



ANNUAL REPORT 2020-2021



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Annual Report 2020-2021
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Enquiries: Manager Governance & Risk

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INTRODUCTION

Mayor's message

On behalf of Bayside Council, it is a pleasure to present Council's 2020-2021 Annual Report.

The past 12 months have been challenging, as your council and indeed our country, continued to do everything we could to protect our community from the COVID-19 world-wide pandemic. It was tough, particularly when lock downs, and stay at home orders were required. This has had a massive impact on how we live, work and play.

Throughout these unusual times I am proud to say that Bayside Council has stepped up and responded in, innovative ways to the urgent needs of our community. Despite the restrictions Council continued to deal with the important issues and providing a high standard of service to all residents and ratepayers.

We made a number of decisions this, which will have lasting benefits for our community and this report provides a snapshot of those including major projects, achievements in services provided and initiatives taken.

It also provides accountability on the strategic matters and gives Council an opportunity to reflect on future challenges.

For me there have been a number of highlights including the opening of the Arncliffe Youth Centre and the Garrigarrang Child Care Centre in Kogarah. Both facilities are state of the art and bring many benefits to the Bayside community.

We also completed a major upgrade to the Botany Town Hall, a magnificent building, which is now available for community use.

The importance of community has come into increasingly sharp focus in the past year, and as a council it became even more important that we continued to invest and roll out our parks and playground improvements program. These facilities became lifelines for many individuals and families during the long days of lock down.

It is a privilege to serve as the Mayor of Bayside during these times which have provided us with many challenges and forced us to change and rethink how we do things.

I would like to take this opportunity to thank my fellow Councillors, the General Manager and Council staff for their ongoing commitment to the community, it has been a pleasure working with them to improve the quality of life for all in Bayside.

General Manager's message

Bayside Council has had a very successful year despite our staff and our community facing challenges never experienced before as the COVID-19 pandemic continued to spread and impact our daily lives.

COVID-19 forced us to rethink how we do things. As a service provider, and as a workplace, we have adapted and changed, as we have learnt to live with COVID-19 and the restrictions imposed to keep us safe.

I am proud of what we have achieved and the high level of service we have been able to maintain and deliver whilst keeping the health and well-being of our staff and our community at the fore front of our decisions.

Despite the impact of COVID-19 on our revenue streams we have still delivered key projects within budget and on time while investing in infrastructure improvements. During the 2020/2021 financial year we completed 37 major projects, completed the design work for 26 projects and started work on another 13. These projects include new playgrounds, upgrades to local parks and sporting amenities across our local government area, restoring historical buildings, and improving local town centres. Council's outdoor staff also maintained 721km of kerb and guttering, 684km of paved footpaths as well as 8063 drainage pits. These are daily tasks which often go unnoticed.

Greening Bayside, a project to increase our vital tree canopy cover continued with over 2000 trees planted in our streets and parks. Council will also partner with Sydney Airport through the *Community and Environment Projects Reserve Fund* to deliver more trees throughout our Bayside. We have done this, and much more as you will see when you read the report

Improving the quality of life and visual amenity for our residents remains our primary focus and we will continue to provide and implement, services and programs that are driven by quality, innovation and sustainability.

Together with our organisational values – leadership, exceptional service, meaningful relations, empowering people – we will ensure that we build a community that is strong and resilient and a great place to live, work and play.

I take this opportunity to thank our Councillors, staff and stakeholders for their efforts through the year.

I would also like to thank our residents for their ongoing feedback which ensures every project brings a benefit to the local community.

Meredith Wallace
General Manager

About Bayside

On 9 September 2021 observes Council's fifth anniversary of the Minister for Local Government issuing the Governor's Proclamation that created Bayside Council by amalgamating the former local government areas of the Rockdale City Council and the City of Botany Bay.

Snapshot

The Bayside Local Government Area (LGA) now comprises 29 suburbs covering a combined land area of 5,538 hectares (55 square kilometres). In 2020 the estimated resident population of Bayside LGA was 181,472. This is forecast to grow to 212,836 by the year 2036 – an increase of 17.2%.

Bayside has a high residential population with an approximate population density of 3,635 persons per square km. 60.2% of Bayside's housing is comprised of medium and high density as compared to 44% in Greater Sydney. Whereas only 38.4% of housing is a separate dwelling as compared to 55% in Greater Sydney.

The Bayside LGA is a culturally diverse community with approximately 38% of residents coming from a culturally and linguistically diverse background and 8.2% of residents do not speak English fluently compared to the Greater Sydney average of 5.8%.

The Bayside Council has significant NSW infrastructure within our boundaries and key transport corridors between Port Botany, Sydney Airport and greater Sydney, change is everywhere and so are the opportunities.

More information on Bayside Council's Profile may be found on Council's website at www.bayside.nsw.gov.au

Infrastructure Assets

8 km	Lady Robinsons Beach
721 km	Kerb & Gutter
684 km	Paved Footpaths
358 km	Sealed Roads
44	Bridges
15 km	Retaining Walls & Sea Walls
10 km	Creeks & Channels
8063	Drainage Pits
207 km	Pipes, Culverts & Channels
80	Pollutant Traps & Quality Devices
333	Parks & Reserves
125	Playgrounds
3	Depots (incl 13 workshops)
2	Administration Buildings
3	Town Halls
2	Aquatic Centres (incl. 6 Aquatic Centre Buildings)
7	Library Buildings
8	Child Care & Kindergarten Buildings
4	Baby Health Centre Buildings
39	Public Toilets
17	Community Halls
4	Senior Citizen Halls
18	Sport and/or Community Club Rooms & Kiosks
30	Changerooms
4	Community Services Buildings
3	Leisure Centres
5	Grandstands



About Council

Council's Role

The Local Government Act requires Council to:

- provide strong and effective representation, leadership, planning and decision-making.
- carry out functions in a way that provides the best possible value for residents and ratepayers.
- plan strategically, using the integrated planning and reporting framework, for the provision of effective and efficient services and regulation to meet the diverse needs of the local community.
- apply the integrated planning and reporting framework in carrying out their functions so as to achieve desired outcomes and continuous improvements.
- work co-operatively with other councils and the State government to achieve desired outcomes for the local community.
- manage lands and other assets so that current and future local community needs can be met in an affordable way.
- work with others to secure appropriate services for local community needs.
- act fairly, ethically and without bias in the interests of the local community.
- be responsible employers and provide a consultative and supportive working environment for staff.

Our Values

Visionary Leadership

We are all leaders - decisive, outward focused and forward thinking, setting the vision for Bayside Council today and into the future.

Meaningful Relationships

We support and invest in each other - creating a strong collaborative culture.

Empowered People

We are courageous and innovative - committed to making a difference in our work.

Exceptional Service

We go above and beyond - delivering an outstanding customer experience every time. At Bayside Council, we believe that to achieve sustainable success, we need to grow in a responsible way and meet the expectations of our customers, regulators, employees and the wider community. This belief is reflected in the values that are at the heart of our culture and guide us in our day-to-day operations. We aim to be dependable, open and connected in everything we do. We want to ensure our employees feel able to stand up for what is right, highlight potential risks and act with integrity, even when faced with pressure to act otherwise.

To make sure everybody at Council lives up to these values, they form part of everyone's annual performance review. The values include identifying statements and signature behaviours to demonstrate what working at Bayside means.

Reporting

This report is for the period 1 July 2020 to 30 June 2021. It includes the achievements of Council in implementing the first Bayside Operational Plan as well as the statutory information required by clause 217 of the Local Government (General Election) Regulation 2005, the reporting on the complaints statistics as required under the procedure for the administration of the Model Code of Conduct and other required information.

Bayside Local Planning Panel

Council has established an Independent Hearing and Assessment Panel, referred to as the 'Bayside Local Planning Panel'. It comprises appropriately qualified people independent of Council and community representatives. The Panel is charged with determining a range of development applications on behalf of Council and reviewing and making recommendations to the Council about planning proposals. Panel determinations are made as independent assessments consistent with the Local Environment Plans and Development Control Plans, adopted by Council.

Councillors

A snapshot of how Councillors advocate on behalf of the community. Meetings provide the forum to inform fair and accountable decision making, and events promote the interests of the citizens and inspire direction and purpose for the vision of the community.

WARD 1



Councillor
Christina Curry
ALP

WARD 2



Councillor
Tarek Ibrahim
ALP

WARD 3



Councillor
Petros Kalligas
LIB

WARD 4



Councillor
Joe Awada
ALP

WARD 5



Councillor
James Macdonald
IND



Councillor
Scott Morrissey
ALP



Councillor
Michael Nagi
LIB



Councillor
Bill Saravinovski
ALP



Councillor
Liz Barlow
IND



Councillor
Ed McDougall
ALP



Councillor
Paul Sedrak
LIB



Councillor
Dorothy Rapisardi
ALP



Councillor
Andrew Tsounis
IND



Councillor
Ron Bezic
LIB

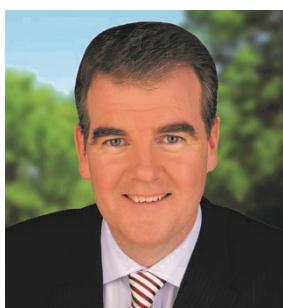


Councillor
Vicki Poulos
LIB

State Members of Parliament



Christopher Minns MP
Member for Kogarah
Leader of the Opposition



Michael Daley MP
Member for Maroubra



Ron Hoenig MP
Member for Heffron



Steve Kamper MP
Member for Rockdale

Councillor Activity

Activity	Number held
Council Meetings	11
Extraordinary Meetings	2
Bayside Traffic Committees	11
Sport & Recreation Committees	5
Botany Historical Trust meetings	4
GM Briefings	43
SEC Planning Panel Meetings	16
Councillor representations	803
MP representations	242
Community events	4 (reduced due to Covid)
Library Programs	168 in person (1759 attendees), 32 online (2560 views)
Citizenship ceremonies	31 (1090 candidates)
External conferences	1



Executive and Services



Meredith Wallace
General Manager

- Business Transformation
- City Projects
- Communications & events
- Executive Services



Peter Barber
Director
City Futures



Debra Dawson
Director
City Life



Michael Mamo
Director
City Performance



Colin Clissold
Director
City Presentation

- | | | | |
|---|--|---|---|
| <ul style="list-style-type: none">• City Infrastructure• Development Services• Strategic Property | <ul style="list-style-type: none">• Community Life• Compliance & Certification• Customer Experience (and Libraries)• Sport & Recreation | <ul style="list-style-type: none">• Finance• Governance & Risk• Information Technology• Procurement & Fleet• Property | <ul style="list-style-type: none">• City Works• Parks & Open Space• Waste & Cleansing |
|---|--|---|---|

DELIVERY PROGRAM PROGRESS

Integrated Planning and Reporting

The Delivery Program and Operational Plan are a part of Council's Integrated Planning and Reporting framework. This Delivery Program shows our response to the community's long-term goals, identified through community engagement and documented in the Community Strategic Plan. It is a commitment to our community from the elected Council and identifies the actions our organisation will take to work towards that commitment. As well as the work that we do throughout the LGA, Council has an important role to play in advocating for and partnering with other agencies to achieve local outcomes. The Delivery Program is linked to the Workforce Management Plan, Long Term Financial Plan and Asset Management Strategy. They have been developed to ensure that Council is in the best possible position to deliver community priorities while continuing to provide services at current levels.

The 2018-2021 Delivery Program is designed as the single point of reference for activities undertaken throughout the organisation for the three years 2018-2021. All plans, projects, activities, funding and resource allocations are directly linked to the Delivery Program. The Delivery Program is structured on the themes outlined in the Community Strategic Plan – Bayside 2030. All plans, projects, activities, funding and resource allocations are directly linked to the Delivery Program. The Council's one-year Operational Plan for 2020-2021 sits within the Delivery Program. It spells out the actions and projects that will be undertaken by the Council in 2020-2021 towards achieving the commitments made in the 2018-2021 Delivery Program.

Achievement highlights

Theme One

In Bayside we will be a vibrant place

- The Arncliffe Youth Centre was officially opened.
- The Garrigarang Early Learning Centre commenced operations in January 2021.
- The Rockdale and Botany Bay Local Environmental Plans were consolidated into a Bayside Local Environmental Plan.
- The Arncliffe-Banksia S7.11 DCP Arncliffe - Banksia Public Domain Plan has been implemented.
- The Bayside Local Emergency Management Committee provided ongoing assistance during COVID-19 and endorsed the COVID-19 Summer Action Plan to manage outdoor spaces.

Theme Two

In 2030 our people will be connected in a smart city

- An extensive Reconciliation Action Plan (RAP) engagement plan has been implemented with broad consultation completed across the community.
- An investment was made into new parking technology which allows number plates to be scanned from a moving vehicle, improving surveillance of road and parking rules.
- Community Grants of approximately \$100,000 were distributed to community groups. Council was assisted in the process by an independent panel of community leaders.
- The Play space Renewal & Shade Improvement Program for 2020/21 was completed as agreed.
- The Bayside Delivery Program and 2021/22 Operational Plan was developed and adopted.

Theme Three

In 2030 Bayside will be green, leafy and sustainable

- Recycled asphalt made from recycled materials including soft plastics, toner cartridges and glass continued to be used by Council.
- The tree canopy of the local government areas continues to be improved as part of the State Government's 5 million trees by 2030 initiative and is committed to planting over 800 trees and shrubs.
- Every household receives an improved clean-up service of four every 12 months.
- The stormwater infrastructure in Arncliffe, Willis and Guess Avenue upgrading has been completed including direction of surface runoff into the stormwater system.
- The Botany Bay Foreshore Beach Flood Plain Risk Management Study and Plan has been developed and adopted.

Theme Four

In 2030 Bayside will be a prosperous community

- The Bayside Housing Strategy was adopted, and a plan developed to guide housing development until 2036.
- The Affordable Housing Tenancy Program Policy was adopted, and a Community Housing Provider was appointed.
- A road safety program approved by Transport for NSW and related programs were delivered.
- The Risk & Audit Committee continued to provide external oversight and met five times during the year.
- The Bayside Business Improvement framework including a Business improvement operational Plan was approved and is being implemented.
- Annual financial statements were completed, received and lodged on time and included an unqualified audit report.
- A four-year Rates Harmonisation path and a long-term financial plan were adopted.

Capital investment

Category	Rounded (000's)
Asset Planning and Systems	\$ 46
Beaches and Waterways	\$ 399
Buildings and Property	\$ 6,429
IT and Communications	\$ 95
Library Resources	\$ 441
Open Spaces	\$ 6,855
Operations	\$ 149
Plant, Fleet and Equipment	\$ 1,901
Roads and Transport	\$ 11,785
Stormwater Drainage	\$ 1,249
Town Centres	\$ 3,483
Dedicated and contributed assets	\$ 14,489
Other assets	\$ 842
Total	\$ 48,163

Major Projects

City Projects progress:

Construction completed:

- Angelo Anestis Carpark Access Improvement
- Bonar Street Play space
- Sir Joseph Banks Park Access Improvements
- Angelo Anestis Solar Panels
- Bonar Street Stormwater Drainage Upgrade (Stage 1)
- Cahill Park Amenities and Café
- Leo Smith Reserve Shade Sail
- St. George Netball Courts
- West Botany Netball Courts
- Caledonian Street Traffic Calming
- Arthur Park
- Fisherman's Club Demolition
- Lydham Hall Roof
- John Curtin Reserve Playground Shade Sail
- Clareville and Sanoni Avenue Intersection
- AS Tanner Carpark
- Botany Town Hall Access
- Colson Reserve Playground
- Swinbourne Town Centre and Retaining Wall
- Arncliffe Street One Way Circuit
- Clareville Avenue Scout Hall Demolition
- Bay Street Bollards
- Arncliffe Preschool Remediation
- Kurnell Street Scout Hall Demolition
- Keats Avenue Footpath

- Arncliffe Town Centre
- Bona Park Playspace Renewal
- Cook Park Safety Rails
- Marinea Reserve Playspace Renewal
- Moorefield Playspace Renewal
- Bardwell Valley Cliff Stabilisation Devegetation
- Mascot Depot Building Roof Rehabilitation
- Scarborough Park Field Rehab and Renewal
- Sir Joseph Banks Dog Off Leash Area
- Sir Joseph Banks Water Quality Improvement
- House Demolitions (Various Locations)
- Mascot Town Hall Training Room

Design completed

- Bonar Street Stormwater (Stage 2)
- John Curtin Carpark Renewal
- Cricket Practice Nets Renewal
- Hensley Synthetic Field Replacement
- Shepherd Parade Reserve Playspace Renewal
- Leo Smith Reserve Playspace Renewal
- Kookaburra Reserve Playspace Renewal
- Elliot Place Reserve Playspace Renewal
- Kingsgrove Memorial Park Additional Play
- Evatt Park Playspace Renewal
- Cook Park Playspace Renewal
- Belmore Street Playspace Renewal
- Flack Reserve Playspace Renewal
- Studdert Playspace Renewal
- Haig Reserve Playspace Renewal
- GB Holt Reserve Playspace Renewal
- Depena Reserve Playspace Renewal

- Rosebery Town Centre
- Botany Aquatic Centre Redevelopment
- Barton Park
- Bonar Street Lighting Wolli Creek
- George Street Parking
- Rockdale Community Centre
- Kyeemagh Boat Ramp Lighting Upgrade
- Le Beach Hut Café
- Arncliffe Sports Lighting

Commenced:

- Tonbridge Reserve Playspace
- Gilchrist Park Playspace
- Whitbread Park Playspace
- Muller Reserve Playspace
- Kyeemagh Community Centre Rehabilitation
- Brighton Baths Building
- Coolibah Reserve Water Improvement
- L'Estrange Sporting Amenities
- M6 – Brighton Memorial Fields
- M6 – McCarthy Reserve
- M6 – Ador
- Gardiner Park Synthetic
- Brighton Le Sands Boardwalk Renewal
- Rockdale Admin Building HVAC & Roof Replacement
- Bexley Town Centre
- Bexley Additional Car Parking

Completed projects

Arncliffe Youth Centre

The Arncliffe Youth Centre is a new sports, recreation, and community focused Youth Centre, located at 9 Townsend Place, Arncliffe (just off the Princes Highway).

The Arncliffe Youth Centre has two amazing multi-purpose indoor courts. These two courts are perfect for a range of indoor sports including basketball, volleyball, soccer, netball, futsal, table tennis and badminton.



Swinbourne Street Improvements

Council undertook improvements to the public domain areas in the Swinbourne neighbourhood centre between Victoria Street, Queen Street and Trevelyan Street and is replacing the dilapidated retaining wall at the intersection of Swinbourne Street and Trevelyan Street. The project addresses safety concerns with the retaining wall, enhances the appearance of the town centre and improves pedestrian safety and amenity.

The scope of works included:

- Construction of a pedestrian crossing and speed threshold.
- Improved street lighting at the new pedestrian crossing.
- New high quality paving treatments and footpaths and pedestrian refuges in the side streets.
- Construction of a new bus zone and bus shelter.
- Landscaping works, street trees and street furniture.
- Stormwater works.
- Construction of a two-tiered concrete retaining wall; and
- The installation of guardrails and landscaping to the retaining wall.



Traffic Calming in Caledonian and Beaconsfield Streets, Bexley

Council installed speed cushions and painted kerb parking lanes on both Caledonian and Beaconsfield Streets, Bexley. The proposal aims to provide traffic calming and reduce traffic volume.

Council listened to residents' concerns about cars speeding on Caledonian Street and Beaconsfield Street. After receiving requests from residents for a traffic calming scheme, we conducted a traffic count which supported residents' concerns about excessive speeding.

The works included:

- A set of rubber speed cushions in Caledonian Street, between Queen Victoria and Dunmore Street North.
- Kerb parking lane lines in Caledonian Street, between Queen Victoria and Dunmore Street North.
- A set of rubber speed cushions in Beaconsfield Street, between Queen Victoria and Seaforth Street; and
- Kerb parking lane lines in Beaconsfield Street, between Queen Victoria and Seaforth Street.



Arthur Park Upgrade

The upgrades included:

- Planting a new avenue of birch trees as a living memorial to service members.
- Moving the existing stone memorial (which commemorates local service members) closer to the new avenue of birch trees.
- Creating a small sensory garden, with seating, close to the health centre.
- Creating a small children's play space, with seating.
- Improving footpath connections throughout the park.

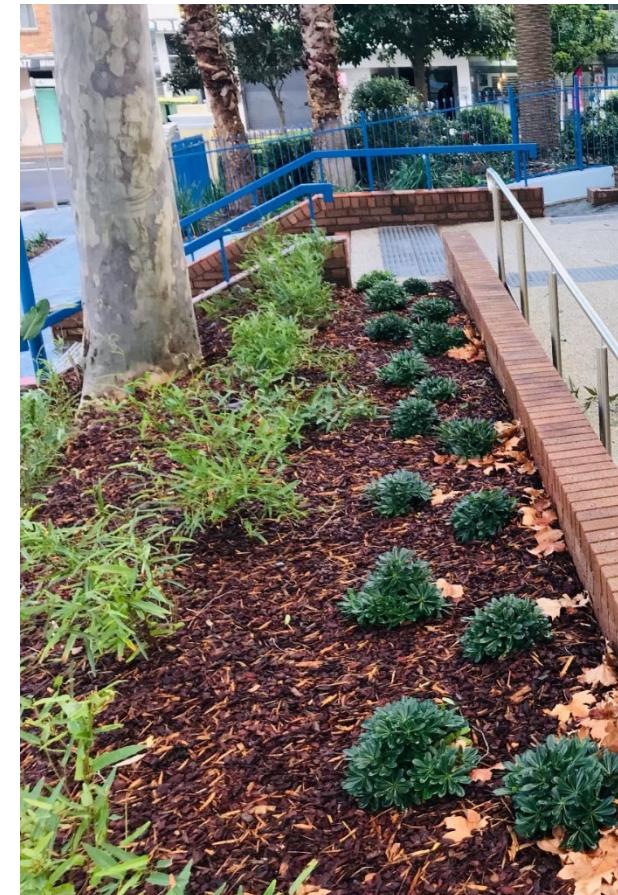
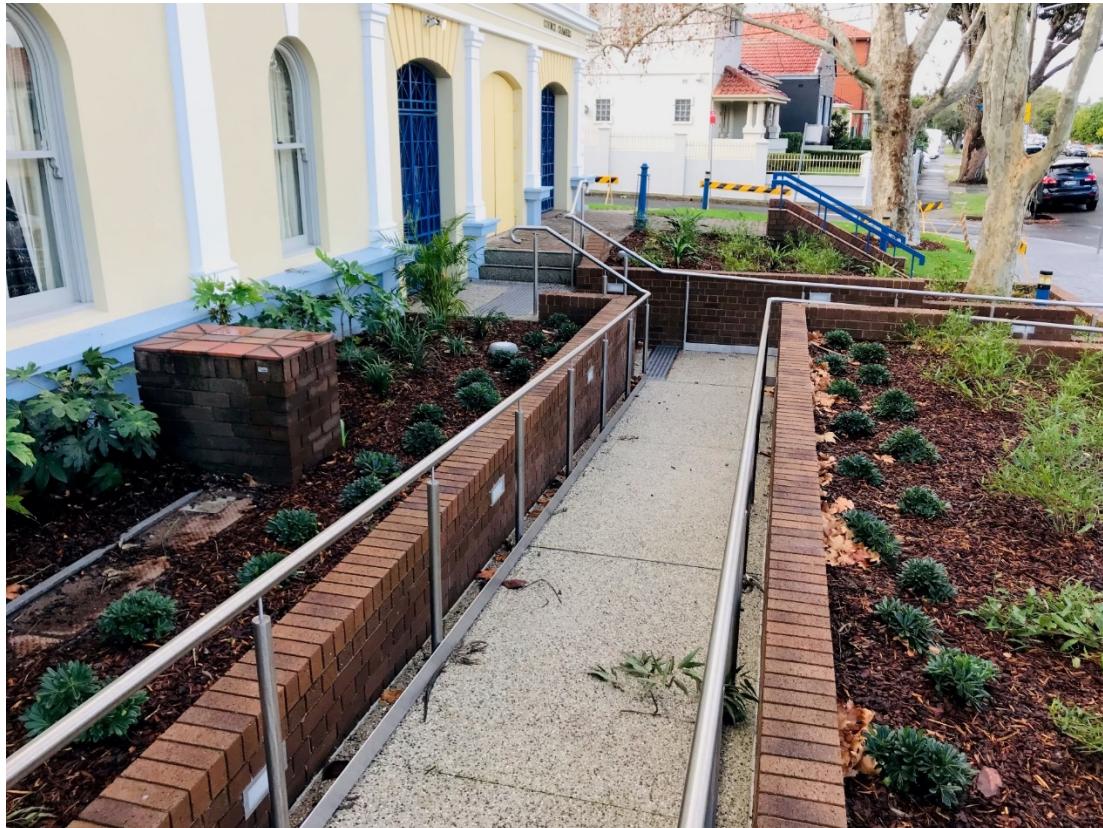


Botany Town Hall Accessibility

Council has improved accessibility of the building allowing the building to serve the broader community.

Works included:

- Construction of a new lift; and
- External and internal ramps and accessible amenities to comply with regulatory requirements.



Moorefield Reserve Play space Upgrade

The works included:

- Making the play area bigger to include a traditional swing set for toddlers and children.
- Children's cycle track that goes around the playground.
- Opening the park to Warren Avenue, so that the shops can be easily accessed.
- 2 picnic tables under a picnic shelter.
- 2 extra picnic tables and a seat in the grassed area.
- Adding extra seating around the playground; and
- Planting more trees along Oakdale Avenue.



Arncliffe Town Centre Upgrade

Council undertook public domain improvement works to enhance the appearance of the town centre through new pavements, street furniture and landscaping and improve pedestrian safety and amenity.

The works included:

- New feature paving consisting of high-quality pavers in the business precinct.
- Kerb realignments in certain areas to provide a safer environment for the community.
- A feature outdoor pedestrian seating area on Firth Street between Queen Street and Belmore Street.
- Planted road islands to increase green canopy coverage, provide shade and reduce the heat island effect.
- New street furniture, landscaping and street trees throughout.
- A new pedestrian crossing at the end of Queen Street with new compliant street lighting.
- Upgrade of existing pedestrian crossings also with new compliant street lighting.
- Renewed line marking and marking of parking bays; and
- Improvements to the 2 small parks in Belmore and Firth Streets.



Bonar Street Park and Play space Upgrade

Council made improvements and provided a new playground at Bonar Street Park.

The upgrade improved the appearance and functionality of the park.

The works included:

- A new play space with a variety of equipment for children aged 2 to 12 years.
- A children's circuit track for trikes and scooters.
- A boundary fence to Bonar Street.
- A shade sail over the younger children's play area.
- A shade structure over the picnic tables.
- Better integration of the 2 parks and defined entries on Bonar Street.
- Landscaping, including trees for shade; and
- An area for children to kick a ball.



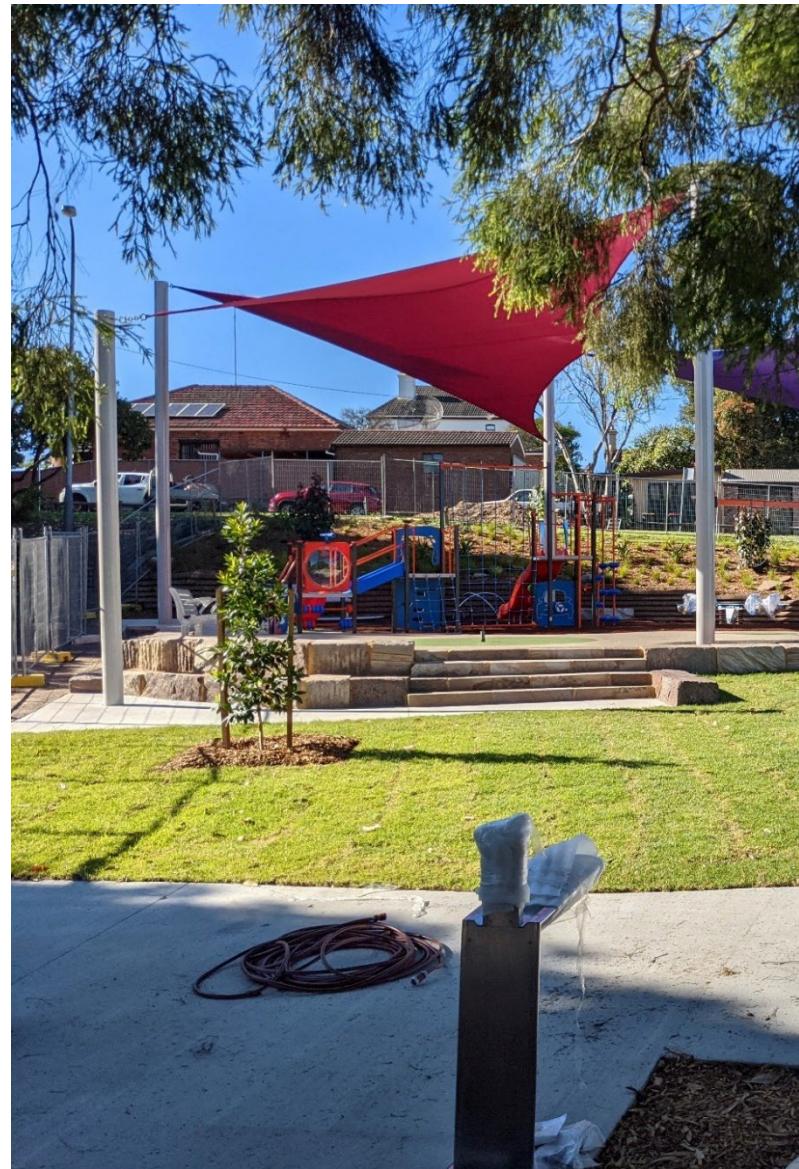
Marinea Reserve Playground Upgrade

Council upgraded the playground at Marinea Reserve, Arncliffe.

The upgrade provides the community with better play opportunities.

Works included:

- A play space with a variety of play equipment for children aged 2 to 12 years.
- New seating.
- A picnic table, drinking fountain and litter bin; and
- Improved landscaped setting including new shade trees.



Colson Crescent Reserve Playground Upgrade

Council will be upgrading the playground at Colson Crescent Reserve, Scarborough Park, Monterey.

The improvements provide better play opportunities, and included:

- A play space with a variety of play equipment for children aged 2 to 12 years.
- A children's circuit track for trikes and scooters.
- New seats, drinking fountain and litter bin.
- Improved landscape setting; and
- Improved pathways connecting the playground to the street.

As part of this upgrade, the nearby Cecil Street Reserve playground, which has been affected by extensive tree roots, was removed. We have assessed the site and a new playground is unable to be constructed and maintained due to the existing major trees. The upgrade at Colson Crescent Reserve, which is 300 metres away, ensures that the community continues to have access to a suitable playground.



Bona Park Playground Upgrade

Council undertook improvements at Bona Park playground.

The improvements included:

- Upgraded play structure and swing set.
- New circulation path to play space.
- New park seating and upgraded furniture; and
- Improved planting and new shade trees.



St. George Netball Courts

Proudly funded by a Community Development Grant from the Australian Government Department of Infrastructure, Transport, Regional Development and Communications.

The scope of works included:

- Milling of the existing surface.
- Asphalt releveling.
- Application of new asphalt surface.
- Application of acrylic Plexipave surface.
- Installation of concrete edge at the court perimeter.
- Formalised perimeter concrete drainage infrastructure design.
- Line marking to the courts; and
- Replace existing netball posts and footings.



Wolli Creek One-Way-Circuit and Stormwater Upgrade

The scope of works included:

- Drainage works to remove surface water off the road.
- Widening the road.
- Introduction of a one-way circuit.
- Pedestrian crossings.
- Bicycle lanes; and
- Beautification and landscaping.



Cahill Park Café & Amenities

Council has constructed a new café and amenities building in Cahill Park, Wollie Creek.

The scope of works included:

- New public amenities, including:
- 4 unisex toilets and 2 ambulant toilets.
- Accessible toilet.
- Family toilet including child size toilet pan.
- Baby change table; and
- External hand wash.
- A cafe/restaurant building to be fitted out by a future tenant; and
- Outdoor seating area for cafe.



Wetlands Water Quality Improvement Works Coolibah Reserve, Bardwell Valley

Council is undertaking wetland water quality improvement works in Coolibah Reserve, Bardwell Valley.

The scope of works includes:

- Diversion of base flows into wetland upstream of existing concrete weir on Bardwell Creek.
- Removal of sediment in backwatered lagoon.
- Creation of vegetated wetland to treat base flows and remove nutrients.
- Removal of weeds and vegetation on earth bund.
- Protection works for concrete weir-creek crossing apron.
- Construction of bank retaining structure.
- Landscape features to provide landscape amenity; and
- Commissioning, establishment and maintenance of the civil, landscaping and planting works.



Projects currently underway

Muller Park Playground Upgrade

Council is improving Muller Park.

The improvements include:

- Improved equipment and play challenges.
- Enhanced arbor and entry statement.
- New park seating; and
- Improved planting and new shade trees.



Whitbread Park Playground Upgrade

Council upgraded the playground at Whitbread Park, Bexley North.

The upgrade provides the community with better play opportunities.

Works included:

- A play space with a variety of play equipment for children aged 2 to 12 years.
- New seats and more opportunities for informal seating on low sandstone walls
- A new drinking fountain and litter bin; and
- Improved pathways connecting the playground to the street.



L'Estrange Sporting Amenities Upgrade

Council is upgrading the L'Estrange Sporting Amenities.

The existing block will be demolished and replaced by a new and improved building. The upgrade will improve facilities for the community and sporting clubs.

The new building will include:

- 5 public toilets, including 1 ambulant toilet.
- 1 accessible toilet with baby change facilities.
- External hand wash, bubbler and water fill station.
- 2 change rooms with showers and toilets.
- 1 referee room.
- 1 sports club meeting room.
- 1 canteen.
- External field goal storage.
- 2 sports club storage rooms; and
- Water tank (for toilet flushing).



Studdert Reserve Upgrade

We are upgrading the grounds and play equipment at Studdert Reserve.

The planned upgrades include:

- Expanding the play space with a basket swing, slide, playgrounds, climbing structure and a spinning element.
- Erecting a shade structure over the main equipment.
- Planting new trees for extra shade, with areas of mass planting.
- Creating a children's cycle track around the play space, with a new connecting path; and
- Adding new seating, a drinking fountain and a bin.



Gilchrist Reserve Playground Upgrade

Council is upgrading the playground at Gilchrist Reserve, Bexley North.

The upgrade will provide the community with better play opportunities.

Works include:

- A play space with a variety of play equipment for children aged 2 to 12 years
- A children's circuit track for trikes and scooters.
- New seats, drinking fountain and litter bin.
- A shade sail over the climbing and sliding unit, and the spinning piece.
- New shade trees; and
- Improved pathways connecting the playground to the street.



Tonbridge Reserve Playground Upgrade

Council is replacing the existing playground in Tonbridge Reserve with a new playground.

The improvements include:

- New equipment and play challenges with shade structure.
- Improved connections to bushland tracks and the wider park.
- New park seating and furniture; and
- Improved landscaping and new shade trees.



Bexley Town Centre Upgrades

Council is revitalising Bexley Town Centre.

The proposed upgrades are intended to revitalise the town centre by improving amenity, liveability, accessibility and safety. This includes new pavements aimed at minimising the impact on businesses from the recent extension of clear zones.

The works focuses on footpath upgrades designed to accommodate alfresco dining, and on landscaping to create a contemporary and inviting feel. This includes:

- New pavements made of high quality exposed aggregate concrete pavers. This means concrete pavers where the materials in the concrete (such as polished or crushed stones) are visible, creating a more decorative finish.
- Landscaping in select locations.
- New trees to screen pedestrians from busy Forest Road, lower temperatures and create a welcoming space for outdoor dining.
- New street furniture and signage; and
- Landscaping and measures to improve traffic circulation in the Albyn Street Council car park.



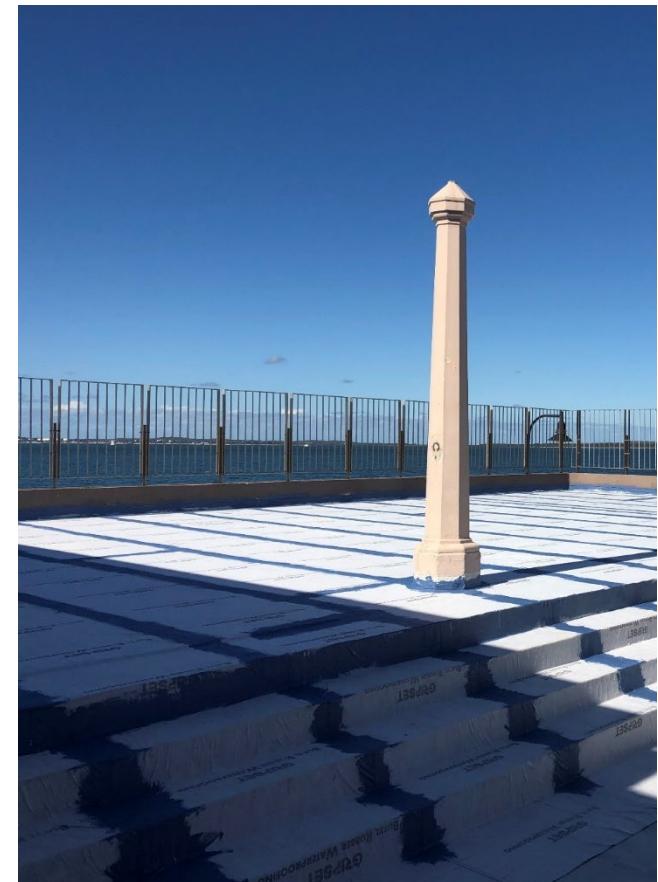
Brighton Baths

Council is remediation the Brighton Baths Building.

The building is in a prominent location and the project will improve access into the building, ensure the building is compliant with current Australian Standards and provide aesthetic upgrades and maintenance.

The scope of works includes:

- Structural remediation works to the building.
- Repairs to the marine rescue and athletics club.
- Painting and repairing the walls of the entire building.
- Waterproofing and installation of new pavers to the two terraces.
- New tactile indicators and stair treads.
- Installation of new balustrading to the two terraces to ensure compliance.
- Refurbishment of 5 internal platform lifts to improve access into restaurants and cafes; and
- General building maintenance and repairs.



Rockdale Administration Building HVAC & Roof Replacement

Council is undertaking essential HVAC and roof works at the Rockdale Administration Building at 2 Bryant Street, Rockdale.

The works include:

- Removal and replacement of the existing roof sheeting.
- Erection of a roof mounted platform to accommodate new air conditioning plant; and
- Some redundant plant and communication towers are being decommissioned and removed.



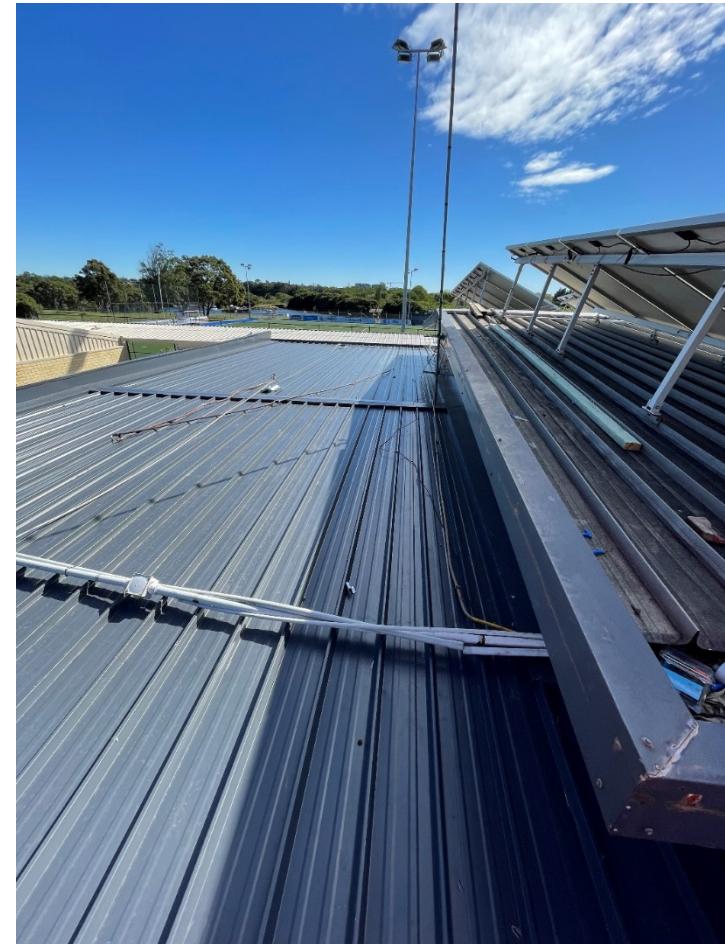
Kyeemagh Community Centre Roof Works

Council is undertaking roof works at the Kyeemagh Community Centre.

The metal roof cover to the Kyeemagh Community Centre is deteriorated and in poor condition. Water damage has occurred, and renewal of the roof is required to make the Kyeemagh Community Centre watertight.

Works include:

- Removal of any ACM material affected by the roof works.
- Removal of redundant services, plant, ductwork, conduits from the roof.
- Replacement of roof sheeting and roof drainage system.
- Design and installation of new roof access safety system.
- Replacement of 3 x PV cells; and
- Mechanical works include kitchen exhaust, bathroom exhaust, and air conditioning.

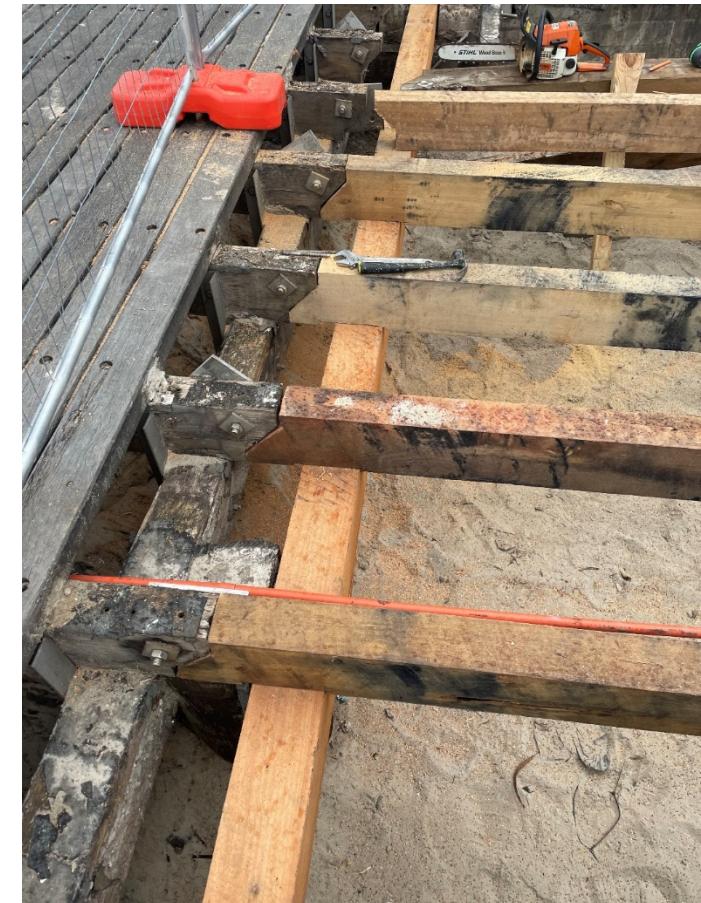


Brighton Le Sands Boardwalk Remediation and Maintenance

Council is carrying out maintenance work to the boardwalk parallel to the beach at Brighton Le Sands.

The work includes the following:

- Supply and replacement of various timber members, including deck planks.
- Clearance of trapped sand from beneath the boardwalk structure; and
- Miscellaneous works including sealing of counter-sunk holes, and replacement of missing fixtures.



Operational Plan actions

How to read this document

This document is structured on the four themes being informed by the Community Strategic Plan and Delivery Programs. The themes are:

Theme One - In 2030 Bayside we will be a vibrant place

Theme Two - In 2030 our people will be connected in a smart city

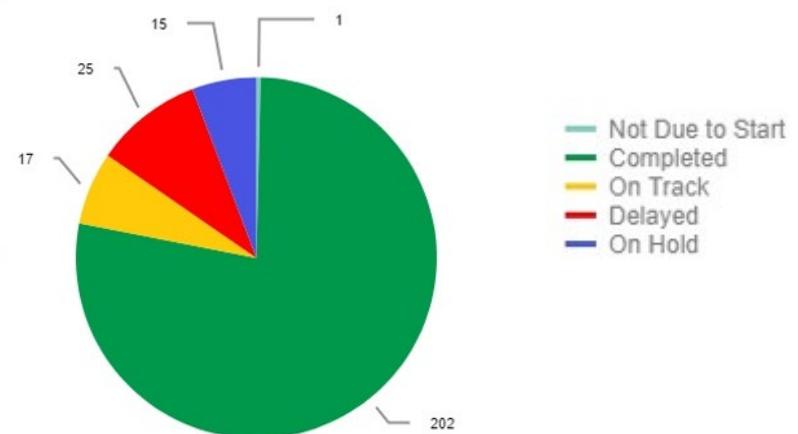
Theme Three - In 2030 Bayside will be green, leafy and sustainable

Theme Four - In 2030 Bayside will be a prosperous community

This progress report provides the status of each action and project as of 30 June 2021. The performance against each action and project is colour coded as follows:

- Completed
- Nearing completion/Progressing well
- On Hold
- Not Due to Start
- Delayed

Summary of achievements



Theme 1: In 2030 Bayside will be a vibrant place

My place will be special to me

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Gateway sites are welcoming and attractive	Delivery of City Projects Program	Completed except for projects that have been rescheduled.	
	Ensure Bayside Council creates and maintains partnerships with government agencies and external bodies to advocate on behalf of the community (i.e., SSROC, AMAC)	Council continues to maintain memberships and links to our neighbouring councils and relevant agencies where Bayside's interests are discussed and progressed as part of the larger Sydney metropolitan area. Memberships will be reviewed following the Council elections in September 2021.	
	Upgrade gateway signage	Completed.	
Roads rates and rubbish are not forgotten	Conduct litter collection along 8km of beachfront mechanically	All programmed maintenance schedules completed for the beach cleaner in line with current maintenance timelines.	
	Deliver an efficient street sweeping program across the Bayside Local Government area	Council has consistently met its service guarantee of sweeping every street twice per month and this has resulted in over 2000t of debris being collected from the streets and gutters and prevented from entering our stormwater drains.	
	Enforce Abandoned Vehicle Policy by confirmed abandoned vehicles removed from road	All required KPIs for this action have been met for this financial year and there are only 76 vehicles currently in process. All of these are within the required timeframe and will meet the KPI.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Provide an effective cleaning program of town centres	Council provides a daily cleaning program of Town and Neighbourhood Shopping Centre areas in conjunction with a scheduled pavement high pressure cleaning program. All programmed services were met in 2020/21. Council also provided a secondary 'in-house' toilet cleaning service that supported the primary contractor cleaning service in 2020/21.	
	Undertake litter education campaigns	<p>In 2020/21, Council continued to run a litter awareness program with litter prevention signage implemented throughout the local government area, in addition to web, waste app, social media and community survey for the cigarette butt litter initiative. Council manages over 770 public place bins, as well as implementing temporary mobile bins during the warmer months.</p> <p>All schools within the local government area in 2020/21 were provided with the opportunity to receive a series of waste education modules in partnership with Keep Australia Beautiful NSW, which included litter education.</p>	
	Undertake the Kerb and Gutter Renewal Program	Council undertakes periodic kerb and gutter maintenance with an allocated maintenance budget annually. Council completed 180 lineal metres of kerb and gutter maintenance. Additionally, as part of the capital road renewal asphalt program over 300m of kerb and gutter renewals and upgrades were completed. Also, Council completed 805 kerb and gutter customer requests.	
	Undertake the Road Pavement Renewal Program	Council completed the annual asphalt program laying over 13,500 tons of asphalt at 36 different sites during the year. For the first time the program incorporated recycled crushed glass instead of sand in the asphalt mix throughout the whole program and this resulted in the use of 550 tons which is the equivalent of over 3 million recycled glass bottles. In addition, a heavy patching program resulted in part road renewal at 3 separate sites.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Traffic and parking are a thing of the past	Enforce NSW Road Rules School Parking Patrol Program	School Zone Safety Enforcement continues to be a high priority for Council and the Regulations Team are continually improving their interaction with Principals, the Local Police Traffic Teams and TfNSW representatives. High Profile Patrols are conducted of schools both AM and PM every weekday. A zero tolerance is applied to all school zone offences where the danger to children is identified.	
	Ensure regulation of timed parking in shopping centres and business centres	Annual KPI exceeded to encourage turnover of parking in our business and shopping precincts ensuring shops and services can prosper. The introduction of the LPR Vehicle and its technology will result in a higher number of rotations throughout these times areas and provide a higher turnover of vehicles providing fairer timed parking management.	
	Roll out opportunities for smart parking	The installation of LPR Fixed Camera has been delayed. Tenders being evaluated for parking meter installation and associated smart parking technology.	

Our places are accessible to all

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Assets meet community expectations	Administer Council's Graffiti Removal Program in accordance with Council's policy	Rapid Removal completed on time and within budget.	
	Deliver Parks and Open Space bookings through guidelines and procedures	All bookings are now entered into a new online booking system. This has been proven to be extremely accurate and transparent. All bookings are reviewed to ensure the established guidelines are applied each time.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Deliver Sport and Recreation services to the Community through Council's Aquatic Centres, Golf Courses, Tennis and Squash Courts	All services continue to be delivered to the public.	
	Develop and maintain key partnerships to improve community safety	Community Safety Precinct Committee meetings with Police were postponed until late 2020 and have continued since then. Police provided advice and recommendations at hotspot locations and participated in community interaction at Council activities. Liquor Accord meetings were attended to raise harmonisation issues.	
	Ensure Council's properties and facilities are fit for purpose and meet statutory requirements	All relevant fire and statutory compliance checks and statements including Annual Fire Safety Statements, Fall Protection systems, RCD and tagging and testing, TMVs and Backflow prevention devices, HVAC, and lifts carried out at all relevant Council properties (105).	
	Explore parking and redevelopment opportunities for the Boulevard Carpark, Brighton Le Sands in accordance with adopted parking strategies and the masterplan	Council is investigating options for redevelopment.	
	Finalise feasibility study into Bayside East Flood mitigation options	Feasibility study was completed. The option shown to be feasible are being considered for detailed design subject to funding.	
	Implement a city-wide asset condition audit for Council footpaths, shared paths and cycle paths	The city-wide audit was completed ahead of schedule in the prior year. Monitoring and updates to condition are part of an ongoing program.	
	Implement a city-wide asset condition audit for Council open space infrastructure	Part of an ongoing inspection program, including compliance audits on playgrounds.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Implement a proactive maintenance program of Council facilities (pest control, cleaning, fire safety etc.)	Proactive maintenance schedules including pest control, cleaning, gutter cleaning, hydraulic and electrical for facilities maintenance completed as per the 2020/21 program.	
	Implement the Bayside Asset Management Strategy	Draft Asset Management Plans for infrastructure assets have been prepared.	
	Implement the Fire Safety Awareness and Action Program including the management of Annual Fire Safety Statements	As a result of COVID- 19 the program was put on hold as it limited access to residential flat buildings and commercial buildings due to Government restrictions and the new focus on the removal of combustible cladding. Council undertook a desktop and external inspection of buildings to ensure they did not have any combustible cladding. Council issued 15 Cladding Rectification Notices or Orders, and 7 properties have had the combustible cladding removed have had rectification works.	
	Investigate grants and funding opportunities to enhance Sport and Recreation facilities within Bayside LGA	All relevant grant opportunities promoted to Clubs and Association.	
	Issue seasonal permits for sporting facilities and open space	100% of seasonal permits issued.	
	Maintain flood lighting within recreational parks	Council maintained all lighting within active parks to accommodate all active parks sports and users. Timers set in line with bookings, audits conducted quarterly to identify necessary repairs and action accordingly. Active Parks and passive parks lighting maintained to a fit for purpose standard throughout the LGA.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Promote and increase usage of community facilities	Opportunities for hirers were identified. A need analysis was conducted and identified in conjunction with the Social Infrastructure Strategy. Gaps promoted to possible hirers with overall usage increased.	
	Property acquisitions and disposals are actioned in accordance with adopted strategies and Council resolutions	All current Council resolutions for acquisitions and disposals have been actioned.	
	Report on the leasing performance of the Bayside Real Estate Portfolio - new leases, renewals and income	Procurement of new property management system has been endorsed and underway. System will be implemented by February 2022. Internal reporting continues via the monthly Property Portfolio report which captures a lease/license snapshot as well as project updates.	
	Report on the leasing performance of the Mascot Administration Building and Coronation Hall	Council considered a report in June 2021 formally concluding the leasing process in its current form for 141 Coward St Mascot. The two remaining building subject to this action item are currently leased.	
	Undertake 50 asset condition audits for Council owned buildings	Every building owned by Council was inspected as part of the building's revaluation project in 2020/21.	
	Undertake Bridges and Structures Rehab and Renewal Program including Swinbourne St. retaining wall	Renewal program commenced. Swinbourne Street retaining wall renewal complete.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Undertake restoration of Council assets impacted by public authority works e.g., gas, power etc.	In the last year Council successfully managed over \$1.5M worth of restorations on behalf of the NBN company after successfully winning the work from Downer EDI who were contracted to NBN to provide the service. Because so many residents were making representations relating to the poor quality of work delivered by NBN contractors Council was able to negotiate with the contractor and in doing so improved the quality and speed of delivery of these works. Over 10,000sq metres of road and footpath were replaced during the year as part of the program.	
Bayside provides safe and engaging spaces	Conduct a community survey to seek feedback on library services, programs and facilities	A community survey about the Library Opening Hours was completed through Council's Have Your Say Platform and the seven libraries. The survey results indicated that the community was satisfied with the 'pre COVID-19' operating hours. A Library Strategy and action plan is being developed and scheduled for completion by the end of 2021. Further community engagement will occur as part of the development of the Strategy.	
	Continue to support the Summer Foreshores Program	The Summer Foreshore Program regulates areas during the hot busy Summer Holiday period. This year saw the introduction of Beach Ambassadors and higher visibility of Police. The Community Room in Brighton Le Sands allowed the program to be coordinated from a close location and allowed for meal breaks and briefings to be conducted. This season has been praised and was a great success.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Implement State Library NSW Local Priority Grant funded Library Initiatives	<p>A number of NSW Local Priority Grant Funded Library Initiatives have been completed. The Bexley North Library Improvements included the replacement of self-loan kiosk station, the installation of new furniture and blinds in the computer zone and the installation of new media information screen. The Rockdale Library Improvements include new furniture including additional study desks, additional scanning wand to undertake stock take and locate books and harmonisation of internal signages.</p> <p>A number of NSW Local Priority Grant Funded Library Initiatives are in progress with an expected completion date by September 2021. This includes installing audio and webcam technology in collaborative / study spaces to enable more flexibility in their use and a pilot of a self-service zone at Rockdale Library and Customer Service Centre where visitors can access Council's services online (e.g., pay their rates whilst visiting the library).</p>	
	Masterplan the former Brighton Fisherman's Club Site, Kyeemagh	Community engagement to inform the draft Masterplan has concluded. A draft Masterplan will be submitted to a Council Meeting in 2021/22.	
	Report on the progress of the Bayside City Projects Program	The report on City Projects Program progress included in the 2019/20 annual report.	
Open space is accessible and provides a range of active and passive recreation	Deliver Sporting facilities and bookings Policy to ensure community focused sports and recreation services	Guidelines have been implemented to support, ensure and protect community participation.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
opportunities to match our growing community	Enforce the Companion Animal Act	Animal Control Contractors in conjunction with Rangers are patrolling Councils allocated Off Leash Dog areas as well as Councils parks and open space and regularly enforce effective animal control in public. Whilst not popular there are strict regulations regulating companion animals in public space and with the number of attacks being reported increasing, enforcement is necessary to educate those identified who choose to disregard their obligations.	
	Ensure all active and passive parks are well maintained and fit for purpose	All maintenance of active and passive parks completed as per agreed schedules.	
	Implement the Disability Inclusion Action Plan	<p>COVID-19 delayed community consultation for the new Disability Inclusion Action Plan 2021-2025 (DIAP). The NSW Government has now extended the timeframe for the delivery of the new plan until 2022.</p> <p>Council has delivered three Community Engagement workshops in April 2021 and internal stakeholder's workshops were conducted in May 2021. The DIAP is currently being drafted. Reporting on the current plan continues on a 6-monthly basis.</p>	
	Implement the Social Infrastructure Strategy	The draft Social Infrastructure Strategy has been prepared and will inform an Implementation Plan. It is anticipated that this strategy will be reported to the Council by the end of 2021.	
	Maintain Council's civil assets being roads, drainage, kerb and gutter and footpaths	<p>Council's roads drains and footpaths were maintained to agreed service levels. During the period Council attended to customer requests including completing footpath repairs 1165, pothole repairs 329, and 805 kerb and gutter repairs.</p> <p>We maintain an area of some 50 sq km's. We have processed 2,298 customer requests for the financial year in total.</p>	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
People who need it can access affordable housing	Advocate for affordable housing	Council has adopted the Bayside Housing Strategy, the Affordable Housing Tenancy Program Policy, appointed a Community Housing Provider and prepared an evidence base to inform an Affordable Housing Policy.	
	Implement the Community Housing Provider governance framework	The Bayside Affordable Housing Program Tenancy Policy which forms part of the governance framework was adopted by Council in March 2021 and a Community Housing Provider (Evolve) was subsequently appointed following a competitive tender process.	
	Provide property support for development of Affordable Housing Property Strategy	Council has developed the affordable housing tenancy policy and procured a community housing provider to manage the affordable housing units on behalf of Council. Property also facilitating the transfer of assets from developers. The first batch of 5 units will be transferred and ready for occupation in August 2021. Transfer date for remaining assets to be determined.	
SMART cities - making life better through smart use of technologies	Deploy mobile CCTV cameras in response to identified illegal dumping hotspots, reports of anti-social behaviours and requests from police	Antisocial and behaviour is reported to police. Cameras are deployed in hotspot locations and footage requests addressed according to protocols.	
	Explore opportunities to use technology to provide better outcome for the community	A Business Improvement Operational Plan was approved and is being implemented. Opportunities to improve the use of technology has been identified in formulating the Plan.	
We welcome tourists to our city	Continued implementation of Bayside outdoor branding and signage	2020/21 program for implementation was completed.	

Our places are people focused

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Local areas are activated with cafes, restaurants, and cultural events	Conduct mandatory annual inspections of regulated premises (e.g., food businesses, skin penetration, hairdressers)	Annual inspections for regulated premises (including food businesses, skin penetration and hairdressers, cooling towers, swimming pools) nearing completion.	
	Deliver an inclusive Bayside Council Events Program which adds value to our community and City , activates public spaces and invigorates town centres	A large portion of the events program was not delivered due to COVID-19 pandemic and the associated Public Health Orders in place. Council delivered, with local RSL Sub Branches, the Mascot Pre-Anzac Day March and the Botany Dawn Service. Council also officially opened the Arncliffe Youth Centre and a ceremony to rename Jellicoe Park, Pagewood, to incorporate the George Lundy Sporting Fields in memory of a local sporting stalwart and community volunteer.	
	Deliver Bayside Arts Festival including Sculptures @ Bayside, the Visual Arts prize and photography competition	Bayside Arts Festival was not held in 2020 due to COVID-19. The date for future exhibitions to be held in 2022 is to be finalised.	
	Engage with the local arts community through the Georges River and Bayside (GRAB) Arts and Cultural Forum	This work was placed on hold due to COVID-19 and will be revisited in 2022.	
	Identify opportunities for public art through place based planning and ensure that they comply with Council's Public Art policy	Projects have been considered under Council's draft Public Art Policy. Sculptures@Bayside was delayed due to COVID-19 and is planned for 2022.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
My community and Council work in partnership to deliver better local outcomes	Implement Bayside Council Community Safety Plan, with a focus on external partnerships, addressing community perceptions of safety	Council's Community Safety Strategy is in draft and will go to Council after further engagement. Cyber Safety sessions were delivered in 2020/21. Meetings and collaboration with NSW Police have continued. Malicious damage/graffiti removal progressed within budget and in required timeframes.	
	Partner with community organisations to deliver a wide range of community events including Seniors and Youth Week activities	A successful youth week program was implemented with high participation, resulting in continued activities at the Skate park with other community-based organisations continuing to be on site throughout the year. The Seniors week calendar consisted of health and wellbeing activities, ran in line with COVID-19 restriction safety plans and the participation rate was high.	
	Promote and oversee the use of footways for outdoor dining and retailing	Council wide Policy was adopted and was to come into force on the 1 January 2021. However, as a result of COVID 19 and Government restrictions that impacted on locate businesses trading, Council offered business a relief package that waived fees for a period of 6 months.	
	Support and celebrate our culturally diverse community through community led local initiatives	While activities were reduced due to COVID-19, Council created a video "Supporting and Celebrating our Multicultural Community" which outlines Council's inclusive practices and services for the CALD community. The Migrant Women's Business Network - International Women's Day dinner was successfully implemented.	
	Upgrade Beach Hut Dolls Point	Design completed and DA prepared.	
My community and Council work in partnership to deliver better local outcomes	Assets provided to Council by developers (i.e. contributed assets) will be designed and constructed to a high quality and the design review times will be reduced	Contributed Assets by developers are compliant with DA Consent Conditions and Public Domain approved designs. Contributed Asset data are being captured through improved process in accordance with City Infrastructure Asset Management Policy, recording correct attributes and costs of assets to be logged into Council Asset Management Module and IntraMaps.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Continue to work with DPE to implement the Kogarah Collaboration Area with the Greater Sydney Commission	Council worked with the Greater Sydney Commission and Georges River Council to establish a governance structure, a Joint Councillor Reference Group, specialised Working Groups and an MoU with the Department of Education about shared use of open space. Council also has progressed the MetroGreenspace Spatial Framework and the Draft Bayside Transport Strategy which cover areas of the Kogarah Collaboration area.	
	Continue to work with Sydney Water for naturalisation of Muddy Creek	Sydney Water has not commenced works.	
	Finalise a Bayside s.7.11 Development Contributions Plan to consolidate Rockdale and Botany Bay Plans	Background work for the preparation of a consolidated Local Infrastructure Plan (formerly Development Contributions Plan) has commenced.	
	Finalise draft Bayside Local Environmental Plan (LEP)	Consolidation of the Rockdale and Botany Bay Local Environmental Plans into a Bayside Local Environmental Plan has been completed and it is expected to be published shortly by the Department of Planning, Industry and Environment.	
	Finalise the draft Bayside Development Control Plan (DCP)	The draft Bayside DCP has been prepared. Further refinement is required, and it is anticipated to be placed on exhibition in early 2022. Work on this project has been delayed due to the necessity to undertake the Public Spaces Legacy Program as a priority.	
	Implement an Outdoor Advertising Policy in accordance with State Environmental Planning Policy 64	A draft policy is in preparation. Consultation with Transport for NSW is required as part of the process. It is expected that the Policy will be adopted by the end of 2021.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Implement Bayside Housing Strategy which facilitates housing diversity including affordable housing	The Bayside Local Housing Strategy has been approved by Council is with the Department of Planning, Industry and Environment for review and endorsement. The Strategy includes actions relating to Affordable Housing. An Affordable Housing Evidence Base has been prepared and drafting of an Affordable Housing Policy has commenced.	
	Implement the Arncliffe - Banksia s.7.11 Development Contributions Plan	The Arncliffe-Banksia S7.11 DCP has been implemented.	
	Implement the Bayside Local Strategic Planning Statement	Adopted by Council March 2020. Actions have been identified to be implemented over a number of timeframes through land use planning - short, medium and long term.	
	Implement the Bayside Voluntary Planning Agreement Policy	In February 2021, the NSW Government enacted the Planning Agreement Practice Note directly impacts all NSW Council's policy direction towards Voluntary Planning Agreements (VPAs). A new draft revised policy has been completed.	
	Implement the Land Use Limitation Study	The Land Use Limitations Study has been completed and forms part of Councils evidence base to inform planning in Bayside.	
	Improve lease/licence arrangements for open space land owned by other government agencies	Draft Plan of Management endorsed by Council pending public exhibition projected full approval 2021/22.	
	Plan for and advocate to minimise the impact of the proposed F6 / WestConnex	Completed.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Progress planning proposals to amend the Local Environmental Plan and Development Control Plan	Revisions have been made to the Draft DCP, prior to anticipated finalisation in later part of 2021. The Public Spaces Legacy Program has required preparation of a Draft Planning Proposal to amend certain controls in several investigation areas. This project was submitted for Gateway Determination in June 2021 and then will be publicly exhibited.	
	Provide planning advice to the organisation	Approximately 80 Part 5 Assessments have been completed and strategic planning advice has been provided to the organisation about approval pathways for major and minor projects as well as identifying required changes to the LEP and DCP.	
	Review Community Strategic Plan to ensure alignment with Eastern City District Plan - Connecting Communities and Resilient Sydney Strategy	A comprehensive review of our community strategic plan is scheduled for 2021/22 in light of changes to legislation due to COVID-19. The Plan will ensure alignment to the Eastern City District Plan and Resilient Sydney Strategy.	
	Use digital platforms to maximise utilisation and better customer experience when booking sporting facilities and open space parks	New system implemented internally and will be released externally on July 1.	
Places have their own village atmosphere and sense of identity	Finalise Eastlakes Town Centre Masterplan	Eastlakes Town Centre Masterplan has been on public exhibition and the document is under review prior to final reporting to Council.	
	Finalise the review of the Rockdale Town Centre Master Plan	The Rockdale Town Centre masterplan was deferred and will recommence once the LEP amendments are confirmed.	
	Implement Arncliffe and Banksia Public Domain Plan	Completed.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Implement Economic & Centres Strategy	The draft Centres and Employment Lands Strategy has been prepared and will inform an Implementation Plan. It is anticipated that this Strategy will be submitted to Council by the end of 2021.	
	Implement the Brighton Le Sands Master Plan	Council deferred consideration on the Brighton Le Sands Built Form Study to consider feasibility investigation.	
	Strengthen local business through engagement and collaboration on town centre issues	COVID-19 restrictions has been delayed this action. Issues have been identified and future opportunities have been discussed with Bayside Business Enterprise Centre. Some work was carried out through the establishment of the Migrant Women's Business Network.	
	Undertake landscape construction services throughout the LGA	Council has delivered quality work with both hard and soft landscaping maintenance, projects & events during 2020/21.	
Public spaces are innovative and put people first	Achieve value for the community in response to any F6 property acquisition notices issued by the Roads and Maritime Services	Council has established compulsory acquisition agreements with the Roads and Maritime Services, Acquisitions will continue into 2021/22. Stage 1 of the project has commenced.	
	Implement a Bayside Property Strategy to optimise community benefits	The Land and Property Strategy Framework has been drafted and is pending review and endorsement. The Investment Strategy Working Group will review the draft documents in late 2021.	
	Plan and deliver a range of programs, initiatives and events across all libraries that engage, support and enrich our community	The gradual re-introduction of face-to-face programs, events and initiatives in the second half of the year were very welcomed by both the community and library staff.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Promote and manage the use of library spaces and facilities including public PC's, study spaces and mating rooms	The opening up of meeting rooms, study spaces and public PCs over the past 6 months has been another welcome change after the lifting of COVID-19 restrictions.	
	Respond to community complaints about unauthorised development, uses or unsafe structures	Complaints are responded to regularly as part of business commitment.	
	Review and update Bayside Park's Plan of Management	The Bayside Park's Plan of Management is currently under review and expected to be adopted by the end of 2021.	
There is an appropriate community owned response to threats	Support Bayside Local Emergency Management Committee (LEMC) and provide assistance to Emergency agencies	Council chaired 3 LEMC meetings and 10 Extraordinary COVID-19 LEMC Teleconferences during the year and attended 2 Regional Emergency Management (REMC) meeting and 10 REMC teleconferences A COVID-19 Summer Action Plan for managing outdoor spaces was produced, endorsed by the LEMC and adopted during the period. The Bayside Emergency Management Plan (EMPlan) was updated, endorsed and adopted including identification and assessment of 3 new evacuation centres.	

Our places connect people

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Our heritage and history are valued and respected	Implement Bayside Heritage Strategy including Indigenous Heritage Strategy	The Heritage Study has been prepared and a planning proposal for three proposed heritage conservation areas is being progressed in accordance with Council's resolution. The Aboriginal Heritage Strategy has been placed on hold awaiting the completion of a Reconciliation Action Plan. Further work will be undertaken in 2021/22 to complete this work.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Maintain Heritage Conservation Management Plans Register for key community facilities	Conservation management plans for Council buildings are registered in the corporate document management system.	
	Plan, promote & implement collaborative exhibitions at the George Hanna Memorial Museum	No exhibitions were held in 2020/21 due to COVID-19.	
	Plan, promote and implement collaborative Local History Initiatives	<p>COVID-19 has delayed activities in this area. However some activities included community talks and exhibitions and the Ron Rathbone Local History Competition.</p> <p>The development of the Local History Collection Development Policy and Guidelines and collection audits have been a major achievement this year. Some Botany Historical Trust (BHT) meetings were held and it released 4 Newsletters with interesting stories on local history, people and places. Positive feedback was received from the community on the quality of the Newsletters.</p> <p>Initiatives implemented in partnership with the BHT included:</p> <ul style="list-style-type: none"> * the Renaming of Hillier Park to Nancy Hillier Park and the installation of an interpretative sign about the important environmental advocacy and leadership Nancy provided to the Botany area. * a submission to the Geographical Names Board to rename Eastlakes Reserve to Jack Mundey Reserve to honour Jack Mundey and the Green Bans Movement. 	
	Prepare Conservation Management Plans for individual buildings	No new conservation management plans were required in the 2020/2021.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
We are one city with shared objectives and desires	Implement community bookings through online booking system	System implemented internally and will be fully available for externally use from 1 July 2021.	
	Manage the Design Review Panel for development applications in accordance with legislative requirements	The Design Review Panel is managed in accordance with requirements. The Design Review Panel has considered the State Significant Development for the LAHC site at Arncliffe.	
	Prepare submissions and reporting to Council on environmental planning instruments and policy	Council made submissions to DPIE in relation to the proposed Natural Disasters Clause, Design & Place SEPP, Education SEPP, Employment Lands Reform, and the NSW Housing Strategy.	
	Prepare submissions and reporting to Council on state significant development	The most significant projects during this period have included: Eden Street, Arncliffe (LAHC site), Sydney Airport Major Development Plan, Eastlakes Mod 5, Mascot Station Upgrade, and Kyeemagh Public School.	
	Provide a Development Advisory Service	Council continues to provide a Development Advisory Service.	
	Provide an effective Development Assessment service	All Development Applications are being lodged via the NSW Planning Portal and Council is working on the implementation of the API to improved functionality and integration with Council systems. The NSW Government Legacy Program target of a 20% improvement in determination timeframes has been achieved whilst maintaining a high standard of assessment.	

Theme 2: In 2030 our people will be connected in a smart city

The community is valued

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Aboriginal culture and history are recognised and celebrated	Implement the Reconciliation Action Plan to increase interaction with our Aboriginal & Torres Strait Islander community	An extensive Reconciliation Action Plan (RAP) engagement plan has been implemented with broad consultation completed across the community. Community engagement included First Nations organisations, peak bodies, Local Aboriginal Land Councils, internal stakeholders, local First Nations people and Elders. The RAP has been submitted to Reconciliation Australia for feedback. Further engagement will occur after a report to Council. The winning artwork from the First Nations Art Competition will illustrate the new RAP.	
All segments of our community are catered for - children, families, young people and seniors	Administer Bayside Council's Community Grants and Donations Policy and programs	Council's Community Grants round was held early in 2021. Approximately \$100,000 has been distributed to community groups. General, youth and seniors' donations were made available based on an application assessment. Council was assisted in the process by an independent panel of community leaders.	
	Build capacity of seniors and other community groups to deliver relevant programs to their members	Seniors' programs were re-opened in line with government health orders due to COVID-19. Cyber safety programs were organised and were oversubscribed. My Aged Care information has been delivered to the community. Groups have been supported through assistance with development of governance documents.	
	Deliver a range of social and recreational programs to older people in Bayside	A successful program of Seniors Week activities including wellbeing, exercise and safety programs were run in May. Exercise and wellbeing groups have continued. Yarn-up groups for First Nations older people have been supported to meet in Bayside.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Manage and operate a Family Day Care Service	Family Day Care are operating in accordance with the National Quality Framework and are meeting legislative and regulatory requirements in accordance with our funding requirements. 139 Education and Care support visits have been conducted to Family Day Care Educators.	
	Manage and operate a School Aged Care (Before and After School Care/Vacation Care) Service	These services were transferred from Council in 2020 by the Department of Education.	
	Manage and operate Long Day Care Centres	Long Day Care Centres are operating in accordance with the National Quality Framework and are meeting legislative and regulatory requirements in accordance with our funding requirements. Hillsdale Child Care Centre received an exceeding rating following their Assessment and Rating Visit from the Department of Education. Services have had spot checks from the Department of Education with all legislative and regulatory requirements being met. The centres combined utilisation rate at the end of the quarter was 95%.	
	Meet requirements under Federal and State funding agreements in relation to Community Builders and Commonwealth Home Support Program outputs	All Federal and State Funding requirements were met. Council successfully transitioned to the State Targeted Early Intervention program which part funds some of Council's youth and family programs.	
	Operate the new Garrigarrang Early Education and Care Centre at Kogarah	The new service commenced operations in January 2021. It met all regulatory and legislative requirements following a spot check from the Department of Education. An official opening will be held early in the next quarter.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Partner with local services to deliver programs which address gaps in service delivery for children and young people	COVID-19 impacted on skill development and drop-in programs for young people. A number of online workshops were held and approximately 10 face to face skill development workshops have been conducted for young people and families. These have included - Cyber Safety, Mindfulness, Responsible Service of Alcohol and Responsible Conduct of Gambling, First Aid, Resilience Building, Basic Car Maintenance and a Language Development workshop for families with children aged 0-3 years.	
	Review social planning in the areas of Ageing , CALD, Families, Children & Safety	Work proceeded on the Disability Inclusion Action Plan and the Children and Family Strategy. The Public Art Policy, Reconciliation Action Plan and Community Safety Strategy are in final draft and due to go to Council.	
	Review the operations of the Family Day Care Service to ensure a sustainable program	A review has been finalised and a report sent to the Executive.	
	Support local youth through provision of youth drop-in and school holiday activities	Programs were impacted by COVID-19 but some drop in and outreach programs were held at Eastlakes, Hillsdale and Mutch Park. School Holiday programs were held including those at the Arncliffe Youth Centre with young people from across the LGA attending. Skills development sessions, recreational programs and supervised drop in are included at all locations.	
	Undertake Play space Renewal & Shade Improvement Program	The 2020/21 implementation was completed.	
	Cultural diversity is reflected and celebrated in the city's activities	Develop and implement a Community Capacity Building program with partners to support our community through local initiatives	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Review guidelines and policies for events to ensure they are up to date	All relevant documents relating to the delivery and management of events are regularly reviewed and updated.	
Flexible/care support arrangements for seniors, children and people with disabilities are available across the Bayside	Deliver community play session throughout Bayside to support families and children	All community play sessions were postponed due to COVID-19.	
	Promote and deliver a Bayside Home Library Service	The new processes were introduced and have helped re-connect with Home Library Service members following the disruptions of COVID-19. The service supports over 90 active memberships (individual and organisations like nursing homes). It has been encouraging to establish relationships with two new organisations this year.	
Opportunities for passive and active activities are available to community members, including people with pets	Confirm tenancies of the Rockdale PCYC Building for recreation and community uses	Negotiations underway on a lease agreement and discussions proceeding regarding ongoing capital investment by PCYC into the site. Expected new lease execution by end of August 2021.	
	Undertake reactive sports field renovation works	Sports fields have undergone aeration, fertilising, weed and pest control, top dressing, and levelling repairs. Several open space areas have also been re-surfaced. Facilities without irrigation have had ongoing watering using bore water and councils water trucks. Sports fields have been maintained to a fit for purpose standard.	
We are a healthy community with access to active recreation and health education	Co-deliver Connecting Communities program in partnership with South Eastern Sydney Local Health (SESLHD)	Doing It Differently grant funding and training from local community members and organisations has been successfully rolled out. Stakeholder meetings Initiated by Council for Eastlakes outreach has continued to include Mission Australia, Housing and local community groups.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Collaborate with Office of Sport to contribute to positive regional outcomes, planning and grants opportunities	<p>All grant requests were reviewed and determined within the set timeframe.</p> <p>Grant application timelines set by the NSW Government are communicated through the appropriate Sporting Associations.</p> <p>Grant support letters issued to all the sporting clubs who requested support throughout the year.</p>	
	Conduct minimum of 4 Food handling Workshops with food businesses across our Local Government Area.	<p>Six food handling workshops carried out in May 2021.</p>	
	Continue to liaise with sports groups and associations	<p>Council remains in contact with all sporting groups and the associations as required.</p> <p>All groups are supported to provide the greatest opportunity for recreation and improved health and well-being in the LGA.</p>	
	Partner with local and NSW stakeholders to advocate on behalf of the community and deliver social initiatives	<p>Partnerships and networking continued as well as outreach to services by Council. Face to face meetings generally re commenced in the first half of 2021. Local services were connected to food suppliers to ensure vulnerable people received basic support during COVID-19 lockdowns.</p> <p>An online Domestic Violence initiative was supported with Mayoral input to raise awareness of the issue and where to find support. Youth partnerships resumed during 2021. Youth partnerships delivering Youth Week and outreach to Much Park resumed during 2021</p>	
	Promote and support active recreation, leisure and sporting activities and initiatives	<p>Council continues to meet with relevant stakeholders to encourage sport and recreation opportunities.</p> <p>All facilities continue to be booked to community groups looking to encourage sporting opportunities.</p>	
	Support the improvement of the sporting facilities across the LGA	<p>Ongoing support and guidance provided to individual Clubs.</p> <p>Council has strategically improved facilities and this continues.</p> <p>Program planned for next financial year.</p>	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Undertake Angelo Anestis Carpark capacity improvements	Layout of carpark changed to improve capacity and flow.	
	Upgrade Brighton Baths Amenities Building - Roof Rehabilitation	Roof rehabilitation works underway and to be completed by July 2021.	
We can participate in cultural and arts events which reflect and involve the community	Hold Pop up Libraries in target areas to activate areas, promote library services and programs and support community activities	No Pop-Up Libraries were delivered in 2020/21 due to COVID-19.	
	Investigate sponsorship opportunities for event provision	No sponsorship opportunities were sort or investigated as Council's normal events program was put on hold because of the COVID-19 restrictions.	

We are unified and excited about the future

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Community leadership is developed and supported	Work with key stakeholders including NSW Family and Community Services (FACS), South East Sydney Local Health District (SESLHD), community partners and NGOs to address identified gaps	Doing It Differently grants were distributed to 6 successful recipients. ABCD community development training was held with community members and organisations. Professional partnerships continued with SESLHD, community organisations and NSW Police to identify gaps in the community and provide a strategic approach to service delivery and provide awareness & educational workshops for young people, older people, people with a disability and people from multicultural communities.	
The city is run by, with and for the people	Implement a long-term Staff Accommodation Strategy	On hold pending future feasibility assessments.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
We are all included and have a part to play in the city	Research, Develop and implement a recruitment inclusion strategy and action plan.	Recruitment policy has been drafted and will be submitted for review.	

We benefit from technology

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Council engages with us and decision making transparent and data driven	Councillors utilise social media to engage with the community	Councillors have created their own profiles and Councillors are bound by the Code of Conduct and Social Media Policy. The induction of the new Council, following the local government elections, will include appropriate use of Social Media platforms as outlined in Council's Governance Framework.	
	Develop and maintain the 'Talking Bayside' Community Panel	Talking Bayside uptake remains strong - community members are asked if they would like to join when they register on HYS. The Engagement team actively internally promote the utilisation of the Talking Bayside Group in large scale engagements. Newsletters containing details of new engagements are sent monthly via the HYS template and any feature projects or face to face workshops/pop up sessions are sent as feature articles to participants.	
	Development of the new Delivery Program & Operational Plan for 2021/22	The Delivery Program and 2021/22 Operational Plan were adopted.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Engage the community through a variety of methods as outlined in Council's Communication & Community Engagement Strategy	Have Your Say Council's online engagement portal is a place where the community can participate in the decision-making process at a time that suits them, from the comfort of their own home. This online engagement tool has had over 160,000 visits from the community. Some of Council's online projects have included, the Local Environment Plan, Greening Bayside, Library Survey, Disability Inclusion Action Plan, Arncliffe Youth Centre, Reconciliation Action Plan, Sir Joseph Banks Park Upgrade, Water Management Strategy, Advocacy Hub page and dozens of local playground upgrades.	
	Ensure all documents are produced in accordance with Council's image and branding	Council continues to design and produce all documents and promotional material. The work is completed in accordance with the corporate guidelines and brand style guide.	
	Improve community engagement at Council events	The Community Events Program for 2020/21 was impacted by COVID-19. Community engagement continued via the Have your Say site and Council's website. Online meetings were also held as were COVID-19 safe meetings when permitted. While face to face engagement through events reduced there was a considerable increase in our online presence.	
	Undertake Community Strategic Planning Process (CSP)	The CSP timelines and process and responsibilities have been mapped. Review and consolidation of engagement from important engagement projects to inform the CSP has commenced. Contribution to the end of term report has been provided. Desktop research to assist in the creation of communication collateral is planned. Development of a comprehensive HYS page including tools for the community to input engagement is in process.	
	Undertake IP&R reporting as required by the Act (6 monthly, annual report)	Statutory requirements completed including reporting on six-month progress on Delivery Program/Operational Plan and publication of Annual Report 2019/20.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Technological change has been harnessed and we are sharing the benefits	Enhance our digital platforms	Council's finance system has been enabled to a fully based cloud service which operates on any device from mobile to PCs. E-services for online payments have been re enabled, website facilities improved and access and information hits on the site have increased. Online meetings have continued to benefit residents and staff. New initiatives including online bookings and improved library services have been actioned for direct improvements for customers.	
	Implement a Social Media Strategy including policy; framework and content management approach across all platforms	The NSW Government's Office of Local Government (OLG) has prepared a consultation draft of a Model Social Media Policy. The draft Model is developed having regard to best practice for local government. Council's existing social media policy will be reviewed against for final Model Policy once issued by the OLG.	
	Publish Council's events calendar - providing quarterly updates to the community	As smaller events return, the production of the quarterly events calendar will be reinstated. Council continues to improve and upgrade the events calendar.	
We are a digital community	Implement Bayside Council Digital Technology Strategy	The digital strategy adopted for the Council has seen an increase in Cloud and online services for staff and customers. The Strategy is due to be renewed at end of term and replaced by a revised strategy.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Plan, source and provide collections and resources that respond and support the community's educational and recreational needs	<p>Library services continues to review and purchase physical and online books, resources and applications to support our community to learn, study and recreate.</p> <p>A fines amnesty was introduced from April-June 2021. The amnesty has been successful with over 1500 overdue items returned.</p> <p>New initiatives were implemented including;</p> <ul style="list-style-type: none"> * Additional on line books and resources were purchased boosting the collection * A new Nepalese book collection and a small Spanish collection at Rockdale * Audio visual material in other languages was purchased for Home Library Customers * 2 Tablets were purchased to support the 'Be Connected' drop in Tech sessions <p>James Bennett environmental sustainable program was launched. Discarded library books are diverted away from landfill by being repurposed, donated, sold and/or recycled. The proceeds from the sale of items are donated to the Indigenous Literacy Program.</p>	
We can access information and services online and through social media	Continue to monitor and update website content to provide accessible and up to date information on activities; events and services across Bayside	The Bayside website continues to be improved with content being upload or updated regularly. In the past 12 months changes have included new pages, improved online services such online payments for rates and the introduction of an easy to use translation tool.	
	Implement online services and smart forms for the community	Business Improvement Operational Plan which includes improvements to online services and smart forms was improved and being implemented. The project has scoped 47 services to be moved to online services. Online Rates Payments completed, and three more services are at the prototype stage of development.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Improve online presence on Social Media	Council has worked solidly over the past 12 months to grow Council's presence on all online and social media platforms. The improved efforts have enabled Council to reach its goal to reach 10,000 followers and likes. Followers are now over 11,000 and likes have also exceeded 10,000.	
	Maintain accurate property register to reflect changes to registered strata and deposited plans	Strata and deposited plans regularly obtained from Land Registry Services and updated in Council's systems.	
	Ongoing issuing of planning certificates	Planning Certificates are issued as required. Council reviews its procedures and identify opportunities for improvements to processing and issuing Planning Certificates.	
	Produce newsletters (quarterly), media releases, e-newsletters (monthly) to inform the community about Council	Council provided a regular media releases, media comment and stories to the local papers. Council has also produced regular fortnightly e-newsletter and the quarterly community newsletter.	
	Provide access to Telephone Interpreter Service so key documents are available in alternative languages	The Government's TIS service was refreshed at Bayside. Access was updated for the Customer Service Staff, more information provided on our website and standard documents and training was provided to staff. Ongoing training, awareness and promotion will occur as standard practice.	

Theme 3: In 2030 Bayside will be green, leafy and sustainable

Our waste is well managed

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
I can reduce my waste through recycling and community education	Copartner with pharmacies to safely dispose of medical sharps	<p>Council has expanded the medical sharps program by partnering with additional pharmacies within the Bayside area so that residents can safely drop off and dispose of their medical sharps to 25 pharmacies across 11 Bayside suburbs. This represents an increase of 56% from 2019/20.</p>	
	Implement Councils Waste Avoidance Resource Recovery Strategy (WARRS) 2030 + Action Plan.	<p>Council continues to design and implement strategies, procedures, programs and initiatives that work towards goals set out in the Waste Avoidance and Resource Recovery (WARR) Strategy 2030.</p> <p>Council has delivered all WARR Strategy initiatives for the 2020-21 program, with certain restrictions and/or limitations due to COVID-19 and State health guidelines.</p> <p>In 2020/21, Council was a recipient of three Keep Australia Beautiful Sustainable Cities awards that included:</p> <ul style="list-style-type: none">* Circular Economy Award - Highly Commended;* Coastal and Waterways Protection Award - Highly Commended;* Overall Metropolitan Council Sustainable Cities Award - Finalist.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Implement initiatives that assist in reducing waste going to landfill.	<p>Council is working closely with the NSW EPA and industry specialists to ensure Council's landfill diversion targets are met. This includes the use of alternate waste technologies within a circular economy. In addition, Council has been awarded the following:</p> <ul style="list-style-type: none"> * award winning expansion of the community recycling drop off events for a wide range of materials including metals, whitegoods, e-waste, green-waste, cardboard, clothing, toner/cartridges, batteries, expanded polystyrene; * and processing contracts that assist in higher diversion rates, such as the recycled mattress contract. 	
	Inform residents about Councils Domestic Waste and Clean Up programs (via electronic and print media)	<p>Council designed, printed, and distributed the 2021 Clean Up, Waste and Recycling Calendars to approximately 68,000 households.</p> <p>Both the Bayside Waste Services App and Council's website were updated with an easy-to-use interface as well as improved and new features.</p> <p>Additionally, Council interacts with the community regularly on social media and print media in relation to new or modified service information.</p> <p>As of 1 March 2021, there have been 20,207 downloads of Council's Waste App which is an increase of 21.5% from previous year. Council's Waste and Recycling website content also continues to receive extensive traffic viewership, as one of the most viewed areas of Council's website.</p>	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	<p>Program and offer waste education programs to all primary schools and at 6 community events per annum</p>	<p>Council re-partnered with Keep Australia Beautiful NSW and offered all primary schools within our Local Government Area with waste education modules. A total of 1,759 students participated between July and December 2020 in numerous modules from 8 schools to 65 classes, raising awareness of the impacts of litter and waste related solutions. These were classes that were postponed from the 2019/20 schedule due to COVID-19 restrictions.</p> <p>In 2020/21, six (6) waste regulation and education initiatives, with other waste related community events cancelled due to COVID-19 restrictions.</p>	
	<p>Provide an effective public place litter bin program</p>	<p>Council conducts town centre and public place litter bin collections daily. Council manages over 770 fixed public place litter bin infrastructures, ranging from 60L to 660L. Each community bin promotes awareness, including messaging such as 'Don't Be a Tosser' which is a NSW EPA campaign and 'Watch Your Butt' which encourages the correct disposal of cigarette butts.</p> <p>Council also manages smart technology beach bin infrastructure along Cook Park and the 8km beachfront. This material was diverted from making its way into our waterways or remaining in amongst the sand or the adjacent parkland.</p> <p>In 2020/21 Council was awarded a \$40,000 grant by the NSW EPA for new cigarette butt litter infrastructure that was installed throughout the local government area. Cigarette butt litter in those areas has decreased by over 80%.</p>	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Seek funding through the NSW Environment Protection Authority's 'Waste Less, Recycle More Waste and Resource Recovery Initiative.'	<p>A number of programs and initiatives were designed, implemented and/or reviewed within this financial year, with \$183k uncontested funding approved and provided by NSW EPA for programs such as the Community Recycling Drop Off Events, Regional Illegal Dumping Squad membership, and Community Sharps Collection Program.</p> <p>Additionally, Council applied and was successful in receiving a \$40k grant for cigarette butt litter infrastructure, a \$117,800 grant to combat illegal dumping and an organic transitional grant for \$180,000.</p>	
	Undertake 22 annual recycling drop off events per year	<p>Council delivered all the scheduled community drop off events in 2020/21. Council continues to implement a modified safety and vehicle movement plan addressing COVID19 social distancing, hygiene and sanitation requirements, allowing for all events to continue in a controlled and safe manner.</p>	
	Undertake the management of essential waste and recycling services to over 62,000 households	<p>Taking into account COVID-19 restrictions, through a well-conceived Essential Services Continuity Plan, Council improved social distancing protocols, and increased hygiene / sanitation measures was able to deliver all essential waste and recycling services to approximately 68,000 households. This includes garbage, organics, recycling kerbside bin collections, bulk bin collections, kerbside and on-site clean up services, public place bin collections, 22 community recycling drop off events, and community waste education and regulation.</p>	
Illegal Dumping is a thing of the past	Ascertain hotspots through mapping and analysing reported incidents of illegal dumping	<p>Council continued and updated a thorough analysis of known 'hotspots' determined by street and suburb, utilising an automated heat-map created by Council's customer requests via phone, email, walk-in and/or Council's waste app. A Program guides the successful relocation of multiple CCTV solar cameras/trailers and visual message boards to data supported known 'hotspot' areas as required. Council presented data at Waste Conference 2020.</p>	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Investigate incidents of illegal dumping and enforce compliance	2,644 verified illegal dumping incidents were reported and investigated by Council and/or the Sydney Regional Illegal Dumping (RID) Squad. Council and RID continue to conduct monthly operations, targeting hotspot areas, providing educational information in letter boxes, engaging the community, and installing education / deterrence signage.	
	Maintain the contaminated land management and recording system through the development process	DA referrals and Part 5 referrals in relation to contaminated land were completed in a timely manner.	
	Remove and dispose of illegally dumped materials throughout the LGA within Service Level Agreement timeframes	Council's Illegal Dumping Program has been delivered in alliance with Regional Illegal Dumping Squad (RID) with all requests investigated and collected. In 2020/21, Council investigated 2,644 verified reported instances of illegal dumping. A portion of this material was removed by the dumper as a result of regulation activity, including fines.	

We are prepared for Climate Change

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Our city is prepared and able to cope with severe weather events	Construct stormwater infrastructure at Arncliffe St, Willis St and Guess Ave	Upgrade to stormwater infrastructure in Arncliffe, Willis and Guess Avenue has been completed including direction of surface runoff into the stormwater system.	
	Finalise Bayside West Floodplain risk management study & engagement of a committee	This project is progressing to agreed milestones carrying over to 2021/22. Stage 1 of the Floodplain Risk Management Study and Plan is underway.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Waterways and green corridors are regenerated and preserved	Implement Botany Bay Foreshore Beach Flood Plain Risk Management Study and Plan	The Botany Bay Foreshore Beach Flood Plain Risk Management Study and Plan has been adopted by Council. A grant application has been lodged to undertake a feasibility study for structural mitigation options.	
	Implement Stormwater & Flood Management Strategy	The draft Stormwater and Flood Management Strategy has been prepared and will inform an Implementation Plan. This strategy will be reported to the new incoming Council by the end of 2021.	
	Undertake Bonar Street Stormwater Project	Completed.	
	Undertake Stormwater Drainage Rehab and Renewal Program	Several pipelines and pits inspected with CCTV and minor renewal works completed.	
Waterways and green corridors are regenerated and preserved	Carry out turf maintenance of approx. 374 parks and reserves and approx. 150 lineal kilometres of grass verges	Maintenance Programs have been delivered to approx.382 parks and reserves to provide fit for purpose parks and open space areas to the community. These are subject to weekly / fortnightly and/or monthly maintenance programs.	
	Continue to work with Sydney Water to identify opportunities for stormwater management in Dominey Reserve	Discussions between Council and Sydney Water continue about this project including addressing the issue of the future maintenance liability.	
	Implement key priorities in Council's adopted Biodiversity Strategy to protect and enhance natural areas	Council continues to bush regeneration work across 15 sites and has occurred in accordance with the National Restoration program 2015-2020. Council has received a total of \$175,000. Bush care groups, Padstow TAFE and corporate volunteers' plantings also contribute to the protection and enhancement of our natural areas.	
	Implement the Water Management Strategy	The Water Management Plan was adopted by Council and the Water Management Plan Actions will inform the Implementation Plan, to be reported to Council by the end of 2021.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
We increase our use of renewable energy	Improve the tree canopy across LGA by undertaking tree planting in public domain & open space	Tree canopy within the LGA has been increased throughout the last 6 months of 2020/21.	
	Maintain all garden areas on council assets within LGA	All service delivery programs have been completed as scheduled.	
	Manage and maintain all trees within LGA	Council completed its reactive maintenance and program maintenance activities.	
	Protect and restore the health of waterways and wetlands through planned Gross Pollutant Traps (GPTs) inspection and cleaning program	Council has a documented street sweeping and drainage cleaning maintenance program. We meet or exceed our standard service levels in all areas. 61 GPTs were maintained during the period resulting in 182 tons of litter, sediment and vegetation being captured and prevented from entering Council's waterways.	
We increase our use of renewable energy	Develop ESD policy and targets for council facilities	Other priorities associated with bush regeneration has resulted in this project being placed on hold. It is intended to be addressed in 2021/22 and as part of a Resilience Strategy for Bayside.	
	Installation of water and energy efficiency initiatives in community and administrative buildings	Completed.	
We understand climate change and are prepared for the impacts	Develop the Bayside Environmental Strategy	A Draft Bayside Environmental Strategy has been prepared and is being used to inform an Implementation Plan. Both will be reported to Council by the end of 2021.	
	Implement the community sustainability program via events and workshops	A limited number of Community Sustainability events were held due to COVID-19 restrictions.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Plan & design for the effects of climate change on the community	Council has commenced its response to climate change. The development of the Resilient Bayside Strategy will assist with planning our future response to local impacts of climate change.	

Theme 4: In 2030 we will be a prosperous community

Local housing, employment and business opportunities are generated

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Bayside will be a 30 minute city - residents work locally or work off site - no one has to travel more than 30 minutes to work	Implement the Transport Strategy	The draft Transport Strategy and Bike Plan have been prepared and will inform an Implementation Plan. It is anticipated that this Strategy will be reported to the Council by the end of 2021.	
	Prepare and finalise Development Control Plan (DCP) amendments	Minor amendments to the Rockdale Development Control Plan and Botany Bay Development Control Plan were reported to Council and exhibited in early 2021. The amendments have been proposed to bring the controls under the title and statutory framework necessary when the Bayside LEP comes into effect.	
	Prepare and finalise Local Environment Plan (LEP) amendments	Various LEP amendments have been completed and are in stages of ongoing assessment and reporting.	

Opportunities for economic development are recognised

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Major employers support/partner with local small business	Administer Local Area Funds	Local Area Funds administered as required.	

The transport system works

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
We can easily travel around the LGA - traffic problems and gridlock are a thing of the past	Advocate for improvements in transport	Construction of the Sydney Gateway project was approved by the NSW Government including the Port Botany Rail Duplication and improved road access to Sydney Airport. Council has provided feedback about traffic and active transport improvements in those locations as well as part of higher-level strategies being prepared by the NSW Government.	
	Implement the Bayside Employment and Economic Development Strategy to identify opportunities for activation of local areas	The draft Strategy has been prepared and will inform an Implementation Plan. This strategy will be reported to the new incoming Council by the end of 2021.	
	Implement the Road Safety Program with annual matching funding from NSW Roads and Maritime Services	The road safety program approved by Transport for NSW and programs have been delivered throughout 2020/21.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Undertake Mascot Station Precinct Traffic Improvements	Mascot Station Precinct traffic works are on hold whilst the NSW Government completes the Mascot Station access improvement. Works have commenced to construct a new lift, and stair access on the western side of Bourke Street. The works necessitate significant hording and traffic management in the area.	
	Undertake Traffic Committee projects	Completed.	
We can easily travel to work by accessible, reliable public transport	Undertake bus shelter renewal	Completed.	

Transparent & accountable governance

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Ethical Governance	Administer Bayside Council's Traffic Committee	All planned meetings for Bayside Traffic Committee hosted and administered for the financial year.	
	Deliver Councillor Induction Program	During COVID-19 restrictions in 2020, the Local Government Election was postponed in NSW. Council is currently preparing an extensive program to induct the incoming Council following the elections.	
	Effectively manage enterprise risks	Enterprise risk management activities undertaken included quarterly reporting on risk management, training and awareness sessions, review, and update of strategic and operational risk registers.	
	Implement Internal Audit Program	The annual Internal Audit Program activities were implemented including three internal audits being completed and a further four were in progress.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Implement the Archival & Disposal Record Strategy	Council works with its off-site storage provider to undertake a systematic disposal process of relevant records.	
	Implement the Information Management Governance Strategy	Implementation of practicable strategies underway within annual budget allocation. Key implementation activities including on-line training module and awareness, developing disposal process for electronic records, and progressive digitisation plan.	
	Maintain, co-ordinate and support Council's Committee system	Governance support provided across Council's committee structure including training and assistance, and system improvements and maintenance.	
	Monitor and report on compliance with purchasing procedures	Council has processes in place and monitors and reports on procurement compliance.	
	Provide information access proactively and/or in a timely manner	All formal and informal Information Access applications dealt with in accordance legislative and policy requirements. Additions to disclosure log made as determined relevant. Publication Guide reviewed and published.	
	Review and develop the contractor management framework including an ongoing corporate training program	A Contract Management Framework is currently being developed.	
	Review and test Business Continuity Plans	Business Continuity Plan (BCP) reviewed and updated. Information Technology testing undertaken to inform the BCP.	
	Review and update Council's IT Business Continuity Plan	The IT Business Continuity Sub plan is a subset of Council's organisation Business Continuity Plan. It provides a procedure should Council's primary IT services be affected by unforeseen circumstances. The plan is supported by a regular test to ensure it is robust.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Review key governance policies following Local Government Election	Changes to legislation due to COVID-19 resulted in local government elections being postponed to September 2021. Consequential, policy reviews have been delayed.	
	Review of IT strategy	Preparation of a new organisational IT strategy has commenced and is on target for completion in 2021. The new strategy will advise the targets for the next 3 years along with a roadmap and set of priorities aligned to Council's requirements.	
	Support the Local Government Election process	Changes to legislation due to COVID-19 resulted in the postponement of the local government elections. Notwithstanding Council has worked with NSW Electoral Commission to progress pre-election requirements including clarification of responsibilities, agreement on polling places and advertising, and attendance at information sessions for relevant staff.	
	Support the Risk & Audit Committee	The five meetings of the Risk & Audit Committee were supported.	
	Undertake Councillor Professional Development	Professional Development for all Councillors included a range of internal sessions and attendance at external training programs such as Social Media Training; Conference attendances including Waste and the Local Government Conference for NSW and the National General Assembly. Some Councillors nominated to attend the Australian Institute of Company Directors intensive training program.	
	Undertake GM briefing session with Councillors to ensure strategic thinking and effective decision making	Councillors attend weekly briefing sessions, providing updates on topics of interest to the Bayside Community. Through these briefing sessions, the Mayor and Councillors are advised on all issues relevant to supporting informed decision making at the public Council meetings.	
High Standards of Customer Service	Deliver a program of organisational service reviews	A business improvement operational plan was approved identifying annual improvement and review activities. The plan is being implemented as agreed.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Deliver IT support - hardware, software and systems (internal & external)	IT service have remained operational with no critical outages across the enterprise. Services have been monitored 24*7 and any incident tracked and reported.	
	Embed newly established business processes and controls for customer experience services	Council reviews and updates existing processes and procedures as required. Key customer facing procedures that were updated and/or introduced including mandatory lodgement of development applications online and Bayside Complaint Management Policy and Guidelines.	
	Implement a continuous improvement framework to increase the efficiency and effectiveness of service delivery across the organisation	Business Improvement framework has been developed and approved. The framework is being implemented.	
	Implement business improvement initiatives across the organisation	An approved Business Improvement Operational Plan identifying improvement projects was approved and being implemented.	
	Improved response to public enquiries & requests relating to traffic and parking issues	Council has received a significant number of requests relating to traffic and parking in 2020/21. Council continues to liaise with Transport for NSW on matters relating to State Roads throughout our Local Government Area.	
	Provide flood level advice to the community	Total of 349 Flood Advice Letters completed within agreed timeframes.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Provide responsive customer service (counter, call centre, customer requests and complaints)	<p>Council provided a responsive customer service for the 2020/21. Noticeable Trends: average number of calls is increasing; average number of counter transactions have remained stable, however predicted to decrease as more services become available online; average number of online over the phone transactions are gradually increasing and become more accessible to the community.</p> <p>Annual Customer Service Statistics include:</p> <ul style="list-style-type: none"> • Total calls offered through the Council Contact Centre is 86,802. This is an average of 307 calls per business day. Top 3 categories are: Waste, Rates and Compliance/Development. • 28,755 transactions at the Customer Service counters. Transactions are higher in Rate instalment periods peaking July/August. Top 3 categories are: Rates; Waste and Development/Engineering. • 34,850 customer requests logged with 32,833 being completed. Top 3 categories are: Illegal Parking, Council tree and illegally dumped rubbish. 	
Skilled Staff	Continue to reduce employees' absenteeism caused by injury through a proactive and comprehensive return to work framework. Implement specific Injury Management strategies to effectively manage each employees' injury case.	Return To Work improvements are in place with a significant reduction in long term injuries in the past twelve months. Positive feedback received from Council's insurer.	
	Create a customer centric culture where all staff are providing a positive experience every time, for all of its customers	Customer Service training is provided to Business Units as part of their learning needs analysis. Online training is being prepared for staff to undertake for customer service training and embed organisational value.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Deliver an annual supplier and staff procurement education program	Procurement Training content has been developed and will work with Training & Development to roll this out to staff.	
	Deliver leadership programs to develop current and future leadership capabilities and promote and encourage strong, driven and accountable leaders	Emerging Leadership Program developed and has taken place with approximately 40 emerging leaders trained in the four-week program. Leadership Meeting structure was reviewed and reformatted to include professional development for Managers. Leadership Meetings are being delivered.	
	Develop and implement strategic actions as identified in the staff survey that will improve Council's culture and performance	Staff Culture Survey has been completed with a relatively very high participation. Consultation is currently underway to inform the development of a strategy action plan.	
	Develop Workforce Strategy and Plan that supports strong service delivery to the community	The Human Resources Strategic Plan 2030 and the Workforce Program 2024 approved.	
	Maintain a fully compliant payroll frame work, including policy and procedures of identified processes	Payroll is fully compliant as demonstrated by the recent audit.	
	Review of identified human resources policies, procedures and forms that drives employee engagement and performance whilst ensuring consistent applications of terms and conditions	Policies and procedures that meet legal requirements are in place however a review is ongoing regarding moving to "best practice" for employee engagement and performance. Recent Culture Survey results were very high for employee engagement.	
	Review, research, develop and implement a work health and safety management framework to ensure that Council is compliant whilst driving a strong safety culture	Consultants engaged to developed required policies and procedures for Council's safety system. Implementation and education work is being undertaken inhouse.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	WH&S inspections carried out in accordance with annual schedule, corrective actions identified, recorded and implemented	WH&S inspections carried out and this is an ongoing activity and will be improved with implementation of a new application for in 2021/22.	
Strong Financial Management	Complete implementation of new corporate financial and asset management system	Completed implementation of new financial and asset management system.	
	Ensure a timely completion of Council's audited financial statements	Annual financial statements for 2019/20 completed and received an unqualified audit report. The annual financial statements were lodged with the Office of Local Government by the due date. The Interim audit process for 2020/21 has been completed.	
	Implement continuous improvement actions for internal financial reporting & financial operations	Continuous improvement actions being implemented following the implementation of the new financial system and will continue in 2021/22.	
	Implement, monitor and review a new financial reporting framework	Council's external financial reporting is aligned to the industry-wide framework and standards. With the implementation of a new financial management system, internal reporting has been enhanced, providing greater visibility and control over the allocation of council's financial resources through streamlined and standardised processes allowing for greater accuracy in forecasting and planning across the organization.	
	Maintain procurement data analytics and reporting for strategic procurement decision making	Procurement data analytics and reporting completed.	
	Manage and review Councils Financial Position on a continual basis	Council has completed the quarterly budget reviews in accordance with requirements.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Maximise returns on Council's investment portfolio to exceed benchmark	Council's investment return has been above benchmark in a difficult financial climate with continuation of the historically low interest rates.	
	Process and administer Voluntary Planning Agreements	Negotiation, evaluation, review, monitoring and reporting on Planning Agreements from inception to delivery is ongoing. Council is currently managing 27 Planning Agreements at different stages of progression including 2 at preliminary stage, 10 under negotiation and 15 executed Planning Agreements with works still in progress.	
	Provide effective management of Council's fleet	Council has a 10-year replacement program to ensure all assets are utilised to capacity and the optimum disposal income is achieved at the point of sale.	
	Provide effective management of Council's stores operation	Council has two store operations at Bexley Depot & Botany Depot. These operations have systems in place for the efficient and effective management of stock replenishment and issue.	
	Provide procurement advice to the organisation	Strategic procurement advice and procurement governance advice is provided to the organization.	
	Review and update the Long Term Financial Plan	Long term financial plan updated and adopted.	
	Review Council's financial sustainability strategies including current and future rating options through IP&R	Council has adopted a 4-year rate harmonisation strategy following changes in legislation to allow for gradual harmonisation over multiple years. Council has however rejected the recommendation of applying for a special rate variation (SRV) to address the projected infrastructure funding gap over the Long Term Financial Plan (LTFP). Council is working on identifying improvement initiatives to address the long-term funding shortfall.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Undertake legislative financial management and reporting	Council has met its legislative financial management requirements.	
	Undertake rate harmonisation process through the engagement with Councillors and the Community	Council has completed its Rates Harmonisation process and adopted the rate harmonisation path.	

We are prepared for a sharing economy

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
Innovative businesses are supported to locate in Bayside	Facilitate programs to develop skills for current and future business owners	The Migrant Womens' Business Network for Bayside was set up to assist services who support women to set up a business. COVID-19 restricted face to face meetings but online meetings continued. A successful networking function showcasing good news business stories for International Women's Day 2021 was held at the Novotel, Brighton.	
Local plans and regulations have kept pace with the sharing economy	Deliver effective and competitive Complying Development (CDC) and Construction Certificate (CC) Services.	Council continued to deliver to competitive and effective service during COVID 19, it did see a slight reduction in market share, however this was a result to slowing down in the construction industry due to COVID-19 impacts.	
	Implement new LEP/DCP in assessment of DAs	Awaiting enacted of the new Bayside LEP and the adoption of a new DCP.	

DP Principal Activity	Action Name	Annual Comment	Traffic Lights
	Investigate and implement opportunities to improve development assessment processing times and customer satisfaction for development applications	Development Assessment staff have successfully achieved a 20% reduction in the median application determination timeframes to meet the target set by the NSW Government Public Spaces Legacy Program. A 'New Approach' policy has been adopted to reduce determination times. This reduces the number of amendments allowed to applicants and sets firmer timelines on waiting for additional information and amended plans to be submitted.	
	Report on the performance of the Bayside Local Planning Panel in regard to determination of Development Applications	Quarterly reporting on performance of the Local Planning Panel in determining DAs is undertaken.	
	Report on the performance of the Bayside Local Planning Panel in regard to Planning Proposal recommendations	Major Planning Proposals were reported to the Bayside Local Planning Panel including Post-Exhibition Report - 146-154 O'Riordan Street, Mascot, Pre-Gateway Report - 1-13 The Boulevard, Brighton Le Sands; and Pre-Gateway Report - Amendment 1.	
	Undertake Building Information Certificates assessments	All building information certification submitted to Council were assessed in accordance with the required legislation, controls and policies and determined reasonable time frame.	
	Undertake swimming pool inspections to ensure that all swimming pools are inspected within a 3 year period	Swimming pool owners that have been registered with Council and were due for inspection were inspected as required by the Swimming Pool Program.	

STATUTORY STATEMENTS

Local Government Act 1993

s428 (3) Preparation of report

This annual report has been developed in accordance with the guidelines referred to in the Local Government Act 1993, Integrated Planning and Reporting Guidelines (s406), the Local Government (General) Regulation 2005 (s217).

s428 (3) Condition of public assets

Assets deliver important services to communities. A key issue facing Bayside Council is the management of ageing assets in need of renewal and replacement.

Infrastructure assets such as roads, drains, bridges, recreation and public buildings present particular challenges. Their condition and longevity can be difficult to determine. Financing needs can be large, requiring planning for large peaks and troughs in expenditure for renewing and replacing such assets. The demand for new and improved services adds to the planning and financing complexity.

The creation of new assets also presents challenges in funding the ongoing operating and replacement costs necessary to provide the needed service over the assets' full life cycle.

Bayside Council adopted in August 2018 both an Asset Management Strategy and an Asset Management Policy. The strategy identifies key assets under the control of Council which include:

Public Infrastructure Assets:

- Transport, including road pavements, road edges, road islands, footpaths and paving bridges.
- Buildings, including community buildings, administration buildings, operations buildings, library buildings, recreation buildings.
- Open Space, including active parks, passive parks, and furniture and land improvements.
- Stormwater, including pits, pipes, culverts, open drains, water quality management devices.
- Land.

Service Delivery Infrastructure:

- Fleet, including vehicles, plant and equipment.
- Office, including information technology and communications.
- Library Resources

Detailed information on the network evaluation of public assets, including scale of public asset inventory and condition rating, is included in detail in the reference strategies.

Additional details of the financial analysis of public assets may be found in the reference strategies, and in Financial Statements, published separately (Special Schedule 7 &10).

s428 (4) (a) Financial statements

Audited financial statements for the year 2020/21 are appended to this Annual Report.

s428 (4) (b) Other information

This report includes other information in line with the Integrated Planning and Reporting Guidelines, the Local Government Act 1993 and other legal requirements.

s428 (5) Send to the Minister

A copy of this Annual Report has been placed on bayside.nsw.gov.au and a link provided to the Minister.

S54P (1) Environmental Upgrade Agreements

Council did not enter into any environmental upgrade agreements.

s440 & 440 AA Code of Conduct Complaints

In accordance with Part 11 of the Code of Conduct Procedures, the Code complaints statistics made during the period 1 October to 30 September are outlined in the table below.

Bayside Council has adopted Code of Conduct and associated Procedures based on the Models prescribed under sections 440 and 440AA respectively of the Local Government Act 1993. The Procedures support Council's Code of Conduct. They outline the administrative framework, including how complaints are made and managed, and reporting requirements.

Bayside Council's Commitment

Council is committed to setting, promoting and expecting ethical and behavioural standards that are higher than the abovementioned Model Code. In particular, Council's Code and Gifts & Benefits Policy require that: 'In normal circumstances, all gifts and / or benefits offered to a Council official of Bayside Council are to be declined. No gift or benefit will be personally retained by a Council official.'

Council has appointed a Complaints Coordinator and is committed to managing the complaints process with rigor, impartiality and in accordance with the Procedures. The statistical information on Code complaints (about the Mayor, Councillors and General Manager) is to be reported to Council within 3 months of the end of September of each year.

Statistical Information on Code Complaints

Details	Number
The total number of Code of Conduct complaints made about the Councillors and the General Manager under the Code of Conduct in the year to September	0
The number of Code of Conduct complaints referred to a conduct reviewer	0
The number of Code of Conduct complaints finalised by a conduct reviewer at the preliminary assessment stage and the outcome of those complaints	0
The number of Code of Conduct complaints investigated by a conduct reviewer	0
The number of Code of Conduct complaints investigated by a conduct review committee	0
Without identifying particular matters, the outcome of Code of Conduct complaints investigated by a conduct reviewer or conduct review committee under these procedures	Nil
The number of matters reviewed by the Office and, without identifying particular matters, the outcome of the reviews	0

Details	Number
The total cost of dealing with Code of Conduct complaints made about the Administrator and the General Manager in the year to September, including staff costs.	\$0

s508(2) and 508A Implementation of special rates and levies

Council has two levies arising from three approved Special Rate Variations. The additional income raised through these levies (and the movement in the associated reserves) is shown the Annual Financial Statements.

Rockdale Infrastructure Levy

A special rate variation was approved to assist council in partly meeting the funding gap for the renewal of assets, specifically levied on the former Rockdale City Council area. The funding generated through this special rate variation is only allocated to works within the area which it is levied. The program includes renewal and replacement works on community buildings; public amenities, kerb and guttering; sporting facilities; parks and playgrounds as well as town centre improvements. The following projects were funded through the Infrastructure Levy in the financial year.

Project	Amount funded by Infrastructure Levy
Ador Reserve Amenities Renewal	\$13,147
Angelo Anestis Aquatic Centre Plant Repairs	\$103,313
Arncliffe Preschool (Old Fire Station) - Remediation	\$57,034
AS Tanner Reserve Carpark - Renewal	\$134,119
Asbestos Condition Re-inspection (Citywide)	\$24,950
Barton Park (St George Stadium) Safety Risks	\$7,538
Barton Park Open Space and Recreation Renewal	\$571,940
Beach Hut Dolls Point	\$72,534
Bexley Community Centre Remediation	\$84,157
Bexley Depot Rehabilitation	\$134,826
Bexley Town Centre	\$ 99,852
Boulevard Carpark Minor Structure Rehabilitation	\$24,024
Bridge and Structure Renewal - Minor works	\$25,000
Bruce Street - Moate Ave to Francis Ave Asphalt Road Resheet	\$99,701
Cahill Park Amenities / Café Design and Construct	\$825,095
Cahill Park Oval Amenities	\$21,083
Cahill Pk Seawall & Levy	\$15,864
Canonbury Grove - Bexley Rd to Ellerslie Rd Road Resheet	\$119,256
Capital Road Patching and Repair - Local Roads	\$42,944
Car Park Signage Renewal	\$69,373
Citywide High Priority Asbestos Actions Program	\$62,200
Clareville Avenue Scout Hall Demolition	\$50,000

Project	Amount funded by Infrastructure Levy
Cook Park Dunes	\$48,215
Cook Park Safety Rails Renewal	\$\$215,178
Coronation Hall, Arncliffe Renewal	\$24,634
Council Chambers AV equipment	\$21,139
Demolition of Surplus Cricket Nets and Restoration	\$12,223
Edward Street - Willington St to Hirst St Road Resheet	\$55,531
Fisherman's Club Demolition	\$481,099
Footpath Renewal - Beach St, Kogarah	\$7,641
Footpath Renewal - Beaconsfield St, Bexley	\$11,000
Footpath Renewal - Caledonian St Bexley	\$4,183
Footpath Renewal - Caroma Ave, Kyeemagh	\$5,186
Footpath Renewal - Chamberlain Rd, Bexley	\$14,128
Footpath Renewal - Chandler St, Rockdale	\$21,417
Footpath Renewal - Connemarra St, Bexley	\$2,387
Footpath Renewal - Cross St Kogarah	\$4,849
Footpath Renewal - Cross St, Kogarah	\$11,855
Footpath Renewal - French St Kogarah	\$55,790
Footpath Renewal - Gladstone St, Bexley	\$5,200
Footpath Renewal - Godfrey St, Banksia	\$31,473
Footpath Renewal - Guinea St, Kogarah	\$6,949
Footpath Renewal - King St, Kogarah	\$2,308
Footpath Renewal - Kitchener St Kogarah LHS	\$5,606
Footpath Renewal - Kitchener St, Kogarah RHS	\$23,895
Footpath Renewal - Mutch Ave, Kyeemagh	\$3,282
Footpath Renewal - Paine St, Kogarah	\$7,717
Footpath Renewal - Railway St, Kogarah	\$1,713
Footpath Renewal - Robertson St, Kogarah	\$5,006
Footpath Renewal - Station St, Kogarah	\$12,427
Footpath Renewal - Tancred Ave, Kyeemagh	\$11,385
Footpath Renewal - Union St, Kogarah	\$3,724
Footpath Renewal - Washington St, Bexley	\$1,637
Gilchrist Park Cricket Net Renewal	\$16,251
Highclere Ave - Bestic St to West Botany St Road Resheet	\$100,412
Increase Car Parking at Bexley	\$50,000
Kurnell Street Scout Hall Demolition	\$13,859
Kyeemagh Community Centre Rehabilitation	\$125,823
Kyeemagh Kiosk Toilet Refurbishment	\$4,987

Project	Amount funded by Infrastructure Levy
Lady Robinson Beach Study	\$75,350
Link Road - Production Lane Asphalt Road Resheet	\$58,375
Local Roads Pavement Renewal - Albert Street	\$38,661
Local Roads Pavement Renewal - Beaconsfield Street	\$68,807
Local Roads Pavement Renewal - Bellevue Lane	\$35,923
Local Roads Pavement Renewal - Belmore Street	\$160,072
Local Roads Pavement Renewal - Brantwood Street	\$21,638
Local Roads Pavement Renewal - Eddystone Road	\$17,733
Local Roads Pavement Renewal - Edward Street	\$398,889
Local Roads Pavement Renewal - Ellerslie Road	\$52,672
Local Roads Pavement Renewal - Hannam Street	\$4,336
Local Roads Pavement Renewal - Iliffe Street (R0591B)	\$405
Local Roads Pavement Renewal - John Street (R0261A)	\$24,971
Local Roads Pavement Renewal - John Street (R0261B)	\$61,240
Local Roads Pavement Renewal - Kelsey Street	\$111,765
Local Roads Pavement Renewal - King Lane	\$10,824
Local Roads Pavement Renewal - Lansdowne Lane	\$13,227
Local Roads Pavement Renewal - Lansdowne Street	\$43,310
Local Roads Pavement Renewal - Loftus Street	\$87,741
Local Roads Pavement Renewal - Riverside Drive	\$91,989
Local Roads Pavement Renewal - Shaw Street	\$256,418
Local Roads Pavement Renewal - Station Street, Arncliffe	\$32,068
Local Roads Pavement Renewal - Subway Road	\$56,505
Local Roads Pavement Renewal - Valda Avenue	\$52,192
Local Roads Pavement Renewal - Washington Street	\$62,705
Local Roads Pavement Renewal - Xenia Avenue (R3020A)	\$226,917
Local Roads Pavement Renewal - Xenia Avenue (R3020B)	\$145,667
Lydham Hall - Heritage Restoration	\$300,000
Market St Carpark - Signage Replacement	\$15,840
Monterey Swimming Net Enclosure	\$54,644
Park Signage Re-branding	\$9,663
Picnic Shelters Renewal (3)	\$29,725
Playground Renewal - Colson Crescent Reserve	\$141,323
Playspace Rehabilitation - Bona Park	\$161,686
Playspace Renewal - Belmore St, Arncliffe	\$14,743
Playspace Renewal - Cook Park, Monterey	\$6,940
Playspace Renewal - Evatt Park, Bexley	\$15,846

Project	Amount funded by Infrastructure Levy
Playspace Renewal - Flack Reserve	\$11,988
Playspace Renewal - GB Holt Reserve	\$14,447
Playspace Renewal - Gilchrist Reserve	\$237,748
Playspace Renewal - Haig Reserve	\$11,383
Playspace Renewal - Heslehurst Reserve, Brighton-Le-Sands	\$2,148
Playspace Renewal - Kingsgrove Memorial Park	\$7,918
Playspace Renewal - Kookaburra Reserve	\$14,540
Playspace Renewal - Marinea Reserve	\$243,168
Playspace Renewal - Moorefield Reserve	\$221,416
Playspace Renewal - Peter Depena Reserve, Dolls Point	\$44,852
Playspace Renewal - Shepherd Reserve, Bardwell Valley	\$17,788
Playspace Renewal - Studdert Reserve	\$22,613
Playspace Renewal - Whitbread Park	\$153,142
Regional Roads Pavement Renewal - Harrow Road	\$68,104
Regional Roads Pavement Renewal - New Illawarra Road	\$1,660
Regional Roads Pavement Renewal - O'Connell Street	\$15,983
Renewal - Kyeemagh Boat Ramp Surface	\$36,500
Renewal of Arncliffe Park Path Light Replacement	\$25,614
Renewal of Rockdale Admin Building Roof, Lift and Air Con	\$287,641
Rockdale Community and Civic Centre Renewal	\$44,838
Rockdale Park Amenities renewal	\$99,131
Sandringham Seawall Rehabilitation Options Study	\$14,355
Scarborough Park central Amenities Demolition	\$7,122
Scarborough Park Central Field Rehab and Renewal	\$1,962
Scarborough Park East Field Rehab & Renewal (inc irrigation)	\$25,887
Scarborough Park South (Tonbridge Oval) Field Rehab & Renew	\$72,993
Seniors & Community Centre - Accessible Toilet Upgrades	\$75,178
Sports Field Centralised Flood Lighting Control System	\$90,743
Tonbridge Reserve Cricket Net Renewal	\$15,821
Veron Rd Retaining Wall Rehabilitation	\$40,011
West Botany Netball Carpark - Renewal	\$106,678
Total	\$9,082,241

Community Safety Levy

The Safer City Program contributes to Theme One of the Operational Plan 2020-2021 ‘Diverse, Active, Healthy and Inclusive Communities’. In particular the following actions are relevant:

- Deploy mobile CCTV cameras in accordance with Council’s CCTV Camera Management Protocol, in response to identified illegal dumping hot-spots, reports of antisocial behaviour and requests from Police.
- Administer Council’s Graffiti Removal Program.

The Safer City Program is funded by the Community Safety Levy (Special Rate Variation), which came into effect on 1 July 2007 for the former Rockdale City Council and continues in perpetuity. It has three key components:

- Graffiti – assessment and removal
- CCTV – maintenance and coordination of the cameras
- Community safety coordination and education.

A summary of the expenditure for the various financial years is shown in the table.

	11/12	12/13	13/14	14/15	15/16	16/17	17/18	18/19	19/20	20/21
Graffiti	104,00	104,966	84,430	99,006	91,050	94,308	94,308	100,402	89,380	90,861
CCTV	59,000	4,949	44,076	33,546	145,400	59,135	50,255	72,343	41,277	51,205
Community Safety Coordination & education	161,000	136,480	128,826	152,400	150,550	133,763	119,237	135,649	104,277	116,168
Total	324,000	246,395	257,332	284,952	387,000	287,205	263,557	308,394	234,924	258,810

A total of 436.2 m² of graffiti was removed from public space in Bayside as shown in the table below, representing a decrease of 383m²

Graffiti Removal							
	14/15 (Area m ²)	15/16 (Area m ²)	16/17 (Area m ²)	17/18 (Area m ²)	18/19 (Area m ²)	19/20 (Area m ²)	20/21 (Area m ²)
January	476	407	554	605	414	425	369
February	466	550	335	467	428	332	411
March	350	507	418	591	549	317	477
April	580	652	401	344	530	239	372
May	444	531	392	465	313	547	431
June	527	613	505	778	387	405	219
July	473	711	360	423	511	428	276
August	673	807	534	428	598	323	418
September	542	431	452	492	582	559	309
October	562	430	595	536	813	461	379
November	7245	373	633	355	599	326	365
December	508	575	620	551	377	383	336
Total	6325	6588	5799	6035	6101	4745	4362

Local Government (General) Regulation 2005

Clause 132 Rates and charges written off for the period of 2020/21

Category	Amount
Rates abandoned (postponed)	\$3,973
Interest abandoned (postponed)	\$1,485
Rates & charges abandoned	\$51,090
Rates & charges Interest abandoned	\$4,065
Mandatory pension rebate	\$2,058,654
Small Balance	\$667
Total	\$2,119,934

Clause 186 Councillor professional development

Bayside Council Councillor Professional Development – July 2020 – June 2021 Event / Councillor Attendance	Awada	Barlow	Bezic	Curry	Ibrahim	Kalligas	Nagi	Macdonald	McDougall	Morrissey	Poulos	Rapisardi	Saravinnovski	Sedrak	Tsounis
Facilitated Conflict of Interests and Disclosures Session – SINC Solutions 26 August 2020	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
LG NSW Conference - November 2020	✓	✓		✓	✓		✓	✓				✓			✓
Social Media for Councillors January 2021	✓	✓						✓				✓			
Australian Institute of Company Directors Course – April 2021									✓						
Waste Conference - May 2021	✓														
National General Assembly – Local Government			✓				✓	✓				✓		✓	✓
Mayoral Induction - September 2021												✓			
48 General Manager Briefing Sessions were held and regularly attended by the Mayor and Councillors with:	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
• External Agencies															
• Invited Consultants															

Bayside Council Councillor Professional Development – July 2020 – June 2021 Event / Councillor Attendance	Awada	Barlow	Bezic	Curry	Ibrahim	Kalligas	Nagi	Macdonald	McDougall	Morrissey	Poulos	Rapissardi	Saravinnovski	Sedrak	Tsounis
• Internal Staff providing information and updates on topics of interest in the LGA.															

Pre pandemic, Councillors obtained professional development through Conference attendances. Covid put an acute and unexpected halt to these types of professional networking and information gathering opportunities.

Legend

✓ = Attended

Clause 217(1) (a) Overseas Visits

There were no overseas trips paid for by Council for either Councillors and/or staff.

Clause 217 (1) (a1) Councillor Fees, Facilities and Expenses

Details of the payment of the expenses of, and the provision of facilities to the Administrator in relation to their civic functions is below.

Item	Amount
Mayoral Fee	\$88,600
Councillors Fee	\$469,951
Facilities & Expenses Breakdown	
Dedicated office equipment to Councillor (including computers)	\$ -
Communication charges (including phone calls, facsimile and internet)	\$6,351
Councillor training and skills development)	\$13,652
Seminars and conferences attended by Councillor (incl interstate travel)	\$ -
Interstate travel by Councillor while representing Council	\$781
Overseas visits by Councillor while representing Council	\$ -
Expenses of spouse, partner, or person accompanying a Councillor Provision of care for a child or family member of a Councillor	\$ -
Other expenses	\$5,085
Total	\$25,869

*Other expenses comprise, motor vehicle expenses, local travel and meals.

The itemised details for each Councillor are outlined in the following table, as required by Council's policy – amounts are rounded to the nearest dollar.

Councillor	Telephone	Conference	Training	Interstate	Overseas	Office	Partner	Family	Other
Bill Saravinovski	\$1,677	\$ -	\$ -	\$ -					\$418
Joe Awada	\$ -	\$ -	\$1,195	\$781					\$533
Liz Barlow	\$ -	\$ -	\$460	\$ -					\$240
Ron Bezic	\$ -	\$ -	\$ -	\$ -					\$ -
Christina Curry	\$ -	\$ -	\$685	\$ -					\$38
Tarek Ibrahim	\$ -	\$ -	\$60	\$ -					\$ -
Petros Kalligas	\$966	\$ -	\$1,058	\$ -					\$8
James Macdonald	\$ -	\$ -	\$460	\$ -					\$240
Ed McDougall	\$ -	\$ -	\$7,500	\$ -					\$2,333
Scott Morrissey	\$180	\$ -	\$ -	\$ -					\$ -
Michael Nagi	\$ -	\$ -	\$60	\$ -					\$ -
Vicki Poulos	\$1,135	\$ -	\$400	\$ -					\$455
Dorothy Rapisardi	\$ -	\$ -	\$ 520	\$ -					\$ -
Paul Sedrak	\$1,101	\$ -	\$ -	\$ -					\$610
Andrew Tsounis	\$1,292	\$ -	\$1,255	\$ -					\$209
	\$6,351	\$ -	\$13,652	\$781	\$ -	\$ -	\$ -	\$ -	\$5,085

Clause 217 (1) (a2) Major Contracts Awarded

The following are the contracts awarded by the Council during the financial year (whether as a result of tender or otherwise), other than:

- employment contracts (that is, contracts of service but not contracts for services)
- contracts for less than \$150,000 (including the name of the contractor and the nature of the goods or services supplied by the contractor and the total amount payable to the contractor under the contract).

Contractors Name	Description	Total Value Ex GST (\$)
FujiFilm	Printing and Scanning Services	\$ 3,000,000
The Book House	Library books, resource material and furniture	\$500,000
Datacom Systems (AU) Pty Ltd - NSW Division	Support and Maintenance Agreement	\$1,500,000
Moduplay Group Pty Ltd	Design and construction of 7 picnic shelters	\$195,940
Renewal of Cook Park Playground	Renewal of Cook Park Playground	\$153,413
Mack Civil Pty Ltd	Bexley Town Centre- Public Domain Improvements	\$2,487,719
The Hills Bark Blower	Supply and Install Landscape Materials	\$1,200,000
Patterson Building Group Pty Ltd	Rockdale Administration Building HVAC and Roof Works	\$2,082,515
VBuilt Constructions	Kyeemagh Community Centre Roof Rehabilitation and HVAC	\$326,589
Evolve Pty Ltd	Management of Affordable Housing Portfolio	\$393,750
Logicalis Australia P/L	IT Strategy	\$153,120
Planet Civil Pty Ltd	Botany Road Cycleway	\$170,940
Planet Civil Pty Ltd	Wentworth Avenue Cycle Way	\$206,368
Data#3	VMWare ELA 3-Year Renewal	\$436,152
Ultimate Security Australia Pty Ltd	Security Services	\$500,000

Contractors Name	Description	Total Value Ex GST (\$)
WINC Australia Pty Ltd	SSROC Stationery and Associated Products	\$725,000
Co-ordinated Landscapes Pty Ltd	construction of six playgrounds	\$1,065,149
Xinc Engineering Pty Ltd	Renewal of Cook PK Safety Rails	\$240,810
Intellitek	Infrastructure Support and Maintenance	\$180,000
Cooper Commercial Contructions	Brighton le Sands Boardwalk – Remediation and Maintenance	\$210,282
Cooper Commercial Constructions	Refurbishment of the timber boardwalk at Brighton Le Sands	\$325,282
	Bonar St Lighting Upgrade	\$231,900
Central Signs Roads and Safety Aust Pty Ltd, Streets Ahead Maintenance (SAM), De Neefe Pty Ltd t/a De Neefe Signs, Hunter Valley Signs Pty Ltd t/a Hi-Vis Group	Supply, Installation and Maintenance of Road Signs and Traffic signs	\$400,000
Konica Minolta, Ball & Doggett	MFD Fleet - Supply, Maintenance and Consumables	\$500,000
Metropolitan Demolitions Pty Ltd	Fisherman's Club Demolition	\$284,750
Cooper Commercial Contructions	Sporting amenities, L'Estrange Park, Mascot	\$1,382,138
Dell Australia Pty Limited	Enterprise Implementation Platform	\$669,800
D & M Excavations and Asphaltng Pty Ltd	Road Pavement Rehabilitation and Renewal Program 2019/20	\$2,610,131
CO-OP Studio Pty Ltd	Botany Aquatic Centre Principal Consultant - Construction	\$447,375
Sullivan's Constructions Pty Ltd	Lyndham Hall Construction Works	\$252,886
Mode Design Corp. Pty Ltd	Principal Design Consultant for the Barton Park Precinct	\$348,783
CO-OP Studio Pty Ltd	Botany Aquatic Centre - Consultancy Services	\$1,488,010
Sydney Civil Pty Ltd	Public Domain at Arncliffe Town Centre	\$2,471,962
Land & Marine Ocean Engineering Pty Ltd	Wetlands Water Quality Improvement - Coolibah Res, Bardwell Valley	\$1,256,200
Polytan Asia Pacific Pty Ltd	Design and Construct - Synthetic Playing Field Gardiner Park	\$2,469,130
Solgen Energy Pty Ltd	Angelo Anestis Aquatic Centre- Solar Panel Installation	\$307,321
Mainserve Australia Pty Ltd	Structural Remediation & Mtce Works Brighton Baths Building	\$732,755
RELD Group Pty Ltd	Accessibility improvements to Botany Town Hall Building	\$378,943
Mack Civil Pty Ltd	Swinbourne Street Neighbourhood Centre Pub Dom & Retain Wall	\$1,755,627
Beasy Pty Ltd	Demolition of Residential Properties	\$249,790

Legal Proceedings

Section 428 (4)(b) cl 217(1) (a3) Legal Proceedings

The following is a summary of legal proceedings and associated costs incurred during the financial year.

Legal Proceedings Taken by Council

Class 4 matters are generally actions instigated in the Court by Council to stop illegal building works, illegal uses or non-compliance with Conditions of Consent.

Planning and Development Matters

Name	Issues	State of progress	Result (if finalised)	Cost to date
Abbas ZEIN	Non compliance with EP& Act Order - Land & Environment Court Class 4 civil enforcement action	Finalised	Land & Environment consent orders made Professional costs of \$15,000 awarded to Council	\$15,134

Compliance and Certification Matters

Name	Issues	State of progress	Result (if finalised)	Cost to date
Eva Marinas	Local Court appeal – Dangerous dog declaration (Companion Animals Act 1998)	Finalised	Appeal dismissed	\$6,698
Alina Estaban	Defended penalty notice offence (Companion Animals Act 1998)	Finalised	Matter withdrawn by Council	\$2,424
Kylie Hilton	Local Court appeal – Dangerous dog declaration (Companion Animals Act 1998)	Ongoing	Matter listed for hearing in 2021/2022	\$1,548
Jasara Constructions Pty Ltd	Defended penalty notice offence (POEO Act 1997)	Finalised	Matter withdrawn by Council	\$2,952
Malva Investments Pty Ltd	Defended penalty notice offence (EP&A Act 1979)	Finalised	Matter withdrawn by Council	\$3,125

Other Matters

Name	Issues	State of progress	Result (if finalised)	Cost to date
Goodman and Others	Supreme Court of NSW. Proceedings regarding recovery of monies from misappropriating resulting from ICAC Operation Ricco	Continuing		\$168,242

Legal Proceedings Against Council

Class 1 matters are generally those appeals by an applicant against a Council decision to refuse an application or to vary a Condition of Approval.

Planning and Development Matters

Name	Issues	State of progress	Result (if finalised)	Cost to date
Kristie Chan	Class 1 Appeal - 5 Luland Street, Botany (DA-2017/1152)	Finalised	Appeal Dismissed. Judgement date 24 December 2020	\$28,080
Provident Homes	Class 1 Appeal for 19 Valda Street, Bexley (DA-2019/88)	Finalised	Refused by LEC 12/1/2021	\$45,087
513-517 Princes Highway Pty Ltd	Class 1 - BC ats 513-517 Princes Highway Pty Ltd (HWLE-Matter.C048801.955297)	Finalised	Hearing set down for 15-16 December 2020 Agreement reached. Approved 17/12/2020	\$29,347
Sumitra Sharma	Class 1 LEC Appeal 19/380714 - DA-2019/261 - 52 Dudley Street Pagewood	Finalised	13 May 2021 - Section 34 Agreement entered into. Consent Orders issued by Court. S34 Conciliation Conference held on 29-30 April 2021	\$4,038
Eastern Pacific	Class 1 - BC ats Eastern Pacific Design & Construct Pty Ltd - LEC 2020/5057 - 262-270 Rocky Point Road, Ramsgate	Finalised	15 January 2021 - Section 34 Agreement entered into. Consent Orders issued by Court. S34 Conciliation Conference held on 18/12/2020	\$7,716

Name	Issues	State of progress	Result (if finalised)	Cost to date
ES Engineering & Design	Class 1 - BC ats ES Engineering & Design - LEC 2020/56714 53 Oliver Street, Bexley	Finalised	Hearing held on 28-29 April 2021. Appeal dismissed on 1 June 2021.	\$31,181
Dimitrios Hatzitoulousis	Class 1 LEC - Dimitrios Hatzitoulousis -v- Bayside Council 26 Mascot Drive Eastlakes	Finalised	Hearing held on 6-7 May 2021. Section 34 Agreement entered into. Judgment issued by Court 25 May 2021	\$32,438
Joseph Samia	Class 1 Court Appeal- 1449 Botany Road Botany [HWLE-Matter.C0116213.979519] - DA-2018/368	Finalised	Hearing scheduled for 26-27 October 2020- hearing did not go ahead as section 34 agreement was carried out. Section 34 Agreement signed 4 November 2020	\$4,582
Da Vito Ferro Apartments Pty Ltd	Class 1 LEC 2020/00173286 - BC ats Da Vito Ferro Apartments, 16-18 John Street & 23 Church Avenue, Mascot DA-2019/359	Finalised	S34 set down for 18/9/2020 Discontinued	\$909
IBT Investments Pty Ltd	Class 1 Appeal - 197-199 King Street, Mascot - DA-2020/97 HWL Matter C0116213.994281	Finalised	13 May 2021 - Section 34 Agreement entered into. Consent Orders issued by Court. S34 Conciliation Conference held on 29-30 April 2021	\$73,737
Parker Logan Property Ltd	Class 1 Appeal – 295-301 Bay Street, Brighton le Sands – LEC 2020/230664 & 2020/230665	Finalised	7 April 2021 - Court Order issued to grant operational consent. 6 April 2021 - Court Order issued to extend consent by 12 months.	\$25,473

Name	Issues	State of progress	Result (if finalised)	Cost to date
St Mary's & St Mina's Coptic Orthodox Church LEC 2020/254301	339-377 Forest Road Bexley LEC 2020/254301	Ongoing	S34 Conciliation listed for 23 February 2021 - Terminated Hearing scheduled for 18-19 August 2021	\$33,999
Aurora Design Pty Ltd	16-18 Shaw Street, Bexley North LEC 2020/230648	Ongoing	Hearings dates set down for 31 May and 1 June 2021.	\$18,364
Legion Cabs (Trading) Co-operative Society Limited	137A Princes Highway, Wollie Creek LEC 2020/242925	Ongoing	S34 Conciliation listed for 27 November 2020. No agreement reached. Hearing 10-11 May 2021 Judgement reserved	\$62,576
Standard Knitting Mills (Holdings) Pty Ltd	40 Sir Banks Street Botany LEC 2020/322660	Ongoing	S34 Conciliation listed 1/2/2021 No agreement - Hearing is set down for 28-30 June 2021	\$15,476
Youssef Corp Pty Ltd	424-426 Rocky Point Road, Sans Souci LEC 2021/11812	Ongoing	S34 Conciliation held 19 May 2021. Agreement not reached, however S34 not yet terminated. Amended plans to be prepared and filed for further review.	\$15,512
Karimbla Constructions Services (NSW) Pty Ltd	128 Bunnerong Rd & 120 Banks Avenue, Eastgardens LEC 2021/69719 & LEC 2021/189113	Ongoing	Statement of Facts & Contentions due 16 July 2021. S34 Conciliation listed for 23 July 2021. Hearing dates are listed for 28-30 September 2021.	\$14,866
Bright Beginnings Learning Centre Bexley Pty Ltd	8 Mimosa Street, Bexley	Finalised	27 August 2020 - Applicant discontinued appeal proceedings Hearing dates - 26 and 27 August 2020	\$16,476

Name	Issues	State of progress	Result (if finalised)	Cost to date
Sam Ayache	7-9 Kingsland Road South, Bexley	Finalised	Appeal dismissed. DA refused. Judgement received 13/7/20	\$742
Djura Peric & Vida Peric	192 Bay Street, Pagewood LEC2020/101142	Finalised	Appeal Dismissed. DA refused 15 March 2021.	\$7,399
Friends of Gardiner Park Inc.	Planning pathway for upgrade of Gardiner Park	Ongoing	Hearing dates set down for 10 & 11 March 2022	\$150,997

Clause 217 (1) (a4) Work on private land

Council did not resolve to undertake Private Works in accordance with Section 67 of the Local Government Act 1993 during the financial year.

Clause 217 (1) (a5) Community Assistance & Grants

The total amount contributed or otherwise granted by the Council during the financial year under section 356 of the Act is as follows:

Name of donation	Recipient	Amount
Community Grant	2Connect Youth & Community Inc.	\$5,000
Community Grant	3Bridges Community Ltd	\$5,000
Community Grant	3Bridges Community Ltd	\$1,972
Community Grant	Arncliffe Aroura Football Club	\$1,887
Community Grant	Australian Macedonian Theatre of Sydney	\$5,000
Community Grant	Bardwell Park Infants School P&C Committee	\$1,365
Community Grant	Bardwell Valley Golf Club	\$2,000
Community Grant	Bay City Care	\$5,000
Community Grant	Better Connected Community Services	\$5,000
Community Grant	Botany Family and Children's Centre	\$1,899
Community Grant	CASS Care Ltd	\$2,000
Community Grant	Eastgardens Anglican Parish	\$2,000
Community Grant	Exodus Youth Worx	\$5,000
Community Grant	Fighting Chance	\$5,000
Community Grant	Holdsworth Community Ltd	\$5,000
Community Grant	Integricare Early Learning Centre Rockdale Plaza	\$4,950
Community Grant	James Cook Boys High School Parents & Citizens Association	\$2,000
Community Grant	Kogarah Waratah Football Club	\$2,000

Name of donation	Recipient	Amount
Community Grant	Macedonian Australian Welfare Assoc.	\$5,000
Community Grant	Pagewood Botany Football Club	\$2,000
Community Grant	Police Citizens Youth Clubs NSW Ltd (PCYC Eastern Suburbs)	\$2,000
Community Grant	Rockdale City Raiders Football Club	\$2,000
Community Grant	Rockdale Ilinden Soccer Club Inc	\$2,000
Community Grant	Southern Sydney Women's Domestic Violence Court Advocacy Service	\$2,000
Community Grant	St George Children with Disabilities Fund Inc.	\$5,000
Community Grant	St George District Athletic Club	\$1,984
Community Grant	St George Historical Society	\$2,000
Community Grant	St Vincent de Paul Society NSW	\$2,000
Community Grant	Sydney Multicultural Community Services	\$5,000
Community Grant	The Benevolent Society	\$2,000
Community Grant	The Trustee for Raise Foundation	\$2,000
Community Grant	Windgap Foundation	\$5,000
Community Grant	Wrap with Love	\$2,000
General Donations	Red Cross – Beirut Relief	\$5,000
General Donations	Organisation of Hellene and Hellene - Cypriot Women of Australia OEEGA	\$1,000
General Donations	Bayside Women's Shelter	\$3,000
General Donations	Flood Relief GIVIT	\$5,000
General Donations	APHEDA Inc	\$800
Donations Seniors	Rockdale Garden Club	\$500
Donations Seniors	Holistic Wellbeing Club	\$500
Donations Seniors	Macedonian Australian Pension	\$500
Donations Seniors	Mascot Senior Citizens' Association	\$500
Donations Seniors	Pagewood Senior Citizens Club	\$500
Donations Seniors	Ramsgate Senior Citizens' Centre	\$500
Donations Seniors	Greek Seniors of Bayside	\$500
Student Excellence Award	Al Zahra College	\$200
Student Excellence Award	Arkana College	\$200
Student Excellence Award	Arkana College	\$200
Student Excellence Award	Arncliffe Public School	\$200
Student Excellence Award	Arncliffe West Infants School	\$200
Student Excellence Award	Athelstane Public School	\$200
Student Excellence Award	Banksmeadow Public School	\$200
Student Excellence Award	Bardwell Park Infants School	\$200

Name of donation	Recipient	Amount
Student Excellence Award	Bethany College Hurstville	\$200
Student Excellence Award	Bexley North Public School	\$200
Student Excellence Award	Bexley Public School	\$200
Student Excellence Award	Brighton Le Sands Public School	\$200
Student Excellence Award	Carlton Public School	\$200
Student Excellence Award	Daceyville Public School	\$200
Student Excellence Award	Eastlakes Public School	\$200
Student Excellence Award	JJ Cahill Memorial High School	\$200
Student Excellence Award	Kingsgrove High School	\$200
Student Excellence Award	Kingsgrove Public School	\$200
Student Excellence Award	Kyeemagh Public School	\$200
Student Excellence Award	Mascot Public School	\$200
Student Excellence Award	Matraville Public School	\$100
Student Excellence Award	Moorefield Girls High School	\$200
Student Excellence Award	Our Lady of Fatima Catholic Primary School Kingsgrove	\$200
Student Excellence Award	Pagewood Public School	\$200
Student Excellence Award	Rockdale Public School	\$200
Student Excellence Award	St Francis Xavier Primary School	\$200
Student Excellence Award	St Gabriel's Catholic School Bexley	\$200
Student Excellence Award	St George Christian School	\$100
Student Excellence Award	St Joseph's Catholic Primary School Rockdale	\$200
Student Excellence Award	St Michael's Catholic Primary School Daceyville	\$100
Student Excellence Award	St Therese Catholic Primary School	\$200
Student Excellence Award	St Thomas More's Catholic School	\$200
Student Excellence Award	St Ursula's College Kingsgrove	\$200
Student Excellence Award	Sydney Technical High School	\$200

Clause 217 (1) (a6) External bodies with Council Delegation

There are no external bodies which carry out functions delegated by Council, apart from the Local Planning Panel.

From 1 March 2018 the Bayside Local Planning Panel was mandated by legislation. It comprises appropriately qualified people independent of Council as well as community representatives.

The Bayside Local Planning Panel is charged with determining a range of development applications on behalf of Council and reviewing and making recommendations to the Council about planning proposals. Panel determinations are made as independent assessments consistent with the Local Environment Plan and Development Control Plans, adopted by Council.

Clause 217(1) (a7) Council Controlled Companies

Council has no controlling interest in companies or other bodies.

Clause 217(1) (a8) Partnerships, Cooperatives and Joint Ventures

Council participates in the following external forums to further its objectives. Such forums are often community bodies or groups of councils with a particular interest, and these are listed below:

Australia Day Botany Bay Regatta Committee

Organises, conducts and promotes water-based activities for Australia Day.

Australian Mayoral Aviation Council (ceased 30 June 2021)

Represents aviation interests of councils that have airports in their area.

Bayside Business Enterprise Centre

A non-profit organisation that promotes and supports small business.

Bayside Floodplain Risk Management Committee

This Committee has a number of community representatives, technical Council staff, and up to three (3) Councillor Representatives. Its main objective is to assist Council with the development and implementation of one or more floodplain risk management plans for its service area.

Botany Historical Trust

The Botany Historical Trust was established in 1994 with the then Council of the Municipality of Botany Bay nominated as Trustee. The primary role of the Trustee under the Trust Deed is to acquire, preserve and display historic artefacts and records from and of the Botany Bay area for the people of the then local government area. While the Trust Deed allows for successors of the Council of the City of Botany Bay namely now Bayside Council, it limits its activities to the former Botany area.

CALD Partnerships

Culturally and Linguistically Diverse (CALD) initiatives are delivered through a memorandum of understanding with Skills Council of Australia, and other partnering arrangements with Advanced Diversity Services, local and state government agencies, health organisations, educational institutions, and other community organisations.

CivicRisk Mutual

CivicRisk Mutual is a self-managed, self-funded limited company owned and operated entirely by members. It provides insurance and risk management products and services solely for the benefit of members. Bayside Council is a long-term member of CivicRisk Mutual.

Cooks River Alliance Board

An association of councils, implementing a strategic plan for the Cooks River Catchment.

Georges River Combined Councils Committee (GRCCC)

The GRCCC is a formal group of nine Councils, as well as community and agency representatives in the Georges River catchment, whose mission is to advocate for the protection, conservation, and enhancement of the health of the Georges River, by developing programs and partnerships, and by lobbying government organisations and other stakeholders.

Lydham Hall Management Committee

Lydham Hall is one of the oldest homes in the St George area and dates back to the 1860s. The Committee comprises a group of volunteers and Councillors who meet on a regular basis to run and administer the historical Lydham Hall for functions including weddings and morning teas.

Metropolitan Mayors Association

An association of the Sydney councils focused on coordination, advocacy and action on matters of shared concern of all councils in the Sydney metropolitan area.

NSW Metropolitan Public Libraries Association

Represents the concerns of local government libraries in the Greater Sydney Region to the State and Federal Governments.

Bayside Garden Centre, Management Committee

The purpose of this committee is to direct the operations of the nursery by providing guidance, professional advice, funding and community support to the Nursery Manager. The committee is made up of representatives from Council and the Intellectual Disability Foundation of St George.

Southern Sydney Regional Organisation of Councils (SSROC)

SSROC is an association of 11 municipal and city councils in the southern area of Sydney. SSROC provides a forum for the councils to deal with common issues, particularly those that cross boundaries. Key issues include planning, environment, transport, sustainability, procurement and waste management.

Sydney Coastal Councils Committee

The Sydney Coastal Councils Committee is a group of 15 councils established to promote coordination between member councils on environmental issues relating to the sustainable management of the urban coastal environment.

Clause 217(1) (a9) Equal Employment Opportunity Activities

Council fully embraces the principles of Equal Employment Opportunity (EEO) and is committed to building a diverse and inclusive workplace where the skill perspectives and experiences of our people are valued and respected. Council's Equal Employment Opportunity (EEO) Management Plan sets out four focus areas as follows:

- 1 Recruitment and selection of EEO Target Groups.
- 2 Retention and professional development of EEO Target Groups.
- 3 A workplace free from discrimination, harassment and bullying.
- 4 A workplace culture that displays fair practices and behaviours.

To achieve the aims of this EEO management plan, the EEO action plan makes specific reference to initiatives that specifically target each of focus areas. During the financial year a number of initiatives were implemented against Council's EEO focus areas.

In regard to Focus Area 1:

- Council maintains demographic data on our culturally diverse workforce and this is reported to the Council Executive Team for their information and oversight.
- Council's upcoming launch of a new recruitment system will enhance our ability to encourage and report on the recruitment of prospective employees from EEO target groups.
- Council has expanded our student and graduate employment programs which has led to greater employment opportunities for younger people, including from a broad range of cultural groups.
- Council has spent considerable time creating and consulting on a new Reconciliation Action Plan which will complement and enhance our EEO commitment.

In regard to Focus Areas 2, 3 and 4:

- A number of staff across Council were recognised and rewarded for high performance through Council's Staff Awards' event.
- A substantial number of workshops has been delivered to educate staff in the prevention of workplace bullying and harassment.
- An induction program is in place to reinforce Bayside Council's expected standard of behaviours, including behaviours that drive a workplace culture that demonstrate Bayside Council's values, display fair practices and is free of bullying and harassment.
- A leadership program has been in operation to promote expected behaviours of leaders, with the addition of a new emerging leader program to encourage leadership development of identified future leaders including those from underrepresented cultural groups.
- Council has developed and implemented a comprehensive learning and development program to ensure career paths are available to our employees.
- Council has improved its Performance, Planning & Review System designed to provide feedback on performance and on the key workplace behaviours and focus competencies displayed by staff and provide staff the opportunity to provide feedback to their supervisor and request consideration for learning and development opportunities in the year ahead.
- Council promotes activities such as Harmony Day, cultural events such as Lunar New Year to encourage and foster a greater appreciation and understanding of cultural diversity in our workplace, and the community we serve.

Clause 217 (1) (b) General Manager Remuneration Package

The total remuneration package of the General Manager is as follows:

Item	Amount
Salary	410,308
Termination payments	-
Council's contribution to superannuation	40,530
Other payments	-
Non-cash benefits	14,962
Fringe benefits tax paid	14,600
Total Package	\$480,400

Clause 217 (1) (c) Senior Staff Remuneration Package

The total remuneration of all senior staff members (other than the General Manager) is as follows:

Item	Amount
Salary	1,072,801
Termination payments	-
Council's contribution to superannuation	94,991
Other payments	69,840
Non-cash benefits	40,331
Fringe benefits tax paid	56,250
Total	\$1,334,213

Clause 217 (1) (e) Annual Charge for Stormwater Management Services

As a result of increased urbanisation, councils are faced with an increasing financial burden of managing the quantity and quality of stormwater runoff. Council levied an annual charge during the financial year for stormwater management services. The stormwater management service charge, which is levied against privately owned urban land, assists with funding the cost of providing new or additional stormwater management services for the community. The services will result in a stormwater system that provides a cleaner and safer environment for the local community.

Income	\$1,349,000
Expenditure	\$623,128

The funds were used of the following activities:

Drainage Maintenance	\$250,000
Binnamitalong Gardens Bush Regeneration	\$4,140
Gibbes Street and Cameron Street, Drainage Improvement	\$43,640
Sir Joseph Banks - Water quality improvement	\$70,000
Floodplain Risk Management Study – 4 catchments	\$22,810
Stormwater Management/Pollution Control in Bayside East	\$20,000
Tidal Influence Investigation Hale Street Botany	\$3,500
Stormwater Asset Condition Investigation	\$33,158
Stormwater Pipe Relining Sutherland Street, Mascot	\$110,733
Georges River Catchment Consolidated FRMS	\$5,000
Stormwater Project in Glenfarne St, Bexley	\$10,000
Stormwater Renewal Short Street, Banksia	\$4,457
Mascot Drainage Study Feasibility	\$20,000
Stormwater Renewal - Minor Works	\$25,690

Clause 217 (1) (e1) Annual Charge for Coastal Protection Services

Council did not levy an annual charge for coastal protection services during the financial year.

Companion Animals Act 1998

Companion Animal Guidelines – chapter 16

The Council has a role in enforcing, and ensuring compliance with, the provisions of the Companion Animals Act 1998 and Regulation. Council investigates complaints in relation to noise nuisance by a dog or cat within a residential property, dogs roaming outside of property, and dogs un-leashed whilst in public open space or reserve. The walking of dogs and roaming cats are prohibited in designated areas especially beaches, playgrounds and Wildlife Protection Areas. Council also investigates complaints regarding the aggressive behaviour of companion animals towards a person or another animal.

16.2 (a) Impounded animals

Council's responsibility with impounded animals is to reunite the animal with the owner. If this is not possible, the animal will be rehomed. Council has a commercial arrangement with a local veterinary Shelter to act as our pound, and reports on the numbers of impounded animals are provided to the Office of Local Government annually.

16.2 (b) Reporting dog attacks to the Department

Council received and investigated 98 dog attack reports with all attacks reported directly to Council entered into the Companion Animals Register within 72 hours as required under the act.

16.2 (c) Expenditure on companion animal management and activities

\$114,151 was generated in animal registration and fines income which was put towards the \$340,423 for companion animal management and control, being \$152,961 for (Sydney Dogs and Cats Home) pound services, \$187,462 for (St George Animal Rescue) contracted animal seizure / impounding, and \$256,750 for staff and other resources associated with Regulatory Enforcement.

16.2 (d) Community education programs

An education program providing information to the community on the lawful reasons for the seizure of cats was continued by Council. Meetings continue to be held with Veterinary Practices in the LGA with assistance from the Sydney Dogs and Cats Home in regard to reasons for accepting cats from members of the public. Lawful requirements are discussed and scripts provided to assist in gaining appropriate information prior to accepting the animal. The planned microchipping days were again abandoned due to the Coronavirus pandemic but the Sydney Dogs and Cats Home continue to offer ongoing Microchipping for \$10 and this is being promoted via Councils Pets webpage.

16.2 (d) Strategies to promote and assist in de-sexing

Desexing of dogs and cats is promoted in the following ways:

- Information on desexing of Companion Animals on Council's website
- Promotion by Regulations Inspectors as they deal with pet owners while investigating complaints.
- Information regarding cat de-sexing programs and microchipping run by the Sydney Dogs and Cats Home and Cat Protection Society at Council's Customer Service Centre and via the Pets webpage.

16.2 (e) Strategies to seek alternatives to euthanasia for unclaimed animals

In relation to section 64 of the Companion Animals Act, all dogs and cats associated with Council are kept at the Sydney Dogs and Cats Home Inc (the Pound). A total of 250 cats and 117 dogs were received by the Pound for this reporting period and they continue their successful re-homing program for pets with 12 or 11% of dogs and 159 or 64% of cats re-homed during the year. Further, 99 or 85% of dogs and 10 or 5% of cats seized were reunited with their owners.

16.2 (f) Off-Leash areas provided in the Council Area

13 strategically located 'dogs off-leash' exercise areas, including one designated 'Off Leash Beach' area at Kyeemagh continued to be maintained and monitored throughout Bayside Council. The locations are promoted on Council's website and Council's Regulations Inspectors also provide information to dog owners encouraging the use of the designated exercise areas.

16.2 (g) detailed information on fund money used for managing and controlling companion animals in its area

\$114,151 was generated in animal registration and fines income which was put towards the \$340,423 for companion animal management and control, being \$152,961 for (Sydney Dogs and Cats Home) pound services, \$187,462 for (St George Animal Rescue) contracted animal seizure / impounding, and \$256,750 for staff and other resources associated with Regulatory Enforcement.

Capital Expenditure Guidelines 2010

Local Government Act s23A, Guidelines Section 12

There was no Capital Expenditure Reviews Expenditure in 2020/21 financial year.

The Office of Local Government was notified of the Barton Park Redevelopment Capital Expenditure Review on 6 July 2021 for assessment of the process, prior to commencement of the project as per guidelines.

Carer (Recognition) Act 2010

S8(3) Report on Compliance

The objectives of the NSW Carers (Recognition) Act 2010 are to enact a Carers Charter to recognise the role and contribution of carers to our community and to the people they care for, and to increase awareness of the valuable contribution that carers make to our community.

Liaison and Educational Strategies

Council adopted the Disability Inclusion Action Plan (DIAP) in July 2017 after extensive community engagement with people with disability, carers and families as well as Council staff.

Staff who are carers

Council provides new employees, through its induction process, information about available work practices that may assist them with carer responsibilities.

In addition to the assistance provided through the Local Government (State) Award, Council provides a range of flexible work patterns to enable staff with carer's responsibilities to better manage work and carers responsibilities, including full-time, part-time and casual work; flexible working hours; and rostered day off systems. Council also considers requests for flexibility to substantive working arrangements for carer's responsibilities on an individual basis taking into account operational requirements.

Council promotes R U OK Day every year, focusing on the mental health of staff by reminding them of the four action steps to start a conversation. Council also provides an Employee Assistance Program offering confidential counselling for work-related or personal problems.

Disability Inclusion Act 2014

S13 (1) Report on Implementation

Disability Inclusion Action Plan – Progress Report

Bayside Disability Inclusion Action Plan, 2017-2021 (DIAP) outlined the actions Council worked on to remove barriers and improve access for people with disability in the Bayside LGA. As a result, people with disability and the whole community had better access to services, facilities, information and support to actively participate in all areas of community life.

Council received an invitation from the Department of Communities and Justice to extend their current plans until July 2022 due to the pandemic COVID19.

Council has commenced work on developing the new Inclusion Action Plan (Disability) (IAPD) 2022 – 2026). Due to Covid19 all engagement activities will be agile and flexible to ensure both online and face-to-face consultations & engagement activities will occur.

Council has implemented a number of actions to improve inclusion and accessibility which are highlighted in this report.

Community Profile of Bayside

Bayside Council is committed to working to build a more inclusive community, reducing discrimination and increase access for people with a disability in community life. Ensuring everyone in the community can fully participate in community life without barriers to achieve their goals.

AUSTRALIA	NSW	BAYSIDE
<ul style="list-style-type: none"> Approximately 4.4 million people live with disability 2,145,197 need help with daily life 53% of people aged 15-64 years with disability participated in the labour force 	<ul style="list-style-type: none"> Approximately 1.4 million people live with disability. 402,048 need help with daily life 709,417 of people aged over 15 years provided unpaid care for someone with a disability 	<ul style="list-style-type: none"> 20,166 live with disability 8,249 of people (5.3% of the population) need help with daily life - increase of 1,184 people in the last 5 years. 14,168 (8.2) of people aged over 15 years provided unpaid care for someone with a disability.

Progress on Actions

Building Liveable Communities

Good News Stories and Achievements

Council continued to upgrade existing facilities and develop new facilities to improve access. These upgrades included:

- Eastgardens Library and Customer Service upgrade
- Amenities upgraded at Scott Park, Peter Depena Reserve, Boralee Park & Jellicoe
- Accessible Toilets at Bexley Oval, Kyeemagh Boat Ramp, Scarborough Park and Tonbridge Reserve
- Inclusive Playground at Chapel St Rockdale
- Alf Kay Accessible Toilet
- Botany Town Hall upgrade including a lift, accessible toilet and ramp
- Hillsdale Community Centre upgrade, accessible toilet facilities
- AS Tanner Reserve Accessible Toilet and Accessible Archery facility
- Arncliffe Youth Centre a new accessible facility

Other achievements include:

- Rockdale Library extended its Home Library Service to include four additional nursing homes. Library staff take resources for residents to access library materials and specific aids for people with sight impairment.
- Hillsdale Child Care Centre was accredited as an inclusive service for children with additional needs. Council was successful in acquiring funding from the Inclusion Support Program for children with disability or undergoing a diagnosis.
- St George Special School donated a Beach Wheelchair to Council. Council collaborated with Ramsgate Life Saving Club to provide a home for the beach wheelchair at Ramsgate Beach. Where the community can access the Beach Wheelchair.

Access to Meaningful Employment

Good News Stories and Achievements

Council continued to provide employment opportunities for people with disability. Bayside staff are supported through the Employment Assistance Program.

- Council continued the partnership with the Intellectual Disability Foundation of St George through the Bayside Garden Centre. The Centre offers diverse supported employment opportunities for people with intellectual disability.
- Council continued to provide training and support for staff on mental health. Council provides workplace adjustments and arrangements for our staff with disability. Council also has a Preventing Workplace Bullying, Harassment & Discrimination Policy.

Systems and Processes

Good News Stories and Achievements

Council's improved communication methods through access to online platforms and accessibility to recent technology and information. This includes:

- The use of *Browsaloud* software on Council's website provides translation from English to other languages and assists with font size and read aloud speech.
- Councils' engagement page Have Your Say adheres to the Web Content Accessibility Guidelines (WCAG.)
- The online engagement projects identify people living with disability. Hard copies of the survey are included in Engagement Kits which allows for people to send them back. Contact details are available of a staff member to talk more about the survey if they need assistance.
- Council continued to actively resource and participate in Disability Forums and Interagencies in the region. This includes co convening and developing the Bayside, Georges River and Sutherland Disability Interagency and attending the Eastern Sydney Age and Disability Forum.
- Council provided captioning at the disability interagency meetings, at online public forums, videos for mental health month, multicultural week, and multicultural messages throughout the Covid lockdown.

Promoting Positive Attitudes and Behaviours

Good News Stories and Achievements

The promotion of inclusive attitudes and behaviours occurred through a range of events, new projects, council run programs, grants submissions & grants allocated. Council also supported disability led initiatives from residents and young people.

- Bayside Women's Week 2020 event hosted a cross generational panel speaking on Women in Leadership. A panellist included a young woman from a refugee background with lived experience of disability.
- Council hosted live screenings of the Access to all Areas, Film Festival for the International Day of People with Disability 2018 & 2019.
- Council supported and hosted a Peer2Peer Café, the online social network for people with disability in the east, for International Day of Disability in 2020.
- Councils Annual Community Grant program for Community Organisations supported Windgap's application for a project for IDPWD in 2021.
- The Disability Yes Project from Youth2Community Youth Service in Brighton conducted an access audit of Rockdale Library in 2020 led by young people with a disability.
- Rockdale Library continued to run a story time program for St George Special School

Good News Stories and Achievements

- Bayside 2019 Youth Week included an interactive exhibition for young people with sensory processing issues.
- Community Development - Council initiated a fortnightly drop in event at Eastlakes Community Housing in Maloney Street and Florence Avenue Social Housing. Connecting with socially isolated residents including people with disability through engaging activities and sharing stories over coffee.
- The Community Garden based at Maloney Street continued to welcome people with disability.
- Council was successful in obtaining funding for a project which will identify training and resources for emergency preparedness in an inclusive and welcoming manner throughout the housing estates in Bayside.

Environmental Planning and Assessment Act 1979

Section 7.5 (5) Voluntary Planning Agreements

Council has entered into several planning agreements. Details are provided on the effect of, and compliance with, the following planning agreements that were in force during the 20/21 financial year.

Status 'executed' refers to planning agreements that remained in force at some time during 2020/21. Status 'finalised' is for agreements where the obligation(s) ended at some time during the year.

VPA Ref	Related DA	Description of Works	Other Party to VA	Primary Street Address	Date Executed	Status
PA-F18/1155	DA-2017/1140 DA-2017/1141 DA-2017/1142 DA-2018/1135 DA-2018/1183	SEPP64 Monetary Contributions	OOH! Media Fly	Baxter Road, O'Riordan Street, Robey Street, Mascot	20-Mar-19	Executed
PA-F15/224	-	Improvements for roads and streetscape	Zoe Holdings Rockdale Pty Limited	75-81 Railway Street, Rockdale	26-Nov-18	Executed
PA-F16/864	DA-2016/241	43 public carparking spaces (easement), public domain improvements and road widening	Combined Projects (Rockdale) Pty Ltd	Chapel Street Precinct, Rockdale	17-Jul-18	Executed
PA-F17/103	DA 14/096	Embellish, construct, and dedicate Central Park, Linear Park, local roads and a \$8.022 million monetary contribution to Council to undertake intersection and open space improvements	Karimbla Properties (No. 39) Pty Ltd	130-150 Bunnerong Road, Pagewood (BATA I)	24-May-18	Executed
PA-F16/1040	DA-2017/606 DA-2020/232	Upgrades to Peter Depena Reserve	War Widows' Guild of Australia NSW Limited	177 Russell Avenue Dolls Point	4-May-18 16-April-21	Executed

VPA Ref	Related DA	Description of Works	Other Party to VA	Primary Street Address	Date Executed	Status
PA-F17/95	DA-12(86)	Monetary Contribution for open space - Road improvements	Central Element	5 Haran Street, Mascot	18-Mar-16	Executed
PA-F17/101	S09/170-09	Dedication of land for cycleway extension - Pavement works and drainage upgrade	Goodman	26 McPherson Street, Banksmeadow	2-Nov-15	Executed
PA-F17/90	DA-08(287)	Monetary contributions, construction of footpaths and undergrounding cables	Goodman	185 O'Riordan Street, Mascot	18-Sep-14	Executed
PA-F17/107	DA-08(115).02	Land dedication for road extension	Kostas	1153-1155 Botany Rd, Mascot	31-Jan-14	Executed
PA-F17/91	DOC 16/18578 DA-10(103).02	Monetary contribution and land dedication for road widening	Giannikouris	34 Kent Road, Mascot	20-Jan-10	Executed
PA-F17/108	DA-14(68).01 to DA-14(68).09	Dedication of land for road and open space. Reconstruction of road and embellishment of park (Tannery Park)	JKN Pty Ltd	16 Pemberton Street, Botany (Parkgrove West)	12-Dec-17	Finalised
PA-F17/97	DA-13(208)	Road Widening & New Public Reserve	Australand	52-58 Pemberton Street, Botany	22-Dec-17	Executed
PA-F14/410	-	Open space land dedication and monetary contribution to be applied to the provision of amenities or public services in the Rockdale Town Centre	Janside Pty Limited	591-597 Princes Highway Rockdale	6-Jun-18	Executed
PA-F19/17	DA-2018/1187	Dedication to Council of a through site link (1,600 m ²) and	Karimbla Properties (No. 54) Pty Ltd Meriton	256-280 Coward Street, Mascot	24-Jul-19	Finalised

VPA Ref	Related DA	Description of Works	Other Party to VA	Primary Street Address	Date Executed	Status
		90 space carpark.	Properties Pty Ltd			
PA-F17/587	DA-2016/10039	Cash Contribution towards intersection improvements of Baker Street and Wentworth Avenue, Banksmeadow.	Gunlake Concrete	2 Anderson St, Banksmeadow	14-Feb-18	Finalised
PA-F16/481	F17/902	Monetary contribution towards local infrastructure upgrades	Landerer	119 Barton St, Monterey	27-Nov-20	Finalised
PA-F20/705	DA-2019/398	Dedication of land to Council for local road	Eastern Pacific Design & Construct Pty Ltd ACN 162 549 340	262-270 Rocky Point, Ramsgate	3-Mar-21	Executed
PA-F20/165	S17/121	Public Domain Upgrades, monetary contribution to go towards community facilities and public spaces within 2km radius of the site and a monetary contribution to go towards Affordable Housing.	Crown Group	19A Evans Avenue, Eastlakes	30-Jun-21	Executed

Fisheries Management Act 1994

Section 220Zt (2) Reporting on Recovery and threat abatement plans

The following federal Threat Abatement Plans and NSW Recovery Plans apply to the Bayside area.

NSW Recovery Plans

- Botany Bay Bearded Greenhood Recovery Plan
- Little Tern (*Sterna albifrons*) Recovery Plan
- *Acacia pubescens* (Downy wattle) Recovery Plan

Federal Threat Abatement Plans

- Threat abatement plan for disease in natural ecosystems caused by *Phytophthora cinnamomi* – 2018
- Threat abatement plan for predation by European red fox – 2008
- Threat abatement plan for the impacts of marine debris on the vertebrate wildlife of Australia's coasts and oceans – 2018

Federal Recovery Plans

- National recovery plan for the Sunshine Wattle (*Acacia terminalis* subsp. *terminalis*)

Actions that Council are undertaking to help recovery of the Botany Bay Greenhood, *Acacia pubescens* and *Acacia terminalis* subsp. *terminalis* are weed removal and bush regeneration works. Bush regeneration works have been occurring in Bayside's bush reserves for over a decade and remove non-native plants thus improving the conditions and area of habitat for these threatened species. Locations of individuals of these species have been identified and these locations are monitored on an ongoing basis to measure the survival of current individuals and recruitment of new individuals.

Weed removal of such species as blackberry and lantana across Bayside's bush reserves also reduces the availability of food resources and den habitat for the red fox thus reducing the overall habitability of the Bayside area for foxes. In addition to weed removal Council conducts annual surveys for fox dens and trapping of foxes. Weed removal and habitat restoration along the dunes of Lady Robinsons Beach is also a strategy to provide more nesting habitat for coastal bird species including the Little Tern.

Bayside Council has an extensive waterfront along Botany Bay from Port Botany to the mouth of the Georges River. Council conducts regular beach cleaning along the beach from the mouth of the Cooks River at Kyeemagh to the Georges River at Dolls Point. In addition to beach cleaning Council provides rubbish bins along the beach front, has a series of gross pollutant traps that are regularly emptied throughout the catchments running into Botany Bay and also partners with various groups to conduct clean ups along the beach front and the catchments to monitor and prevent debris from entering the Bay.

Swimming Pools Act 1992

Section 22F (2) Swimming Pool Inspections

A total number of 331 inspections were undertaken of swimming pool barrier fences for the reporting period. Of this, there were:

- 1 inspection required of tourist and visitor accommodation, due every 3 years
- 7 inspections required of premises with more than 2 dwellings, due every 3 years
- 199 inspections resulted in issuance of a certificate of compliance
- 124 inspections resulted in issuance of a certificate of non-compliance

Other inspections resulted in a Penalty Notice, Exemption, or Notice of Proposed Direction. Some are awaiting issue of a building certificate or occupation certificate.

Government Information (Public Access) Act 2009

Act S125 (1) and Regulation 2018 Clause 8

Activity Report

The Government Information (Public Access) Act 2009 (GIPA Act) gives members of the public a means to access Government Information. Information is restricted only when there is an overriding public interest against disclosure. Allowing access to Council information and documents engenders a more open, accountable, fair and effective government.

Council received 1160 requests for information in this reporting period. 132 formal access applications were received. All other requests were dealt with as open or informal requests.

Council is proud of these statistics as it indicates information is being provided informally, without requiring a formal access application and accompanying fee, and facilitating improved public access to Government Information in accordance with the intentions of the GIPA Act.

Obligations under the GIPA Act

Review of Proactive Release Program – Clause 7(A)

Under Section 7 of the GIPA Act, agencies must review their programs for the release of government information to identify the kinds of information that can be made publicly available. This review is undertaken at least once every 12 months.

Our Council's program for the proactive release of information involves identifying documents and information consistently applied for and making these documents available online where possible. Throughout this reporting period Council received an increased number of requests to view Complying Development documents submitted to Council by Private Certifiers.

As a result of this review Council is currently investigating options to make these documents more accessible to the public, which may include making the documents available online, subject to copyright restrictions.

Number of Access Applications Received – Clause 7(B)

During the reporting period, our Council received a total of 132 formal access applications (including withdrawn applications but not invalid applications). All the 132 formal access applications were decided in this reporting period.

Statistical information about GIPA access applications is outlined in the tables below:

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

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Media	1	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	12	0	0	6	0	0	0	1
Not for profit organisations or community groups	2	0	1	0	0	0	0	1
Members of the public (application by legal representative)	12	0	0	6	0	0	0	0
Members of the public (other)	75	1	0	12	0	0	0	2

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

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

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Personal information applications*	5	0	0	4	0	0	0	0
Access applications (other than personal information applications)	97	1	1	20	0	0	0	4
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

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

Table C: Invalid applications

Reason for Invalidity	Number of Applications
Application does not comply with formal requirements (section 41 of the Act)	0
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

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

	Number of Times Consideration Used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

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

Table E: Other public interest considerations against disclosure: Matters listed in table to section 14 of the Act

	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Secrecy provisions	0

Table F: Timeliness

	Number of Applications
Decided within the statutory timeframe (20 days plus any extensions)	132
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
TOTAL	132

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

	Decision Varied	Decision Upheld	Total
Internal review	1		0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of Act	0	0	0
Review by NCAT	0	0	0
TOTAL	1		0

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

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

	Number of applications for review
Applications by access applicants	1
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of the Act (by type of transfer)

	Number of applications transferred
Agency-initiated transfers	0
Agency-initiated transfers	0

Privacy and Personal Information Protection Act 1998

The Privacy and Personal Information Protection Act 1998 provides for the protection of personal information and for the protection of the privacy of individuals generally. It establishes twelve information protection principles which cover the collection, storage, use and disclosure of (and access to) personal information. Bayside's Privacy Management Plan supports this legislation.

There were no Privacy review applications received by Council during the period.

Public Interest Disclosures Act 1994

Act S31 and Regulation 2011 Clause 4 – Reports by Public Authorities

Council has adopted a Public Interest Disclosures Policy in accordance with the requirements of the Public Interest Disclosures Act 1994. The Policy provides a mechanism for Council officials to make protected disclosures about serious wrongdoing.

There were no public interest disclosure reports received and/or finalised during the financial year.

Council has implemented the following initiatives:

- Increased the number of Disclosure Officers for staff reporting
- All staff undertake annual refresher compulsory training
- The General Manager has recorded a video as part of Disclosure Officer training
- Information on Council's Intranet.
- Posters on workplace noticeboards – “See something! Hear something! Say something!”

Transport Corridor Outdoor Advertising and Signage Guidelines (2017) – RMS

SEPP – 64 The Transport Corridor Outdoor Advertising and Signage Guidelines (Guidelines)

SEPP 64 outline best practice for the planning and design of outdoor advertisements in transport corridors, such as along or adjacent to classified roads, freeways, tollways, transitways and railway corridors, or on bridges or road and rail overpasses. The public benefit test is an assessment of how the local community will benefit as a result of the display of the advertisement, and must be applied to an advertising proposal if:

- the display of the advertisement is by or on behalf of Roads Maritime Services (TMS) or Transport for NSW (TfNSW), Sydney Trains and NSW Trains
- the advertisement is to be displayed along a tollway
- the advertisement is to be displayed on a bridge
- the advertisement requires RMS concurrence under SEPP 64.

In instances where a local council is the consent authority, public benefit contributions may also be required as part of the approval to display an outdoor advertisement. This includes advertising on bridge structures and advertising that requires RMS concurrence. The public benefit can be provided as a monetary contribution or as an 'in-kind' contribution. Both monetary and in-kind contributions must be linked to improvements in local community services and facilities.

The applicant should liaise with the council prior to lodging a DA to determine what public benefit requirements are likely to be required. The public benefit may consist of an upfront fee or an annual fee (payable to the council) for the duration of consent of the advertisement (generally 15 years).

Council is responsible for the collection, distribution and expenditure of the revenue from the fees. The monies are to fund a public benefit works program developed in partnership with RMS or TfNSW in relation to public transport matters.

When the council is the advertising proponent, an annual fee need not be paid. However, as with RMS and TfNSW, Sydney Trains and NSW Trains, the council must set aside revenue raised from outdoor advertising to fund a public benefit works program, developed in partnership with TfNSW or RMS.

The council must record the total amount of outdoor advertising revenue received each year in their financial accounts and their Annual Reports. This includes fees collected from proponents as well as revenue raised directly from advertising signage where council is the proponent. The Annual Reports must also report on the amount of outdoor advertising revenue invested by the council in transport safety, amenity improvements or other public works, including a list of specific projects.

The contributions collected during the financial year were \$550,549.

State of the Environment

The existing IP&R Framework requires a State of the Environment report once every four years. It is to be included in the Annual Report in the year of the ordinary election. It must report on the environmental objectives in the Community Strategic Plan. The End of Term report (forming part of the Annual Report) is required to report on the progress in the achieving goals in Council's Community Strategic Plan. The End of Term report includes reporting on our environmental goals. The environmental section from the End of Term report is separately attached.

Published separately

Financial Statements

Published separately



Bayside Council

Serving Our Community

Bayside Customer Service Centres

Rockdale Library, 444-446 Princes Highway, Rockdale
Westfield Eastgardens, 152 Bunnerong Road, Eastgardens
Monday to Friday 8:30am – 4:30pm, Saturday 9am – 12pm

Phone **1300 581 299 | 9562 1666**

Email **council@bayside.nsw.gov.au**

Web **www.bayside.nsw.gov.au**