset to a condition index of two is estimated at \$692,650. This equates to 1.17% of the asset value of \$ 55.359 million.

Estimate of the annual expenses of maintaining the bridges at that standard:

Council surveys all 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 at a condition index of 1 is \$430,000 annually and at a condition index of 2 is \$325,000 annually.

Program of maintenance for 2004-05 and 2005-06 in respect of bridges:

An annual prioritised periodic and routine maintenance works program was provided for bridges and culverts in the 2004-05 and 2005-06 budgets. Funding commitment was \$255,000 in the year 2004-05 and \$210,000 for 2005-06.

Legal Proceedings

The following Tables indicate all Legal Proceedings undertaken and Penalty Notice Infringement Notices issued, together with costs incurred and fine revenue received, for the period 1 July 2004 to 30 June 2005.

The Tables provide details of:

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 and Notices issued by Council.

Table 3 – Class 4 proceedings in the L&EC dealing with prosecution matters initiated in response to non-compliance with Orders and Notices issued by Council.

Table 4 – 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 5 – Overall cost of advice obtained from Council's contracted Solicitor that relates to matters not associated with Court proceedings.

Table 6 – Orders for Fines and Costs recovered through the NSW Attorney Generals Department or the NSW State Debt Recovery Office (SDRO) resulting from prosecution proceedings taken in the Campbelltown Local Court.

Table 7 – Fines and Costs recovered through the Infringement Processing Bureau (IPB) or the SDRO resulting from Penalty Infringement Notices (PIN's) issued under the category specified in column 1 of the table.

Table 8 – Number and status of PIN's issued and the expected fine revenue, which will be recovered through the IPB or the SDRO when payment is made, or subsequent enforcement action is taken for non-payment, or in the case of court elected matters it is finalised through court process.

Land and Environment Court Matters

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

File No.	Matter	Status	Costs Incurred
F33115 F878/03	DA for the demolition of an existing two-storey commercial building (formerly Centrelink) and the construction of a six-storey retail and residential building consisting of 70 units and underground parking, at Lot 4 DP262967 Queen Street, Campbelltown. The applicant for the development lodged an appeal against Council's refusal of the application.	On 16 July 2004 the Court issued orders that the appeal be dismissed and the DA refused. Proceedings finalised.	\$12,760.00
F112843 F686/03	DA for the construction of three and four storey multi-dwelling residential units including basement parking for 31 units at Lots 8 to 10 DP911247 Lindsey Street and Lot 1 DP910270 Dumaresq Street Campbelltown. The applicant lodged an appeal against Council's refusal of the application.	On 10 November 2004 the Court issued orders that the appeal be dismissed and the DA refused. Proceedings finalised.	\$14,672.28
F72344.2 F980/03	DA for the demolition of an existing commercial building and the construction of 14 retail units, 10 professional suites, 115 residential units and 19 visitor places at Lot 100 DP618391 The Parkway Bradbury. The applicant lodged an appeal against Council's deemed refusal of the application.	On 22 September 2004 the Court issued orders that the appeal be dismissed and the DA refused. Proceedings finalised.	\$31,598.21

F6744.2 F117/03	DA for the demolition of an existing dwelling, consolidation of two allotments and the erection of 6 townhouses at Lot 1 DP21264 Rudd Road Leumeah. The applicant lodged an appeal against Council's deemed refusal of the application.	On 3 August 2004 the Applicant discontinued the proceedings. Proceedings finalised.	\$2,783.50
F74824 F1005/03	DA for the demolition of an existing commercial building and the construction of a 2 level basement carpark, and one 8 and one 10 storey commercial and residential apartment building at Lot 2 & 3 DP524225 Broughton Street Campbelltown. The applicant lodged an appeal against Council's deemed refusal of the application.	On 2 March 2005 the Applicant discontinued the proceedings. Proceedings finalised.	\$10,761.07
F12720 F1336/03	DA for the demolition of an existing commercial building and the construction of a 2 level basement carpark, and 8 storey conference and residential apartment at Lot 1 DP620468 Airds Road Leumeah. The applicant lodged an appeal against Council's deemed refusal of the application.	On 19 January 2005 the Court issued orders that the appeal be upheld and the DA granted conditional consent. Proceedings finalised.	\$28,004.14
F82204 F614/03	DA for the construction of carport and awning on residential premises at Lot 1837 DP245541 Kalyan Avenue Bradbury. The applicant lodged an appeal against Council's refusal of the application.	On 9 May 2005 the Court issued orders that the appeal be upheld and the DA granted conditional consent. Proceedings finalised.	\$7,016.95
F107287 F695/02	DA for the construction of a dual occupancy and attached garage on residential premises at Lot 1 DP202983 Ashmead Road, Minto. The applicant lodged an appeal against Council's deemed refusal of the application.	On 5 November 2004 the Court issued Consent Orders that the appeal be upheld and the DA granted conditional consent. Proceedings finalised.	\$7,354.74
F85217 F107/99a	DA amendment for the extension of convenience store trading hours at Lots 73 and 74 DP22711 Lindesay Street Campbelltown. The applicant lodged an appeal against Council's deemed refusal of the application.	On 11 May 2005 the Court issued Orders that the appeal be upheld and the DA granted conditional consent. Proceedings finalised.	\$14,291.24

F5253/04	DA for 117-lot subdivision of Lots 3 and 7 DP828871, and Lot 4 DP845870 Campbelltown Road Glenfield. The applicant lodged an appeal against Council's deemed refusal of the application.	Proceedings listed for Hearing on 26 and 27 July 2005. Proceedings ongoing.	\$9,902.34
F610/04	DA for conversion of existing stables and stable-hand accommodation to a long day- care/childcare centre at Lot 101 DP602622 Blomfield Road Denham Court. The applicant lodged an appeal against Council's deemed refusal of the application.	Proceedings listed for Hearing on 27 July 2005. Proceedings ongoing.	No invoices submitted as at 30 June 2005
5272/04/ DA-I	DA for five building factory unit development at Lot 1011 DP 1064899 Hephher Road Campbelltown. The applicant lodged an appeal against Council's deemed refusal of the application.	Proceedings listed for Hearing on 12 and 13 July 2005. Proceedings ongoing.	No invoices submitted as at 30 June 2005
5189/04/ DA-RS	DA for demolition of an existing dwelling, dual occupancy development and Torrens Title Subdivision at Lot 2 DP 228454 Chesham Parade Glenfield. The applicant lodged an appeal against Council's refusal of the application.	Proceedings listed for further Callover on 8 July 2005. Proceedings ongoing.	No invoices submitted as at 30 June 2005
5151/04/ DA-U	DA for operation of a brothel within an industrial complex at Lot 2 SP 42776 Essex Street, Minto. The applicant lodged an appeal against Council's refusal of the application.	Proceedings listed for initial Callover on 28 July 2005. Proceedings ongoing.	No invoices submitted as at 30 June 2005
5063/04/ DA-O	DA for the retention of a pigeon loft for the keeping of 75 birds at Lot 252 DP 213179 Wordsworth Avenue, Leumeah. The applicant lodged an appeal against Council's refusal of the application.	Proceedings listed for initial Callover on 4 August 2005. Proceedings ongoing.	No invoices submitted as at 30 June 2005
F872/04	DA for the demolition of existing buildings and construction of a 22-townhouse development at No's. 7 to 9 Ruzac Street and 88 and 92 Broughton Street Campbelltown. The applicant lodged an appeal against Council's refusal of the application.	Proceedings listed for initial Callover on 12 August 2005. Proceedings ongoing.	No invoices submitted as at 30 June 2005
TOTAL			\$139,144.47

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

File No.	Matter	Status	Costs Incurred
F68640 E60/00	Council issued an Order under the Environmental Planning and Assessment Act requiring the occupier premises at Lot 1 DP406940 Farrow Road Campbelltown to cease the unauthorised use of the premises as a warehouse and distribution centre. The owner lodged an appeal against the issue of Council's Order.	On 28 October Council received notice that the Applicant had discontinued the proceedings. Proceedings finalised.	\$3265.26
F68640 E60/00	Council issued an Order under the Environmental Planning and Assessment Act requiring the occupier of premises at Lot 101 DP 602622 Blomfield Road Denham Court to remove the unauthorised pole structures and advertising signs erected on the premises. The occupier lodged an appeal against the issue of Council's Order.	On 20 May 2005 the Applicant discontinued the proceedings. Proceedings finalised.	\$1,747.20
TOTAL			\$5,012.46

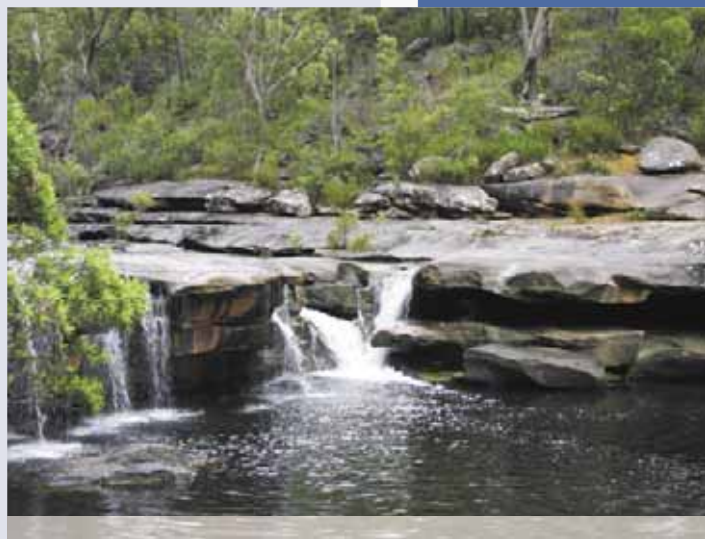


TABLE 3 - Class 4 Matters – Non-compliance with Council Orders, Notices or Prosecutions

File No.	Matter	Status	Costs Incurred
F8365	Council took proceedings against the occupier of premises at Lot 3 DP20277 Shop 1 Queen Street Campbelltown for the unauthorised use of the premises as an adult lifestyle shop and to seek orders for the removal of the business from the premises, and similar proceedings against the same occupier following relocation to premises at Unit 1 No. 25 Blaxland Road, Campbelltown	Letter sent to the Respondent advising that Council's legal costs in the contempt proceedings amounted to \$17,000. The respondent was further advised that if settlement could not be reached, an application for costs assessment would be filed in the Supreme Court of NSW. Proceedings ongoing.	\$93,042.78
F47242 F85001	Council took proceedings against the owners of premises at Lot 1 DP510687 Wills Road Long Point for the unauthorised use of the premises as a storage and collection facility for scaffolding, recycled demolition and building materials, and waste.	Council's Solicitor is continuing discussions with the Respondent's Solicitor who has requested additional time as his client is currently indisposed, and he is trying to obtain instructions in order that a satisfactory agreement can be reached without the need for an application for costs assessment being filed in the Supreme Court of NSW. Proceedings ongoing.	\$361.92
F64035	Council took proceedings against the owner of the premises at Lot 61 DP997095 "Emily Cottage" Old Menangle Road, Campbelltown, for unauthorised works on the premises.	Council's Solicitor is finalising arrangements for the appointment of a professional costs assessor to prepare a detailed invoice in "assessable form". The invoice will then be served on the Respondent who has 21 days to either make an offer to pay Council's costs (that Council may or may not accept) or lodge an objection in relation to the invoice. If after 21 days the invoice is not settled between the parties, an application will be filed in the Supreme Court NSW for the costs to be assessed and judgment entered in relation to the assessed amount. Proceedings ongoing.	\$12,041.61
TOTAL			\$105,446.31

Local Court Matters

TABLE 4 - Prosecution for various offences under nominated legislation

File No.	Act & Offence	Status	Fine imposed	Costs Incurred
LP08/03	Protection of the Environment Operations Act – Pollute Waters	Following advice from Council's Solicitor the General Manager agreed to accept an offer by the Accused to settle the matter. On 5 October 2005 the proceedings were withdrawn. Proceedings finalised	N/A	\$2258.20 Legal Costs
LP09/03	Protection of the Environment Operations Act – Pollute Waters	Following advice from Council's Solicitor the General Manager agreed to accept an offer by the Accused to settle the matter. On 5 October 2005 the proceedings were withdrawn. Proceedings finalised	N/A	\$2258.20 Legal Costs
LP10/03	Protection of the Environment Operations Act – Pollute Waters	Following advice from Council's Solicitor the General Manager agreed to accept an offer by the Accused to settle the matter. On 5 October 2005 the proceedings were withdrawn. Proceedings finalised	N/A	\$2258.20 Legal Costs
LP11/03	Protection of the Environment Operations Act – Pollute Waters	Following advice from Council's Solicitor the General Manager agreed to accept an offer by the Accused to settle the matter. On 5 October 2005 the proceedings were withdrawn. Proceedings finalised	N/A	\$2258.20 Legal Costs
LP12/03	Protection of the Environment Operations Act – Pollute Waters	Following advice from Council's Solicitor the General Manager agreed to accept an offer by the Accused to settle the matter. On 5 October 2005 the proceedings were withdrawn. Proceedings finalised	N/A	\$2258.20 Legal Costs
LP13/03	Protection of the Environment Operations Act – Pollute Waters	Following advice from Council's Solicitor the General Manager agreed to accept an offer by the Accused to settle the matter. On 5 October 2005 the proceedings were withdrawn. Proceedings finalised	N/A	\$2258.20 Legal Costs
LP14/03	Protection of the Environment Operations Act – Pollute Waters	Following advice from Council's Solicitor the General Manager agreed to accept an offer by the Accused to settle the matter. On 5 October 2005 the proceedings were withdrawn. Proceedings finalised	N/A	\$2258.20 Legal Costs



File No.	Act & Offence	Status	Fine imposed	Costs Incurred
LP15/03	Protection of the Environment Operations Act – Pollute Waters	Following advice from Council's Solicitor the General Manager agreed to accept an offer by the Accused to settle the matter. On 5 October 2005 the proceedings were withdrawn. Proceedings finalised	N/A	\$2258.20 Legal Costs
LP16/03	Protection of the Environment Operations Act – Pollute Waters	Following advice from Council's Solicitor the General Manager agreed to accept an offer by the Accused to settle the matter. On 5 October 2005 the proceedings were withdrawn. Proceedings finalised	N/A	\$2258.20 Legal Costs
LP08/04	Local Government Act – Not Comply with Order.	On 21 March 2005 the Court found the offence proved. Proceedings finalised.	\$500	\$778.25 Legal Costs
LP09/04	Local Government Act – Not Comply with Order.	On 21 March 2005 the Court found the offence proved. Proceedings finalised.	\$250	\$778.25 Legal Costs
LP10/04	Local Government Act – Not Comply with Order.	On 21 March 2005 the Court found the offence proved. Proceedings finalised.	\$500	\$778.25 Legal Costs
LP11/04	Local Government Act – Not Comply with Order.	On 21 March 2005 the Court found the offence proved. Proceedings finalised.	\$250	\$778.25 Legal Costs
LP12/04	Companion Animals Act – Restricted Dog Attack Person.	On 17 August 2004 the Court found the offence proved. Proceedings finalised.	\$4000	\$150 Legal Costs \$63 Court Costs
LP13/04	Companion Animals Act – Restricted Dog Attack Animal.	On 17 August 2004 the Court found the offence proved. Proceedings finalised.	\$4000	\$100 Legal Costs \$63 Court Costs
LP14/04	Companion Animals Act – Restricted Dog Not Under Effective Control.	On 17 August 2004 the Court found the offence proved. Proceedings finalised.	\$1000	\$100 Legal Costs \$63 Court Costs
LP15/04	Protection of the Environment Operations Act – Pollute Waters	On 21 September 2004 the Court found the offence proved. Proceedings finalised.	\$1000	\$380 Legal Costs \$63 Court Costs

File No.	Act & Offence	Status	Fine imposed	Costs Incurred
LP16/04	Companion Animals Act – Restricted Dog Not Under Effective Control.	On 26 October 2004 the Court found the offence proved. Proceedings finalised.	\$350	\$633 Legal Costs \$0 Court Costs
LP17/04	Protection of the Environment Operations Act – Pollute Waters	On 21 September 2004 the Court found the offence proved. Proceedings finalised.	\$320	\$0 Legal Costs \$63 Court Costs
LP18/04	Swimming Pools Act – Not Comply with Order.	On 26 October 2004 the Court found the offence proved. Proceedings finalised.	\$200	\$225 Legal Costs \$63 Court Costs
LP19/04	Swimming Pools Act – Not Comply with Order.	On 26 October 2004 the Court found the offence proved. Proceedings finalised.	\$100	\$225 Legal costs \$63 Court Costs
LP20/04	Local Government Act – Stand vehicle in area longer than allowed.	On 22 October 2004 the Accused attended the Court and presented a current disabled parking authority for the time of the offence. On the basis of the new evidence the proceedings were withdrawn. Proceedings finalised.	N/A	\$0 Legal Costs \$0 Court Costs
LP21/04	Protection of the Environment Operations Act – Deposit litter from vehicle	On 14 December 2004 the proceedings were withdrawn by consent as it had become evident that the Accused was not the person responsible for the offence. Proceedings finalised.	N/A	\$0 Legal Costs \$63 Court Costs
LP22/04	Environmental Planning and Assessment Act – Not Comply with Order.	Proceedings adjourned to 8 July for Hearing. Proceedings ongoing.	N/A	\$63 Court Costs
LP23/04	Environmental Planning and Assessment Act – Not Comply with Order.	On 18 January 2005 the Court found the offence proved. Proceedings finalised.	\$20,000	\$225 Legal Costs \$63 Court Costs
LP24/04	Environmental Planning and Assessment Act – Not Comply with Order.	On 18 January 2005 the Court found the offence proved. Proceedings finalised.	\$20,000	\$225 Legal costs \$63 Court Costs

File No.	Act & Offence	Status	Fine imposed	Costs Incurred
LP26/04	Local Government Act – Not stand vehicle in marked parking bay.	On 23 November 2004 the Court found the offence proved. Proceedings finalised.	\$70	\$0 Legal Costs \$0 Court Costs
LP25/04	Local Government Act – Not stand vehicle in marked parking bay.	On 23 November 2004 the Court found the offence proved. Proceedings finalised.	\$100	\$0 Legal Costs \$0 Court Costs
LP27/04	Australian Road Rules – Park longer than permitted.	On 4 February 2005 the Court found the offence proved. Proceedings finalised.	\$100	\$0 Legal Costs \$0 Court Costs
LP28/04	Australian Road Rules – Disobey no stopping sign.	On 4 February 2005 the Court found the offence proved and determined that it was appropriate in the circumstances to dismiss the proceedings under Section 10 of the Crimes (Sentencing Procedures) Act. Proceedings finalised.	\$0	\$0 Legal Costs \$0 Court Costs
LP29/04	Companion Animals Act – Dog not registered.	On 9 February 2005 the Court found the offence proved and determined that it was appropriate in the circumstances to dismiss the proceedings under Section 10 of the Crimes (Sentencing Procedures) Act. Proceedings finalised.	\$0	\$550 Legal Costs \$0 Court Costs
LP30/04	Protection of the Environment Operations Act – Pollute Waters	Proceedings adjourned to 2 August 2005 for Hearing. Proceedings ongoing.	N/A	\$0 Court Costs
LP31/04	Protection of the Environment Operations Act – Deposit litter from vehicle	On 20 June 2005 the Court found the offence proved. Proceedings finalised.	\$200	\$1,210 Legal Costs \$63 Court Costs
LP32/04	Protection of the Environment Operations Act – Deposit litter from vehicle	On 15 March 2005 the Court found the offence proved and determined that it was appropriate in the circumstances to dismiss the proceedings under Section 10 of the Crimes (Sentencing Procedures) Act. Proceedings finalised.	\$0	\$220 Legal Costs \$63 Court Costs
LP33/04	Protection of the Environment Operations Act – Deposit litter from vehicle in circumstances of aggravation.	On 15 February 2005 the Court found the offence proved. Proceedings finalised.	\$2500	\$220 Legal Costs \$63 Court Costs

File No.	Act & Offence	Status	Fine imposed	Costs Incurred
LP34/04	Environmental Planning and Assessment Act – Not Comply with Order.	On 5 April 2005 the Court found the offence proved. Proceedings finalised.	\$800	\$275 Legal Costs \$63 Court Costs
LP35/04	Environmental Planning and Assessment Act – Not Comply with Order.	On 5 April 2005 the proceedings were withdrawn by consent as it had become evident that the Accused had provided the necessary documentation required by the order although no record could be located on Council's files. Proceedings finalised.	N/A	\$275 Legal Costs \$63 Court Costs
LP36/04	Protection of the Environment Operations Act – Deposit litter from vehicle.	On 15 February 2005 the Court found the offence proved. Proceedings finalised.	\$300	\$110 Legal Costs \$63 Court Costs
LP37/04	Protection of the Environment Operations Act – Deposit litter from vehicle.	On 15 February 2005 the Court found the offence proved. Proceedings finalised.	\$300	\$110 Legal Costs \$63 Court Costs
LP38/04	Protection of the Environment Operations Act – Deposit litter from vehicle.	On 15 February 2005 the Court found the offence proved. Proceedings finalised.	\$200	\$110 Legal Costs \$63 Court Costs
LP39/04	Protection of the Environment Operations Act – Deposit litter from vehicle.	On 15 February 2005 the Court found the offence proved. Proceedings finalised.	\$200	\$110 Legal Costs \$63 Court Costs
LP40/04	Protection of the Environment Operations Act – Deposit litter from vehicle.	Proceedings adjourned to 5 September 2005 for Hearing. Proceedings ongoing.	N/A	\$63 Court Costs
LP41/04	Protection of the Environment Operations Act – Pollute Waters	On 6 May 2005 proceedings were dismissed as the Magistrate was of the view that reasonable doubt existed as to whether the Accused had committed the offence. Proceedings finalised.	N/A	\$1,320 Legal Costs \$63 Court Costs
FINE TOTAL				\$57,240.00
COSTS TOTAL				\$31,595.80

**Table 5 – Legal Advice Not Relating To Court Proceedings
For Period 1 July 2004 To 30 June 2005.**

Overall Cost of various advice sought form Council's Contracted Solicitor	\$9,473.70
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Summary Of Overall Net Costs - Tables 1, 2, 3, 4 & 5

TABLE 1 - Class 1 Appeals against Council's determination of Development Applications	\$139,144.47
TABLE 2 - Class 1 Appeals against Orders or Notices issued by Council	\$5,012.46
TABLE 3 - Class 4 Matters non-compliance with Council Orders, Notices or Prosecutions	\$105,446.31
TABLE 4 - Local Court Prosecution matters	\$31,598.80
TABLE 5 - Legal Advice	\$9,473.7
OVERALL NET COSTS TOTAL	\$290,675.74

**Table 6 - Recovery Of Local Court Fines & Costs
For The Period 1 July 2004 To 30 June 2005**

Category	Attorney General's Department - Local Court Orders	State Debt Recovery Office - Local Court Enforcement Orders	TOTAL
Companion Animals	\$1,789.00	\$0.00	\$1,789.00
Environmental - includes Litter & Waste Dumping	\$4,201.60	\$839.00	\$5,040.60
General - Includes Public Health, Food Safety & Land Use	\$8,890.00	\$353.05	\$9,243.05
Parking (car parks)	\$231.00	\$0.00	\$231.00
Parking (on-street)	\$937.00	\$840.00	\$1777.00
TOTAL	\$16,048.60	\$2,032.05	\$18,080.65

Penalty Infringement Notices Issued For Various Offences Under The Specified Category

Table 7 - Recovery Of Penalty Infringement Notice Fines For The Period 1 July 2004 To 30 June 2005

Category	Infringement Processing Bureau - Penalty Infringement Notices	State Debt Recovery Office - Penalty Infringement Notice Enforcement Orders	TOTAL
Companion Animals	\$39,710.00	\$18,461.00	\$58,171.00
Environmental - includes Litter & Waste Dumping	\$85,185.00	\$12,624.00	\$97,809.00
General - includes Public Health, Food Safety & Land Use	\$35,301.00	\$4,790.00	\$40,091.00
Parking (car parks)	\$151,345.00	\$41,364.00	\$192,709.00
Parking (on-street)	\$198,842.00	\$54,121.00	\$252,963.00
TOTAL	\$510,383.00	\$131,360.00	\$641,743.00

Summary Of Overall Fine & Costs Revenue Tables 6 & 7

TABLE 6 - Local Court Fines & Costs recovered	\$18,080.65
TABLE 7 - Penalty Infringement Notice Fines recovered	\$641,743.00
OVERALL FINE REVENUE TOTAL	\$659,823.65

Comparison With Previous Years Overall Net Costs - Tables 1, 2, 3, 4 & 5

	2002/03	2003/04	2004/05
TABLE 1 - Class 1 Appeals (D/A's)	\$124,568.25	\$213,579.30	\$139,144.47
TABLE 2 - Class 1 Appeals (Notices/ Orders)	\$31,425.58	\$13,290.58	\$5,012.46
TABLE 3 - Class 4 Prosecutions	\$48,089.25	\$22,574.83	\$105,446.31
TABLE 4 - Local Court Prosecutions	\$16,790.00	\$14,099.80	\$31,598.80
TABLE 5 - Legal advice	Not Reported	\$16,815.29	\$9,473.7
OVERALL NET COSTS TOTAL	\$220,873.08	\$280,359.80	\$290,675.74

Comparison With Previous Years Overall Fine Revenue Tables 6 & 7

	2002/03	2003/04	2004/05
TABLE 6 - Local Court Fines recovered	\$14,557.00	\$21,084.00	\$18,080.65
TABLE 7 - Penalty Infringement Notice Fines recovered	\$298,616.00	\$502,868.00	\$641,743.00
OVERALL FINE REVENUE TOTAL	\$313,173.00	\$523,952.00	\$659,823.65

**Table 8 - Penalty Infringement Notices (Pins) Issued For The Period
1 July 2004 To 30 June 2005**

Category	PINs Loaded	Loaded Value	Status					Status Total	Actual Value
			Closed Paid	Closed Not Paid	Refund/ Rever- sals	Dishon- our	Adjust- ments		
Companion Animals	1,186	\$138,710.00	329	479	-16	0	394	1186	\$136,950.00
Environmental- includes Litter & Waste Dumping	276	\$179,975.00	134	114	-11	0	39	276	\$170,675.00
General- includes Environmental, Public Health, Food Safety & Land Use	131	\$60,570.00	42	66	-1	0	24	131	\$60,350.00
Parking (car parks)	3,345	\$247,880.00	2,281	732	-38	0	370	3,345	\$244,934.00
Parking (on-street)	3,701	\$316,004.00	2,416	879	-46	-2	454	3,701	\$310,476.00
TOTAL	8,639	\$943,139.00	5,202	2,270	-112	-2	1,281	8,639	\$923,385.00

Service Fees for the Loaded PINs (July to September
2004) @ \$18.98 each (including GST)

\$39,771.62

Service Fees for the Loaded PINs (October 2004 to June
2005) @ \$22.00 each (including GST)

\$115,725.00

Service Fees Total

\$155,496.62

Anticipated Revenue (Actual Value less Service Fees)

\$767,888.38

Legend

Loaded Value - Total value of PIN penalty amount for line category loaded onto recovery system

Actual Value - Loaded Value less Refunds/Reversals and Dishonoured

Closed Paid - Number of PINs paid within the required time

Closed Not Paid - Number of PINs not paid or Court Elected. Unpaid PINs are referred to State Debt Recovery Office for enforcement action to recover the penalty amount plus costs. Court Elected PINs are referred to Police Prosecutor (Companion Animal and Parking Offences) or Council Prosecutor (all other'a offences) for issue of Court Attendance Notice.

Refund/Reversal - Number of PINs that have been cancelled due to errors in issue or adjudication of PIN representation has determined that no further action should be taken or that a caution should be issued, without penalty.

Dishonour - Number of PIN Payments dishonoured. PIN will progress to enforcement stage if payment not honoured.

Adjustments - Number of PINs that remain unpaid or not Court Elected and have not progressed to enforcement stage

HUMAN RESOURCES

This year, both Human Resources and Council's Review Team have developed a number of strategies aimed specifically at meeting the outcomes expected of the Employee Opinion Survey. A Human Resources Review Team - consisting of Managers and Directors from right across Council, and representatives from Human Resources - has been established to ensure that effective strategies are adopted, and that the responsibility for ensuring good Human Resources Management is shared throughout the organisation.

This Review Team met regularly during the year to develop strategies and plans aimed at meeting the long term human resource needs of Council - for example, knowledge management, succession planning and leadership development.

Council's Work Placement Programs with local high schools and tertiary institutions, which are an integral part of the tertiary education system, continued throughout the year. There were 108 participants in the program this year.

Council was represented at the regional Career Day - the Macarthur Area Careers Expo at Minto Sports Stadium - in June, and the Youth Employment strategy continued to expand

The Employee Assistance Program continues to support staff experiencing work related and personal difficulties.

The Consultative Committee continued to meet regularly during the year. Its focus on changes to the organisational structure and various Council policies was aimed at ensuring that Council's workforce remains effective and competitive.

Learning and Development

Council continues to be totally committed to the ongoing learning and development of its entire staff. It is important that they are fully competent in the skills and knowledge required to fulfil their current job roles; that they are provided with a firm foundation for future career development; and that they offer an improved level of service to the community.

Over the past 12 months, Council provided staff with the opportunity to attend a wide range of training programs, including 'Springboard' (a Women's Leadership Program), Workplace English Language and Literacy, Customer Service, Skin Cancer Awareness, Manual Handling, Code of Conduct, Construction Induction, and various Computer Skills courses covering the implementation of new corporate software.



A total of 293 courses were offered to staff. 2022 internal training places were filled in 2004/2005. The focus for Learning and Development in 2005/2006 is Occupational Health and Safety, Customer Service, Council Values, Multi-skilling and Management Development.

Occupational Health and Safety

Council is also committed to providing a safe working environment to employees, contractors, volunteers and members of the public. Council continues to strive towards best practice in Occupational Health and Safety through the continued development of a OHS Management System in accordance with the WorkCover Self-Insurers Model. The Occupational Health and Safety Management System provides a framework for setting and reviewing measurable objectives and targets to ensure continual improvement and the elimination of all workplace injury and illness.

This year, Council conducted a number of independent audits across various sections of Council to ensure that a safe working environment is maintained and to identify areas for improvement. Safety Officers have now been appointed to support Council's operational areas.

Council continued to promote staff health initiatives with specific programs, including a Health Fair, continuation of the staff immunisation program, and the completion of a wide range of risk assessments across all of Council's operations.

Council has continued focusing on Occupational Health and Safety training this year. It has provided training to staff in a number of different areas including OH&S Induction, OH&S and Risk Management for Supervisors, Hazardous Substances, First Aid, CPR, Manual Handling, Safety with Sharps, Skin Cancer Awareness, Fire Extinguisher & Fire Safety, Chem Alert, and Accident Investigation training

Risk Management

A review of Council's Motor and Liability Insurances portfolios was undertaken with Council now managing larger components of these portfolios. As a result, significant savings in premiums and costs have been achieved.

Programs were also put in place to self manage the cost of motor vehicle accident repairs, and these have resulted in a 50% cost saving.

A Risk Management Information System was developed to integrate all incident/claims reporting for the entire claims portfolio. As a risk management tool, the system enables Council to monitor a range of statistical indicators and evaluate historical trends over a ten-year period.

Equal Employment Opportunity

Council has continued its commitment to promoting equality in the workplace and ensuring an environment that is free of discrimination.

A number of strategies identified in the EEO Management Plan have been successfully completed, and include the following:

- The implementation of a system for the ongoing gathering of EEO statistics
- The development of a draft Aboriginal Employment Strategy developed in consultation with Aboriginal employees.
- The provision of a range of development opportunities for employees through targeted training programs, including WELL (Workplace English Language and Literacy) Program, *Springboard*, and Resume Writing and Interview Skill training for Aboriginal employees.
- The development of a policy on Workplace Bullying, and subsequent training of Executive staff and Managers. The intention is to continue with training to capture all supervisory staff.
- The recent successful recruitment of Contact Officers (an important component of Council's Grievance Handling Procedures) has expanded the Contact Officer network from four to twenty staff members.
- A recruitment review carried out in 2004 identified the need to target a pool of more highly trained interviewers. This eventuated in a review of Recruitment and Selection Training, and Council has begun to roll out this training to all staff supervisory roles.

- The highly successful Youth Traineeship Program, conducted in partnership with a local group-training organisation, continued. A total of 17 trainees are on Council's staff this year.
- The continuation of a traineeship program targeted at people with a disability. Two trainees are on Council's staff this year.

In addition, Council continues to provide, on an ongoing basis, EEO training, eg 'EEO Awareness', and to target new employees at the induction stage to ensure that they are aware of their rights and responsibilities relating to EEO and discrimination.

TOURISM AND EVENTS & FUNCTIONS

To promote Campbelltown to both the local, and the wider Sydney metropolitan community, Council undertook a wide variety of tourism projects, and arranged and organised a number of events during the year.

Tourism

• Campbelltown Visitor Guide

The Second edition of the Campbelltown Visitor Guide 'Uncover Campbelltown' was released. The print run was increased to 50,000 copies (up from 30,000) due to the popularity of the publication.

• Cartoscope Tourism Map for Macarthur

The first map of the entire Macarthur region was launched in mid 2004. Tourism Operators supported the project by purchasing advertising space surrounding the maps.

• Trade and Consumer Shows

Campbelltown and the Macarthur region featured in the popular Sydney on Sale exhibition on 21 and 22 July, and the Seniors Retirement and Lifestyle Expo from 23 to 25 July. Although aimed at different markets, each event was successful. Stands promoting Campbelltown and the Macarthur Region received a great deal of attention from business representatives and individuals.

• Discover Greater Sydney

Campbelltown and Camden Visitor's Information Centre coordinated a one page feature in the *Discover Greater Sydney* Publication – the only official visitor guide for the whole of Sydney. The Guide has extensive distribution and is included in every VIC in NSW as well as Sydney Airport and major regional centres Interstate.

• Destinations Travel Show

Campbelltown VIC, along with Camden and Wollondilly, coordinated a Macarthur feature for an episode of *Destinations Travel Show* – a national (WIN/NBN Network Wide) travel program that reaches 6.9 million viewers across Australia. Campbelltown received a number of enquiries and expressions of interest on our region from callers from a diverse range of locations including Perth, Tasmania, Victoria, Dubbo, Wagga, Canberra and Illawarra.

• State Tourism Data Warehouse

The State Tourism Data Warehouse is a system that feeds information onto the Tourism NSW and Tourism Australia's tourism websites. The Campbelltown region has a complete listing on the Warehouse which includes general information on the region, attraction listings, accommodation listings, event listings and tour listings.



Sister Cities

The successful Sister City relationship between Campbelltown and Koshigaya was recognised in September with a prestigious national award. Along with last year's **Kids 2 Kids** videoconference project, it won Best Youth Project in the Australian Sister Cities Association (ASCA) annual awards program. The project took place in June 2004, to mark the 20th anniversary of our sister city relationship, and involved setting up a videoconferencing link between primary school students in Campbelltown and their counterparts in Koshigaya.

Principal of Campbelltown Public School, Joy Fullagar, said that **Kids 2 Kids** was a wonderful opportunity for students from Campbelltown and Koshigaya to learn about each other's culture in a fun and interactive way. "Kids 2 Kids was a wonderful opportunity for teachers and students to work with Council, and have that face to face connection with Koshigaya," Ms Fullagar said. "The children learned from the experience and realised that there are many similarities and differences in both cultures."

100 students from St Andrew's Primary School, Robert Townson Primary School, Campbelltown Central Primary School and Bradbury Primary School spent two hours chatting, in real time, to their peers from Sakurai Primary School, Koshigaya Primary School, Gamo-daini Primary School and Obukuro-kita Primary School.

- **Business Tourism Project – Sydney Wide Conferences**

The aim of this project is to increase the business tourism (meetings and conferences) marketing in Western Sydney. Campbelltown is a partner in this project which includes coordinating trade shows, newsletters, a website, familiarisation tours, cooperative advertising campaigns and education and networking seminars.

- **Business Tourism Familiarisation Tour**

Campbelltown and Camden VIC worked collaboratively to coordinate a familiarisation tour for the business tourism market. Seven people involved directly in organising conferences and events, or operating guided tours, visited local tourism venues and attractions as part of the familiarisation. Highly positive feedback was received from participants, with Sweeney's and Mount Annan Botanic Garden both receiving conference bookings from clients directly following the Famil.

- **Familiarisation Tours of Macarthur**

Campbelltown VIC has hosted a number of industry familiarisation tours in the area, each supported by local operators, tourism officers, media/press and Tourism Sydney representatives.

- **Campbelltown Show**

Campbelltown VIC coordinated a Tourism and Council Display at the 2005 Campbelltown City Show and also staffed the stand over the three day period.

- **Campbelltown Ghost and Ghouls Tours**

Campbelltown VIC coordinated a group Ghost Tour of Campbelltown during the 2004 Festival of Fisher's Ghost. The Tour has been so popular it was run again during Youth Week and three times during the 2005 Festival of Fisher's Ghost.

- **Heritage Festival**

Campbelltown VIC coordinated the annual Campbelltown Heritage Tour during Heritage Festival.

- **Datatrax E-Kiosk**

Datatrax Tourism Touchscreens are an information kiosk for Gateway Visitor Centres. Today there are 115 Touchscreens with over 1500 tourism products, covering 30 regions and six States, reaching 10,886,334 visitors each year. The Touchscreen Kiosks provide 24-hour access to up-to-date information on attractions, shopping, eating out and accommodation, as well as regional overview editorial and general information to the tourist in a free and easy to use format. To date the Touchscreens have satisfied in excess of six million enquiries. Campbelltown VIC is in the process of setting up this Kiosk for the Macarthur region, based at Campbelltown Visitor Information Centre 'Quondong'.

Events And Functions

- **Campbelltown City Mayor's Charity Ball**

21 Aug 2004, Campbelltown RSL Club. Over 300 people dressed in poodle skirts, blue suede shoes and '50s Rock 'n' Roll themed regalia raised over \$8,500 for the Campbelltown Hospital. 2006 will see Council join forces with Camden and Wollondilly to hold a combined Charity Ball on 1 April.

- **Campbelltown City Garden Competition**

Despite ongoing drought conditions a very fertile 87 entries were received for 12 categories. The competition encourages and celebrates those who contribute to the aesthetics of the City. Well known gardening experts Ben Swane and Jennifer Stackhouse joined the local gardening community for the Award Ceremony held at Mount Annan Botanic Garden on 10 October 2004.

- **Festival of Fisher's Ghost, 4 – 14 November 2004**

Organised by the Festival of Fisher's Ghost Association with major support from Council, the 2004 Festival featured over 20 events. The Dumeresq Street Cinemas Street Parade hosted 1800 people from 80 groups as floats, walking groups and marching bands and was opened by the

Consul General of Japan, Mr Yasuaki Nogawa to mark the 20th anniversary of our Sister City relationship with Koshigaya. The following week, 20,000 people attended the Street Fair to sample goods from 90 stalls and enjoy performances on two stages. Other major events included the Fisher's Ghost Art Award, Jukebox Saturday Night Concert, 2 major fireworks displays, the six day Carnival, Fisher's Gig and Bears in the Park.

- **New Year's Eve Celebration, 31 December 2004, Koshigaya Park**

15,000 people welcomed 2005 by celebrating with fantastic stage entertainment, carnival rides and two spectacular fireworks shows – at 9pm and midnight. The night had a distinctly family feel, enhanced by being drug and alcohol free. Community members also dug deep to raise funds for the Mayor's Tsunami Appeal.

- **Australia Day, 26 January, Koshigaya Park and Hallinan Park**

Over 15,000 people attended the Australia Day events in Campbelltown and Ingleburn. A traditional Aussie breakfast kicked things off before our Australia Day Award recipients were announced from a field of over 60 nominations. An address by Australia Day Ambassador and popular children's TV entertainer, Robyn Moore, along with a Citizenship Ceremony, rounded off the official proceedings. Celebrations continued with the very popular Talent Quest in the afternoon, followed by stage entertainment and a huge fireworks display at 9pm.

- **Ingleburn Alive Festival, 19 March 2005, Oxford St Ingleburn**

An enormous turnout of 20,000 flooded Ingleburn to enjoy two stages of entertainment, carnival rides, 100+ community based street stalls, citizenship ceremony, art competition and major fireworks display.

- **Riverfest, 5 June 2005, Koshigaya Park**

An estimated 10,000 people came out to enjoy the new theme of cultural diversity which contributed colour, flavour and excitement to this annual celebration of environmental sustainability. The day featured educational displays, activities, and workshops, and cultural performances, food and craft stalls.



Fisher's Ghost Festival 2004

Record crowds turned out last November to celebrate one of the most spectacular Fisher's Ghost Festivals ever. It was also the 20th anniversary of Campbelltown's link with its Japanese Sister City, Koshigaya and, to mark the occasion, a large delegation of Koshigaya dignitaries, including the Mayor of Koshigaya, came all the way from Japan to join us for the event. We were also honoured to have the Japanese Consul General in Sydney, Mr Yasuaki Nogawa, officially open the Festival.

The Fisher's Ghost Parade is always the main event and, with more than 70 marching bands, colourful floats, and local community walking groups, the 2004 Dumaresq Street Cinemas Street Parade, was no exception. Before the fun even began, the pre-parade entertainment included a special performance by traditional Japanese Taiko drummers, who wowed the crowd with their energetic routine.

And in keeping with the 20th anniversary sister city theme, the major highlight of the Parade was a spectacular Japanese float decorated with Japanese cherry blossoms and wisteria, and proudly displaying the emblems of both cities. It was a typical representation of the floats that feature in traditional Japanese street parades.





financial reporting

Independent Auditor's Report on the Conduct of the Audit of Campbelltown City Council

We have audited the financial reports of Campbelltown City Council for the financial year ended 30 June 2005. The financial reports include the general purpose consolidated accounts of the economic entity comprising the Council and its controlled entities and the special purpose financial report, detailing the income and expenditure of Council's business units and their financial position at balance date. The contents of both of these reports include the Council's Certificate as required by section 413(2)(c) of the Local Government Act 1993. The Council is responsible for the preparation and presentation of the financial reports and the information they contain. We have conducted an independent audit of these financial reports in order to express an opinion on them to the Council.

In accordance with Section 417 of the Local Government Act 1993 we submit our report on the conduct of the audit of Campbelltown City Council for the year ended 30 June 2005. Our audit reports on the general purpose financial statements of Council and the special purpose financial statements on Council's business units outline the legislative framework of our audit and should be

referred to in order to establish the context in which our comments are made.

Audit Approach

We conducted an independent audit in order to express an opinion to the Council. Our audit has been conducted in accordance with Australian Auditing Standards to provide

reasonable assurance as to whether the financial report is free of material misstatement. The nature of an audit is influenced by factors such as the use of professional judgment, selective testing, the inherent limitations of internal control, and the availability of persuasive rather than conclusive evidence. Therefore, an audit cannot guarantee that all material misstatements have been detected. We performed procedures to assess whether in all material respects the financial report presents fairly in accordance with Accounting Standards, other mandatory professional reporting requirements and statutory requirements so as to present a view that is consistent with our understanding of the Council's financial position, the results of its operations and its cash flows. We formed our audit opinion on the basis of these procedures, which included:

- examining, on a test basis, information to provide evidence supporting the amounts and disclosures in the financial report; and
- assessing the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the directors.

While we considered the effectiveness of management's internal controls over financial reporting when determining the nature and extent of our procedures, our audit was not designed to provide assurance on internal controls.

1. Review of the Financial Statements

(a) Result from Ordinary Activities

As disclosed in Council's Statement of Financial Performance the year's operations resulted in a surplus from ordinary activities after capital amounts of \$2,508,000 (2004 - \$3,486,000). Some items of note in the operating statement include:



- The operating surplus from ordinary activities **before** capital amounts was \$1,011,000 (2004 – \$2,183,000).
- Rates and annual charges increased by \$1,925,000 to \$56,764,000 (2004 – \$54,839,000) being an increase of 3.5% which is largely derived from the rate pegging increase for general rates determined by the State Government coupled with increases arising from the development of new residential sub-divisions within Council's boundaries.
- Grant and contributions (operating) increased by \$1,336,000 to \$19,355,000 (2004 - \$18,019,000). This was the net effect of a decrease in operating grants of \$133,000, offset by an increase in operating contributions of \$1,469,000. The increase in contributions was due primarily to the regional development contributions of \$1,231,000 (2004 – NIL).
- Capital grants and contributions increased by \$194,000 to \$1,497,000 (2004 - \$1,303,000). The increase was due to receiving RTA contributions for capital works.

(b) Financial Position

The Statement of Financial Position disclosed that for the year ended 30 June 2005 Council's net assets stood at \$622,585,000 (2004 - \$620,077,000) which represents an increase of \$2,508,000 being the surplus from ordinary activities after capital amounts.

To assess the appropriateness or otherwise of Council's net current asset position (available working capital) it is necessary to review the level of restrictions placed against the use of Council's assets. The notes to the financial statements indicate clearly where restrictions exist, and the effect of the restrictions is summarised as follows:-

	2005 \$'000	2004 \$'000
Net current assets	19,136	19,864
Less: Amounts externally restricted for special purposes refer Notes 6; 7; & 8 of financial statements	(9,675)	(12,175)
Less: Council internally imposed restrictions (refer Notes 6 & 7 of financial statements)	(12,957)	(13,877)
Add: Applicable current liabilities refer Note 10 (c) matched by a cash restriction		
- Domestic Waste Management	0	21
- Other Specific Purpose	1,030	1,030
Unrestricted net current asset surplus/(deficit)	(2,466)	(5,137)
Unrestricted net current assets comprise:		
	2005 \$'000	2004 \$'000
<i>Unrestricted Current Assets</i>		
Cash & Investments		
Receivables	2,104	4,369
Inventories	7,819	3,098
Other assets	517	530
	38	171
	10,478	8,168
Less:		
<i>Unrestricted Current Liabilities</i>		
Payables	(3,454)	(3,661)
Provisions	(6,589)	(6,040)
Interest Bearing Liabilities	(2,901)	(3,604)
Unrestricted net current asset surplus/(deficit)	(2,466)	(5,137)

The reader of the accounts must also be mindful that some of the internal restrictions cover employee leave entitlements and loan repayments. This in effect would decrease the level of the calculated deficit.

At 30 June 2005 Council had a calculated deficit of net current assets to cover the restrictions placed on those assets. This deficit has decreased by \$2,671,000 in the 2004-'05 year. While there has been substantial improvement in the unrestricted net current asset position, a deficit indicates that there is a reliance on next year's cash inflows to sustain the restrictions Council has placed on its assets.

Historically, and like many other organisations, Council budgets to utilise monies collected next year to fund loan repayments due in that year, similarly Council budgets to fund ordinary levels of employee leave entitlements from next year's budget.

The following table shows the impact of these funding decisions on Council's calculated unrestricted net current asset position:

	2005 \$'000	2004 \$'000
Unrestricted net current assets surplus /(deficit)	(2,466)	(5,137)
Add back amounts to be funded from the following years' operations:		
<i>Unrestricted Current Liabilities</i>		
Provisions	6,589	6,040
Interest Bearing Liabilities	2,901	3,604
Adjusted unrestricted net current asset surplus/ (deficit)	7,024	4,507

This adjustment alters Council's calculated position significantly and shows that Council's level of restrictions can be managed



Liquidity

Whilst the analysis of the net current asset position is a succinct review of Council's short-term position, the strength of that position is determined by the liquidity of those assets i.e. the Council's ability to operate effectively is largely governed by the amount of available cash.

Note 6 to the accounts discloses total cash and investments of \$34,240,000 (2004 - \$38,717,000). Of this amount \$19,202,000 (2004 - \$20,480,000) is subject to external restrictions requiring Council to commit those funds to the purposes for which they were provided and \$12,934,000 (2004 - \$13,868,000) is subject to internal restrictions agreed upon by Council for designated purposes which may be altered at the discretion of Council, consistent with their management plan.

The unrestricted balance of \$2,104,000 (2004 - \$4,369,000) represents funds available to cover non-budgeted discretionary expenditure and short-term cash flow requirements.

(c) Performance Indicators

Note 13 to the Financial Statements provides a measure of Council's performance using a number of selected ratios as follows:

Current and Unrestricted Current Ratios

The Current Ratio and Unrestricted Current ratio are measures of Council's liquidity that demonstrate Council's ability to satisfy obligations out of short-term and immediate asset balances.

Council's ratios of 2:37 and 1:81 respectively are considered sound. We stress the importance of considering these ratios in conjunction with other performance indicators and not in isolation.

Debt Service Ratio

The cost of repaying debt is reflected in the debt service ratio, which expresses that cost as a percentage of revenue from ordinary activities.

Whilst there is no definitive guide on what constitutes an acceptable ratio it is generally accepted that a ratio of 10% to 20% depending on the level of long-term development (infrastructure) plans and funding entrepreneurial activities, is considered tolerable. At 5.07% (2004 - 11.35%), Campbelltown City Council's ratio is well within these industry benchmarks.

Rate Coverage Ratio

The Rate Coverage Ratio indicates the proportion of total revenue that is generated by rates. A changing ratio may indicate a change in the mix of Council's revenue streams. These revenue streams would include rates, user charges, grants, contributions and income from entrepreneurial activities.

Council's ratio of 59.55 % (2004 - 61.65 %) is slightly lower than the previous year. This is due to the slight increase in operating grants and contributions and the gain on sale of one asset.

Rates & Annual Charges Outstanding Ratio

The rates and annual charges outstanding percentage is a measure of management efficiency. Whilst prevailing economic conditions may influence Council's ability to collect revenue, the efficiency and application of collection procedures are still the largest determinant of this ratio.

Campbelltown City Council's rates and annual charges outstanding percentage of 5.21% has increased since the prior year (2004 - 4.04%). This is primarily due to the levying on newly created properties as a result of sub-divisions close to year end.



(d) Cash Flow Statement

The Statement of Cash Flows reports a net decrease in cash assets held of \$3,490,000 (2004 increase - \$2,357,000) as follows:

	2005 \$'000	2004 \$'000	Movement \$'000
Cash flow provided by / (used in)			
Operating activities	9,804	14,135	(4,331)
Investing activities	(12,787)	(9,782)	(3,005)
Financing activities	(507)	(1,996)	1,489
Net increase / (decrease) in cash held	(3,490)	2,357	(5,847)

Cash flows from operating activities

The net cash flow provided by operating activities totalled \$9,804,000 (2004 - \$14,135,000). Council has continued to generate a positive cash flow from operating activities. The decrease in cash flows from operating activities is of the same proportion as the decrease in surplus from ordinary activities before capital amounts and before the gain from the sale of assets.

Cash flows from investing activities

The net cash flow used in investing activities totalled \$12,787,000 (2004 – used \$9,782,000). These cash outflows related to the net sale and acquisition of assets by Council. Major building works undertaken during the year included \$6,642,000 in additional work to the Art Gallery. Approximately \$5,666,000 was spent on additions to Council's plant and vehicle fleet, offset by proceeds of \$3,428,000 from plant and vehicle disposals during the year.

Cash flows from financing activities

The net cash flow used in financing activities was \$507,000 (2004 – used \$1,996,000). Additional funds were borrowed during the year as part of Council's ongoing borrowing schedule. Repayments were in line with the requirements of the loans.

(e) Comparison of Actual and Budgeted Performance

Council's change in net assets from operations for the year of was a surplus of \$2,508,000 compared to a budgeted deficit of \$4,930,000.

The nature of this report does not lend itself to detailed analysis of individual budget variations, though it appears that the most significant variance is the unbudgeted gain on sale of one property asset of \$3,034,000. Additionally Council has consolidated the financial records of the regional development organisation whose operations were not included in Council's original budget.

2. Other Matters

(a) National Competition Policy

In accordance with the requirements of National Competition Policy guidelines, Campbelltown City Council has prepared a special purpose financial report on its business units for the year ended 30 June 2005. Council has determined that it has three business units within its operations: Child Care Centre, Indoor Recreation Centres and Commercial Centres.

The Department of Local Government's July 1997 guidelines 'Pricing and Costing for Council Businesses: A Guide to Competitive Neutrality' outlines the process for identifying and allocating costs of activities and provide a standard of disclosure requirements. These disclosures are reflected in Council's pricing and/or financial reporting systems and include taxation equivalents, Council subsidies, rate of return on investments in business units and dividends paid.

An unqualified audit report on the special purpose reports for the year ended 30 June 2005 has been issued.

(b) Management Letters

An interim management letters were issued on 21 April 2005, whilst a final report will be prepared upon completion of our year end review.

(c) Legislative compliance

As a result of our audit we advise that there are no material deficiencies in the accounting records or financial reports that have come to our attention during the conduct of the audit and that Campbelltown City Council's accounting records have been kept in accordance with the requirements of the Local Government Act, 1993 and regulations.

Conclusion

(a) Campbelltown City Council's accounting records have been kept in a manner and form that facilitated the preparation of the general purpose financial report and allowed proper and effective audit of this report;

(b) Campbelltown City Council's accounting records have been kept in a manner and form that facilitated the preparation of the special purpose financial reports and allowed proper and effective audit of this report; and

(c) all information relevant to the conduct of the audit has been obtained.

Alan Morse & Co

ALAN MORSE & CO
CHARTERED
ACCOUNTANTS

Level 1
82 Great North Road, Five Dock

Dated:

GP McMAHON

PARTNER



statement of financial performance for the year ended 30 june 2005

Original Budget* 2005 \$'000		Actual 2005 \$'000	Actual 2004 \$'000
	EXPENSES FROM ORDINARY ACTIVITIES		
37,604	Employee costs	36,013	33,603
1,252	Borrowing costs	1,182	1,337
26,948	Materials and contracts	21,629	15,883
11,041	Depreciation	10,694	10,558
16,558	Other expenses	23,301	24,089
93,403	Total expenses from ordinary activities	92,819	85,470
	REVENUE FROM ORDINARY ACTIVITIES		
56,073	Rates and annual charges	56,764	54,839
12,606	User charges and fees	9,803	10,226
1,956	Interest	2,364	2,263
1,163	Other revenues	2,244	2,045
15,501	Grants and contributions provided for non-capital purposes	19,355	18,019
0	Gain from the sale of assets	3,300	139
0	Gain from interests in joint ventures	0	122
87,299	Total revenues from ordinary activities before capital amounts	93,830	87,653
(6,104)	SURPLUS/(DEFICIT) FROM ORDINARY ACTIVITIES BEFORE CAPITAL AMOUNTS	1,011	2,183
1,174	Grants and contributions provided for capital purposes	1,497	1,303
(4,930)	Net surplus/(deficit) from ordinary activities	2,508	3,486
(4,930)	SURPLUS/(DEFICIT) FROM ALL ACTIVITIES	2,508	3,486

Original budget as approved by Council – Refer Note 16

To be read in conjunction with the Notes to the Financial Statements

statement of financial position for the year ended 30 june 2005

	Actual 2005 \$'000	Actual 2004 \$'000
CURRENT ASSETS		
Cash assets	7,510	3,253
Investment securities	16,625	25,682
Receivables	8,420	4,757
Inventories	517	530
Other	38	171
TOTAL CURRENT ASSETS	33,110	34,393
NON-CURRENT ASSETS		
Investment securities	10,105	9,782
Receivables	0	30
Inventories	4,810	4,810
Property, plant and equipment	613,432	610,892
TOTAL NON-CURRENT ASSETS	628,347	625,514
TOTAL ASSETS	661,457	659,907
CURRENT LIABILITIES		
Payables	3,454	3,661
Interest bearing liabilities	3,321	4,024
Provisions	7,199	6,671
TOTAL CURRENT LIABILITIES	13,974	14,356
NON-CURRENT LIABILITIES		
Interest bearing liabilities	16,261	17,082
Provisions	8,637	8,392
TOTAL NON-CURRENT LIABILITIES	24,898	25,474
TOTAL LIABILITIES	38,872	39,830
NET ASSETS	622,585	620,077
EQUITY		
Accumulated surplus	622,585	620,077
TOTAL EQUITY	622,585	620,077

To be read in conjunction with the Notes to the Financial Statements

statement of cash flows for the year ended 30 june 2005

	Actual 2005 \$,000	Actual 2004 \$,000
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts		
Rates and annual charges	55,993	54,743
User charges and fees	9,835	11,045
Interest	2,207	2,263
Grants and Contributions	21,201	20,178
Other	2,376	2,493
Payments		
Employee costs	(35,582)	(33,616)
Materials and contracts	(21,723)	(17,201)
Interest	(1,202)	(1,336)
Other	(23,301)	(24,434)
Net cash provided by/or used in operating activities	9,804	14,135
CASH FLOWS FROM INVESTING ACTIVITIES		
Receipts		
Sale of assets	4,083	1,427
Payments		
Purchase of investments	0	0
Purchase of assets	(16,870)	(11,132)
Real estate asset improvements	0	(77)
Net cash provided by/or used in investing activities	(12,787)	(9,782)
CASH FLOWS FROM FINANCING ACTIVITIES		
Receipts		
Borrowing and advances	2,500	5,200
Other	30	378
Payments		
Borrowing and advances	(3,037)	(7,574)
Other		0
Net cash provided by/or used in financing activities	(507)	(1,996)
Net increase/(decrease) in cash assets held	(3,490)	2,357
Cash assets at beginning of reporting period	37,730	35,373
Cash assets at end of reporting period	34,240	37,730

To be read in conjunction with the Notes to the Financial Statements

statement of financial performance of business activities as at 30 june 2005

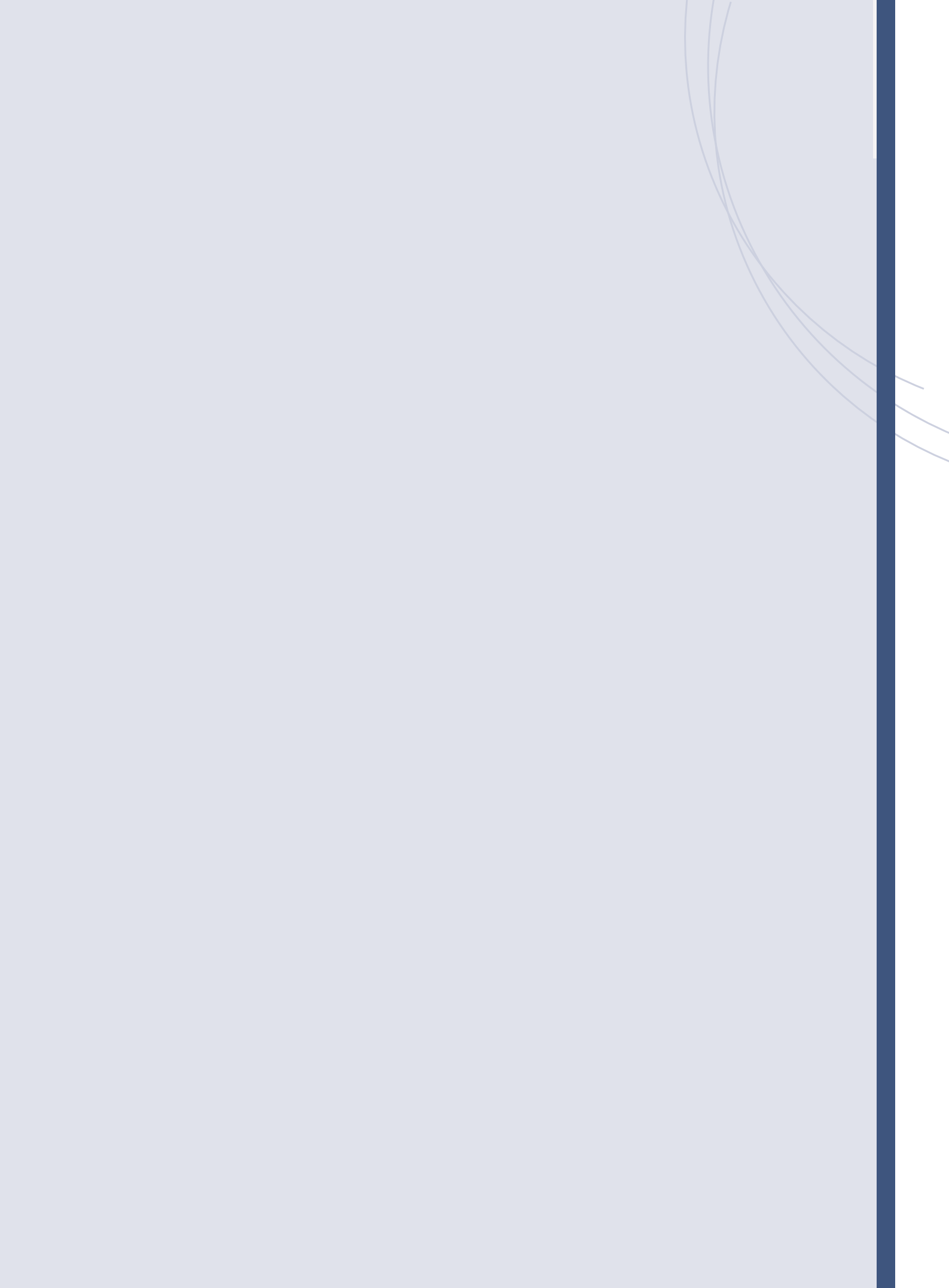
	BUSINESS ACTIVITY AND CATEGORY					
	ACTUAL 2005 CHILDCARE CENTRES (CAT.1) \$'000	ACTUAL 2004 CHILDCARE CENTRES (CAT.1) \$'000	ACTUAL 2005 INDOOR REC CENTRES (CAT.1) \$'000	ACTUAL 2004 INDOOR REC CENTRES (CAT.1) \$'000	ACTUAL 2005 COM- MERCIAL CENTRES (CAT.2) \$'000	ACTUAL 2004 COM- MERCIAL CENTRES (CAT.2) \$'000
OPERATING REVENUES						
User charges and fees	1,113	1,021	2,093	2,127	869	848
Interest	0	0	0	0	48	40
Grants and contributions provided for operating purposes	1,879	1,849	0	0	0	0
TOTAL OPERATING REVENUES	2,992	2,870	2,093	2,127	917	888
OPERATING EXPENSES						
Employee costs	3,159	2,888	2,346	2,491	112	112
Materials and contracts	342	190	741	666	109	32
Interest charges	49	37	95	105	0	0
Depreciation and amortisation	67	64	343	349	32	33
Tax equivalent payments	194	177	150	108	88	86
Debt guarantee fees		0		0		0
Other operating expenses	388	372	884	917	28	31
TOTAL OPERATING EXPENSES	4,199	3,728	4,559	4,866	369	294
OPERATING RESULT BEFORE CAPITAL AMOUNTS	(1,207)	(858)	(2,466)	(2,739)	548	595
CHANGE IN NET ASSETS BEFORE ABNORMAL AND EXTRAORDINARY ITEMS	(1,207)	(858)	(2,466)	(2,739)	548	595
CHANGE IN NET ASSETS RESULTING FROM OPERATIONS BEFORE TAX	(1,207)	(858)	(2,466)	(2,739)	548	595
Corporate taxation equivalent	0	0	0	0	164	179
CHANGE IN NET ASSETS RESULTING FROM OPERATIONS AFTER TAX	(1,207)	(858)	(2,466)	(2,739)	383	417
Dividend payment [4.69% of CNA after tax]	0	0	0	0	20	25
CHANGE IN NET ASSETS AFTER DIVIDEND		(858)	(2,466)	(2,739)	363	392
OPENING RETAINED PROFITS		1,608	4,596	6,932	10,491	9,789
Adjustment for amounts unpaid						
* Taxation equivalents payments	194	177	150	158	88	86
* Corporate taxation equivalents	0	0		0		179
* Dividend payments	0	0		0		25
* Corporate overheads		238		245		21
CLOSING RETAINED PROFITS	401	1,165	2,483	4,596	11,142	10,491
RETURN ON CAPITAL (%)	-36.75%	-26.13%	-15.54%	-16.93%	11.29%	12.28%
SUBSIDY FROM COUNCIL	1,207	858	2,466	2,739	0	0

This Statement is to be read in conjunction with the attached Notes

statement of financial position of business activities as at 30 june 2005

	BUSINESS ACTIVITY AND CATEGORY					
	ACTUAL 2005 CHILD CARE CENTRES (CAT.1) \$'000	ACTUAL 2004 CHILD CARE CENTRES (CAT.1) \$'000	ACTUAL 2005 INDOOR REC CENTRES (CAT.1) \$'000	ACTUAL 2004 INDOOR REC CENTRES (CAT.1) \$'000	ACTUAL 2005 COM- MERCIAL CENTRES (CAT.2) \$'000	ACTUAL 2004 COM- MERCIAL CENTRES (CAT.2) \$'000
CURRENT ASSETS						
Receivables	0	0	30	70	60	35
Other – due by general fund	0	0	0	0	6,227	5,612
TOTAL CURRENT ASSETS	0	0	30	70	6,287	5,647
CURRENT LIABILITIES						
Other – due to general fund	(2,883)	(2,119)	(13,410)	(11,654)	0	0
TOTAL CURRENT LIABILITIES	(2,883)	(2,119)	(13,410)	(11,654)	0	0
NET CURRENT ASSETS	(2,883)	(2,119)	(13,480)	(11,584)	6,287	5,647
NON-CURRENT ASSETS						
Property, plant and equipment	3,284	3,284	15,864	16,180	4,855	4,844
TOTAL NON-CURRENT ASSETS	3,284	3,284	15,864	16,180	4,855	4,844
NON-CURRENT LIABILITIES						
TOTAL NON-CURRENT LIABILITIES	0	0	0	0	0	0
NET ASSETS	401	1,165	2,484	4,596	11,142	10,491
EQUITY						
Retained Profits	401	1,165	2,484	4,596	11,142	10,491
TOTAL EQUITY	401	1,165	2,484	4,596	11,142	10,491

To be read in conjunction with the Notes to the Financial Statements





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