



Bayside Council
Serving Our Community

2021-2022 **Annual Report**

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Τηλεφωνικές Υπηρεσίες Διερμηνέων

بخدمة الترجمة الهاتفية

電話傳譯服務處

Служба за преведување по телефон

Acknowledgement of Country

Bayside Council acknowledges
the Traditional Custodians,
the Gadigal/Bidjigal people of
the Eora Nation.

The people of the Eora Nation,
their spirit and ancestors will
always remain with our waterways
and the land - our Mother Earth



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PART ONE





Mayor's Message

Dr Christina Curry
Mayor, Bayside Council

I am pleased to present to you our Annual Report for 2021/22.

Bayside has adapted well as we have emerged from the challenges of lockdowns, COVID-19 restrictions and the added pressures of unpredictable weather events. Bayside Council has continued to focus on serving our residents, businesses and the community.

I would like to acknowledge the excellent results Bayside has achieved in the last financial year. Strong progress has been made on delivering greater financial and environmental sustainability and this is reflected in this report.

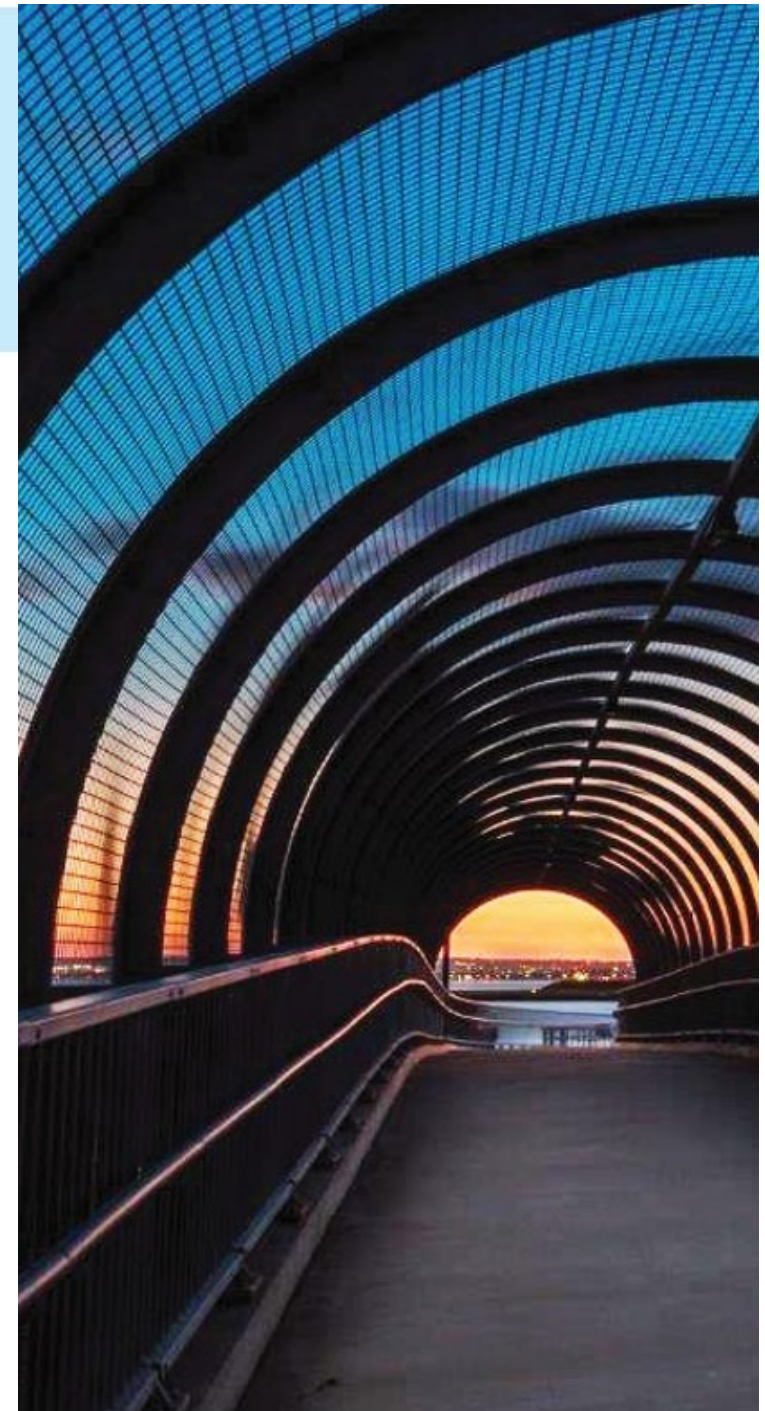
Since my appointment in January, I have been very privileged to serve as your Mayor and continue to feel honoured each and every day. My main goals upon appointment have been to focus on improving two key areas. The first area is all about presentation – *or what you see*. This includes our parks, footpaths, gardens, waterways, sports fields, native wildlife and all the things you can see and touch that make us very proud to live in Bayside.

The second focus is all about experience – *or what we feel*. This includes, how Council interacts with residents, our day-to-day conversations, our community events, and how we engage, support and represent all our residents and community groups.

I am particularly pleased with the many projects that were delivered or renewed during the period, such as our beautiful parks, inclusive playspaces, modernised streetscapes, improved sporting facilities and road and safety initiatives.

Council's progress has also been recognised and commended through a number of external awards that are summarised in this report.

I would like to thank my fellow Councillors, the General Manager and Council staff for their ongoing commitment. It has been a pleasure to work with them as we continue to improve Bayside for our whole community.





Message from the General Manager

Meredith Wallace
General Manager, Bayside Council

Bayside staff have achieved remarkable results under what were unusual and challenging times. Some of our teams quickly adapted to remote service delivery, while many others were on the frontline, continuing to provide childcare, waste and cleansing and parks and open space maintenance. Our relationship with NSW Health saw one of Council's facilities used as a vaccination hub with Bayside's customer service staff providing administrative assistance to the nursing and medical teams.

Engagement with the community was delivered differently and provided a vital link when physical meetings and workshops weren't possible. Our series of virtual Town Hall webinars were well attended, and our range of guest speakers provided vital information to residents and businesses.

We continued to develop and refine the plans that will shape Council and the community over the coming years. *Bayside's Disability Inclusion Action Plan, Reconciliation Action Plan; REFLECT and Age Friendly Communities Strategy* were developed after extensive consultation and have now moved towards implementation.

To reflect the emerging priorities of the new Council and the Bayside community more broadly, a revised staff structure was formally adopted in 2022, allowing for a greater focus on Environment and Resilience and putting Customer Experience at the forefront of everything we do.

Residents and visitors will have seen a number of major projects being progressed and finalised. The redevelopment of Barton Park, construction of the Sir Joseph Banks Park Regional Playspace, the Wolli Creek Town Park and Rosebery shopping strip upgrade were priorities as well as continuing to upgrade playgrounds, picnic shelters and open space improvements.

Council also attracted an unprecedented level of grant funding from the State and Federal Governments during the year and was awarded for its Planning and Sustainability.

As we look back at 2021/22 our community can be proud of Council's achievements. I wish to acknowledge the hard work and commitment of both the former Council (September 2017- December 2021) and the current Councillors who took office in January 2022. Their leadership and support have been outstanding.



About Bayside

Bayside Council was formed in September 2016, following the amalgamation of the City of Botany Bay Council and Rockdale City Council. Bayside is a cultural mix of communities from Australia and all over the world living in a diverse landscape of urban sprawl, medium density and high-rise development, alongside beautiful beaches, parklands, and natural wetlands. The area has an emerging identity and a future filled with promise and opportunity.

Central to the area are the state significant transport hubs of Kingsford Smith International Airport in Mascot and Port Botany container terminal which provide an entry point for NSW's ever-expanding tourism industry and a central location for the distribution of goods into and around Australia.

The local government area stretches over 29 suburbs from Bexley and Kingsgrove in the west, to Pagewood and Daceyville in the east, Arncliffe in the north through to Mascot and down to the coastal communities of Brighton Le Sands and Sandringham.

Located in Bayside are the two trade gateways of Sydney Airport and Port Botany. These trade gateways are important to the economy of Sydney and the nation. The trade gateways are supported by large areas of industrial employment and urban services land, including the Botany Industrial Park, and transport infrastructure providing connections to destinations across the city and NSW. The supporting precincts enable these trade gateways to operate as effectively as possible and are critical for their ongoing operations.

Changing and emerging patterns of employment coupled with improvements to existing public transport links and State Government plans for new Train Links and light rail services will strengthen Bayside's position as a location of choice for residential living.





In 2021 Bayside's Estimated Resident Population was 176,061 living in 49.93 square kms with a population density of 3,526 persons per square kilometer. By 2036 Bayside's population is estimated to grow by 10.17% and there will be around 212,000 people living in just over 83,000 dwellings.

POPULATION

In 2021 the dominant household type in Bayside was couple families with dependents and will remain the dominant household type by 2036. 14% of households were low income households, with an income below \$650 per week. 5% of the population have identified that they need assistance with core activities.

In 2016, the Aboriginal and Torres Strait Islander people represented 1.4% of the population.

In 2021 we had:



9,986 children (0-4 years)



11,815 primary school aged children (5-11 years)



9,245 secondary school age students (12-17 years)



16,932 tertiary education and independence (18-24 years)



36,536 people in the young workforce (25-34 years)



37,291 parents and homebuilders (35-40 years),



19,234 older workers and pre-retirees (50-59 years),



15,231 empty nesters and retirees (60-69 years),



15,105 seniors (70-84 years)



3,802 elderly people (85 and over)



19,633 couple families with dependants



16,850 couples without dependants



6,581 one parent families














4,206 group households



16,341 lone person households

Top languages other than English spoken in Bayside are:

	Mandarin	6.9%
	Greek	6.0%
	Arabic	5.4%
	Cantonese	3.7%
	Spanish	2.8%
	Nepali	2.7%
	Macedonian	2.6%
	Indonesian	2.3%
	Portuguese	1.8%
	Bengali	1.8%
	Filipino/Tagalog	1.6%

Our Infrastructure Assets

8 km	Lady Robinsons Beach
691 km	Kerb & Gutter
637 km	Paved Footpaths
370 km	Sealed Roads
43	Bridges
15.5 km	Retaining Walls & Sea Walls
10.5 km	Creeks & Channels
8,004	Drainage Pits
235 km	Pipes, Culverts & Channels
90	Pollutant Traps & Quality Devices
339	Parks & Reserves
131	Playgrounds
3	Depots (incl 13 workshops)
2	Administration Buildings
2	Town Halls
2	Aquatic Centres (incl. 6 Aquatic Centre Buildings)
7	Library Buildings
11	Child Care & Kindergarten Buildings
4	Baby Health Centre Buildings
39	Public Toilets
18	Community Halls
5	Senior Citizen Halls
30	Sport and/or Community Club Rooms & Kiosks
4	Community Services Buildings
4	Leisure Centres
5	Grandstands

Your 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

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.



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



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



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



We go above and beyond- delivering an outstanding customer experience every time.

Organisational Structure



Reporting

This report is for the period 1 July 2021 to 30 June 2022. It includes the achievements of Council in implementing the 2021/22 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*' under the *Environmental Planning & Assessment Act 1979*. 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.

The Panel typically deals with approximately 120 Bayside development applications each year, from a total of around 850 received. The 730 applications not considered by the Panel are dealt with by staff under delegated authority (value less than \$10m) or by the Sydney Eastern City Planning Panel (value more than \$30m).

Bayside Risk & Audit Committee

The Risk and Audit Committee provides advice and support to Council in the following areas:

- Risk Management
- Internal Control
- Governance
- External Accountability
- Performance Management; and
- Quality Assurance and Management.

Bayside Floodplain Risk Management Committee

This committee provides advice on the development and implementation of floodplain risk management studies and plans in Bayside Local Government Area. This is done in accordance with the NSW Floodplain Development Manual 2005.

New Committee Structure for 2022

Four new Council Committees to give Councillors and the community more opportunity to provide feedback on Council programs, policies and issues.

Following the election of the new Council the existing structure of committees and advisory groups was reviewed by Councillors and a new framework, to be in place by March 2022, was adopted.

These new committees, approved at a Council Meeting on Wednesday 9 February, are:

City Services

This committee considers matters relating to City Services including Community Strategic Plan, social planning (community and recreational needs and analysis), community development and community information services, women, seniors and aged care information, services and facilities, children's services, care services, including family day care, long day care, school vacation care, disability, multicultural and CALD services, youth services and policy, community arts and entertainment, community health and safety, sport, and recreation, healthy and active lifestyle initiatives, accessibility and review of access issues, facilities management, beaches and leisure facilities, tourism and economic development, community engagement opportunities, website design and functionality, community participation, community satisfaction, community events, planning, and development, Aboriginal, Indigenous and Torres Strait Islander Services, life-long learning initiatives, history and heritage, library services, community capacity building, civic and community recognition, facility marketing opportunities, and customer service.

City Planning & Environment

This committee considers matters relating to City Planning and Environment including:

- Produce and monitor policies and programs that deliver a better environment for residents and visitors
- Exercise strategic planning* functions as defined by the EP&A Act, particularly Local Environmental Plans (LEPs) and Development Control Plans (DCPs), planning proposals, urban design policy, submissions on policy/ legislation changes, sites of Aboriginal significance, resilience, masterplans/concepts, traffic proposals, heritage (Heritage Grants Program, based on existing NSW Council policy, criteria 'on the heritage list', replacement, financial amount), Voluntary Planning Agreements*.

*these items may be reported direct to Council due to legislation or other reasons.

City Works & Assets

This committee considers matters relating to City Works and Assets including Development of engineering standards, traffic management, street

lighting, infrastructure design standards, construction and maintenance, civil infrastructure, asset management planning*, capital projects implementation and monitoring, lease/purchase, roads, pathways, and reserves, construction, maintenance and management of buildings and recreational facilities, tender process (works related), emergency services, subdivision standards, operational works and services programs, capital works programs*, streetscapes and landscaping, maintenance of parks, reserves and open spaces, parking enforcement, community health obligations, companion animals, waste management services and cleansing, infrastructure maintenance and renewal, heritage – built environment, local shopping precincts, traffic management and facilities, residential parking schemes, commercial management and assessment of commercial opportunities, property strategy, investment, land acquisitions, sales and leases, regional resource sharing and initiatives.

*these items may be reported direct to Council due to legislation or other reasons

Corporate Performance

This committee considers matters relating to Corporate Performance including, Budget* and long term financial planning, financial & operating reporting, statutory accounts and reports, cash management, integrated planning and reporting (delivery program, operational plan, and reporting)*, rates, fees and charges*, employment and industrial policies, insurance, risk management, information management and technology, electoral matters, organisation development, public relations and communications strategy, administer community grants program, corporate branding, image and marketing, corporate governance*; legal and legislative compliance, councillor support, policy direction and review, organisational structure, advocacy, corporate branding, grant funding applications*, tenders* (except works related tenders), meeting schedules, inter-governmental relations, inquiries and reviews.

*these items may be reported direct to Council due to legislation or other reasons.

Your Councillors

WARD 1



Dr Christina Curry
Mayor

WARD 2



Jo Jansyn
Councillor

WARD 3



Bill Saravinovski
Councillor

WARD 4



Joe Awada
Councillor

WARD 5



Ed McDougall
Councillor



Scott Morrissey
Deputy Mayor



Ann Fardell
Councillor



Andrew Tsounis
Councillor



Liz Barlow
Councillor



Heidi Lee Douglas
Councillor



Jennifer Muscat
Councillor



Michael Nagi
Councillor



Greta Werner
Councillor



Mark Hanna
Councillor

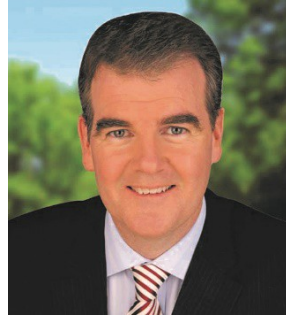


Paul Sedrak
Councillor

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	10
Extraordinary Meetings	6
Bayside Traffic Committees	11 plus 1 Extraordinary
Sport & Recreation Committees	1
Botany Historical Trust meetings	3 plus 1 Extraordinary
GM Briefings/Councillor Information Sessions	13
Councillor representations	1,098
MP representations	180
Community Events	13
Library Programs	298 in person (3,925 attendees), 36 online (12,824 views)
Citizenship ceremonies	
Online – September to November 2021	41 (538 candidates)
In person – January to June 2022	8 (758 candidates)
External conferences	3

PART TWO



Inclusive Playspaces

Parents and carers can look for toys with equipment options for different needs and a range of activities.

Playspaces

Like

Special thanks to...



Natural Playspaces

What type of playspaces do you like?

Place a sticker here...



What type of playspaces do you like?

Place a sticker here...



Delivering Bayside 2030



End of Term Report 2017-2021



The *End of Term Report* provides an update on how we progressed towards achieving the social, environmental, economic, and civic leadership objectives of the community strategic plan (CSP): Bayside 2030.

It provides information about how effective our actions have been in delivering the strategies as outlined and comments on the actions undertaken as part of our Delivery Program and Operational Plans within the Council term (years 2017 to 2021).

The report highlights what we consider to be the significant achievements, as well as any key challenges and pressures in meeting the goals throughout this term.

The report is set out in 4 sections, reflecting the 4 strategic directions of Bayside 2030:

- **Theme One:** In 2030, Bayside 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, we will be a prosperous community.

Each theme is informed by a community objective or desired outcome set at the start of the Council term, with commentary advising how the goals set for each focus area over the 4-year term were achieved.

The achievements as well as the challenges and pressures we faced are also summarised within the body of this report.

Our vision: *Bayside is a City built on trust, with engaged communities, effective leadership and access to decision making*

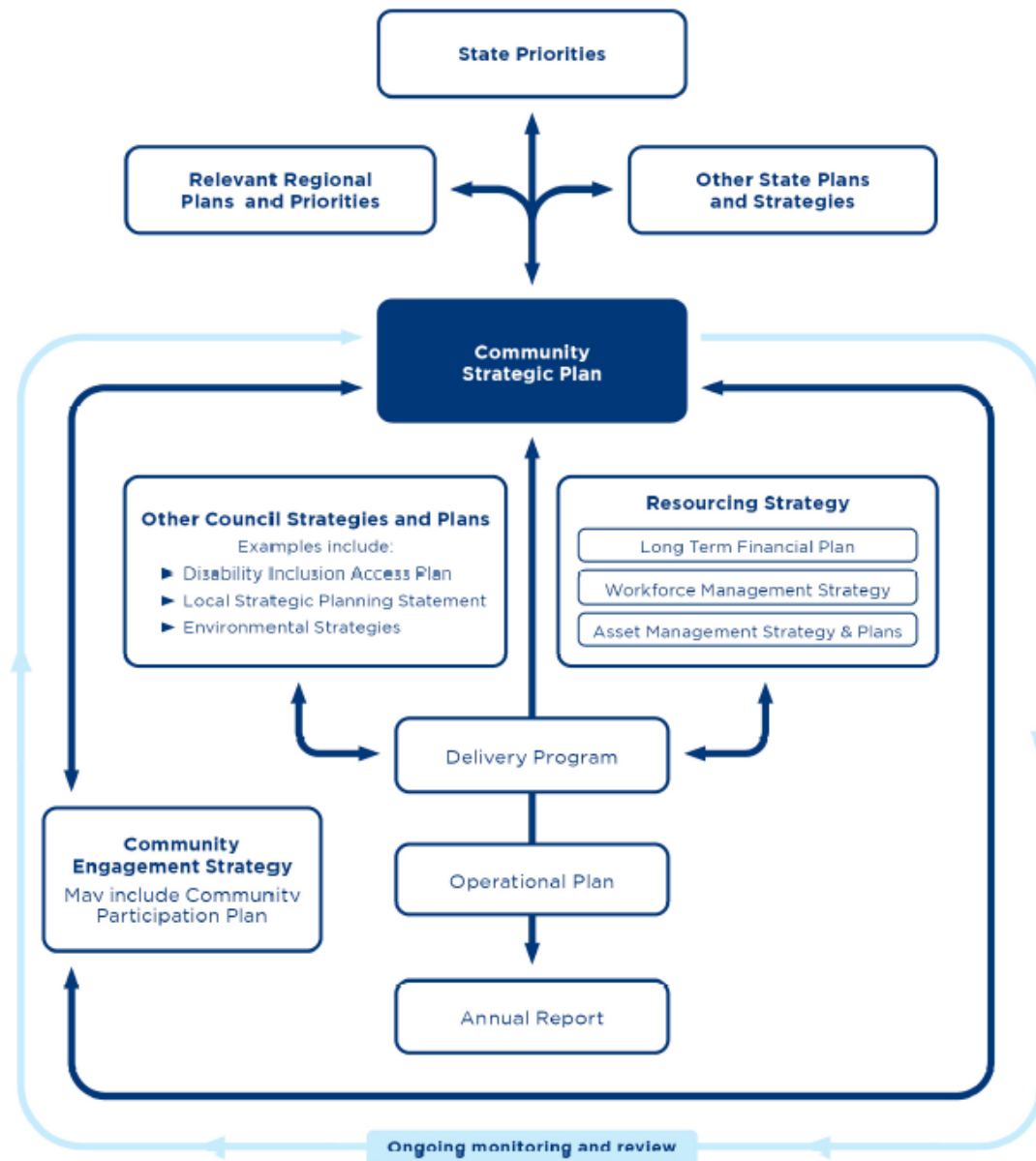
The full report is published on our website.

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 2018-2022 Delivery Program is designed as the single point of reference for activities undertaken throughout the organisation for the four years 2018-2022. 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 2021-2022 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 2018-2022 Delivery Program.



Due to COVID-19 the local government elections were delayed from September 2022 until December 2021. As a result the IP&R cycle was extended until the end of June 2022. The Community Strategic Plan was refreshed and a new one endorsed: Bayside 2032 in May 2022. The delayed election also resulted in the original Delivery Program being extended an extra reporting two years from 2018-2022. Reporting for this final year of the Delivery Program will refer to Bayside 2030.

Responding to COVID-19

Bayside was one of 12 local government authorities declared an LGA of Concern by the NSW Government in September 2021. This placed additional restrictions upon residents than those already in place around metropolitan Sydney.

Transitioning Council Services

Community Engagement:

With public gathering restrictions preventing in-person engagement activities, Council transitioned its community engagement to online formats. Taking advantage of much of our community working remotely, we developed a Monday to Friday Lunch and Learn webinar program that ran for 13 weeks and aimed to keep people connected to each other and to Council information.

Talking Bayside Tuesday was key Lunch and Learn webinar presented key Council projects with which community members could provide input and have their say. A separate online youth webinar program was also developed in recognition that young people were experiencing profound isolation from their peers.

The Mayor also hosted three virtual Town Hall webinars which were well attended by the community on topics such as movement restrictions and key COVID-19 information, community and mental health support during lockdown, and a special business support Town Hall, featuring the Minister for Small Business.

Customer Service and Libraries:

Bayside Customer Service continued to work remotely online and over the phone during the COVID-19 Lockdown period. Online services and over the payment transactions were expanded support customers.

Bayside Libraries services – Bayside Library members had access to an expanded range of online books and resources, the library team delivered two school holiday programs online. The library team conducted ‘warm phone calls’ to home library members and older library members to check on their welfare and assist in accessing online services. One on one Techsavvy for senior’s assistance was provided over the phone to patrons.

It should also be noted that Customer Service and Library staff assisted in supporting the NSW Health COVID-19 vaccination hub at Rockdale. Library staff also undertook other tasks to support the organisation e.g. auditing parking signs for the LPR project.

Financial Relief

In August 2021, Council endorsed a package of financial relief measures responding to the NSW Public Health “Stay at Home” Orders for Greater Sydney. The measures were aimed at mitigating the anticipated financial hardship being experienced by bayside residents, community organisations and businesses. The measures sought to address both the immediate response and recovery stages of the lockdowns.

Financial relief included:

- Zero percent interest rate on overdue rates and annual charges from 1 July 2021 until 31 December 2021.
- No interest was accrued on late payments for ratepayers if new payment plans are entered into prior to 1 Jan 2022 with a commitment to pay rates and annual charges by 30 June 2022.
- Cessation of formal legal recovery proceedings otherwise required under Council’s Rates & Sundry charges recovery Policy for the period 1 July 2021 - 31 Dec 2021.
- Full rental waiver for commercial tenants who were unable to operate their businesses because of the COVID-19 restrictions, providing that an equivalent rent relief is passed on by a head tenant to any sub-tenancies from 1 July 2021 to 11 October 2021 when the public health orders allowed businesses to return to normal operations.
- Full rental waiver for Community tenants who pay rent, including a subsidised rent, for the period 1 July 2021 - 31 Dec 2021 for the use of Bayside Council facilities.
- That ground hire fees be waived or refunded if already paid for all Bayside community sporting clubs with seasonal bookings for the period 1 July to 30 October 2021, and that the associations be required to refund the monies to the clubs. It was the expectation of Council that the clubs would pass an equivalent refund per member as part of their registration fees.
- Increasing the budget for the community grants and donations program by \$100,000 and fast tracking the distribution of grants to affected community groups.
- The following fees and charges were waived to assist those impacted by the lockdown and assist with the economic recovery efforts for impacted businesses:
 - Outdoor dining license & footway trading fees
 - Library overdue fees
 - Workzone permit fees
 - DA fees for residential applications with a development value of less than \$100,000

Support to our Community

Our priority remains to uphold the safety of our community, and in particular our vulnerable residents. Through the lockdown period Council staff conducted welfare calls to check in on vulnerable residents. Calls were made to over 5,000 concession ratepayers, Home Library Service members and vulnerable seniors on Council contact lists. The welfare check calls were made by Council staff whose work was interrupted due to closure of facilities such as libraries.

This service identified that a substantial number of our older residents were socially isolated during the lockdown, with little to no family members or friends who were able to check on them. Council staff used this opportunity to connect residents with various local services such as emergency food relief, connection to various support agencies in the event that assistance might be required, and referrals to agencies for health support.

Council also supported the distribution of personal protective equipment to vulnerable residents and local services. During this period over 30,000 protective face masks, 2,000 hand sanitiser pumps and 1,000 packets of sanitising wipes were distributed throughout the community. Additionally, Council assisted with delivery of over 1,500 emergency food hampers across the Bayside area by emergency food relief agencies.

Council also provided transport for residents without transport to access COVID-19 vaccination once the vaccine program was rolled out and led the development of videos conveying vital COVID-19 information in diverse languages to reach our multicultural community.

The appreciation from our community was a highlight of this outreach and support; isolated residents particularly appreciated the opportunity to speak with a person, in some instances Council staff were the only person they'd spoken to in many weeks.



Achievement Highlights

Community Strategic Plan: Bayside 2032

The Community Strategic Plan (CSP) is the highest-level planning document Council has and sits at the top of Council's Integrated Planning & Reporting Framework, establishing the strategic direction for the Delivery and Operational Plans. Together with Council's Long-Term Financial Plan, Workforce Management Plan, Asset Management Plan this suite of documents ensures a structured, cohesive, and effective forward planning framework for Bayside Council.

The election of the new Council meant a review was required, and it was agreed, as the CSP had been recently developed, a minor review would be undertaken to determine whether the goals and aspirations in the original document were still relevant.

The new CSP has reinforced the confidence in the four themes, articulates who are our partners in delivering some of the visions and aspirations of the community and has a new measurement framework.

Bayside 2032 was endorsed by the Council on 11 May 2022.

Delivery Program 2022-2026 and Operational Plan & Budget 2022/23

The Delivery Program is the four-year commitment by each new Council on what they will prioritise in the CSP during their term of office. The Operational Plan contains the actions that will be scheduled each year to progress the commitment of the Delivery Program.

One of the new additions to the Delivery Program, is the inclusion of Councils 10 Bold Moves. These are some of our key strategies and capital projects that will transform the future of Bayside and will deliver significant benefits to the community by addressing future needs as Bayside grows. The 10 Bold Moves are:

- Environment & Resilience
- Barton Park Upgrade Project
- Boulevard Car Park Redevelopment
- Botany Aquatic Centre Upgrade
- Le Beach Hut upgrade
- Town Park at 4 Guess Ave, Wolli Creek
- Bayside Leisure Enterprises



- Sir Joseph Banks Park Regional Playspace
- Rockdale Community Cultural Centre
- Rockdale Town Centre

Resourcing Strategy

The Resourcing Strategy clearly articulates how Council will implement and resource the community's vision captured in the Community Strategic Plan: Bayside 2032, which it has responsibility for. Key components of Council's resourcing capability are its assets, its financial position and outlook, existing and potential technologies, and human resourcing. While we have separately documented how each of the key resourcing components will contribute to our resourcing, Council considers each component simultaneously in its overarching Resourcing Strategy as part of our long-term planning. The Resourcing Strategy has three inter-related elements components.

1. Long Term Financial Plan 2022-2032
2. Strategic Workforce Plan 2032
3. Asset Management Strategy 2022

The new suite of Integrated Planning & Reporting documents were adopted and endorsed by Council on 29 June 2022.



Disability inclusion Action Plan

The Disability Inclusion Action Plan 2017-2021 was reviewed and updated in accordance with the Disability Services Act. A new Plan was adopted by Council in May 2022 for the period 2022-2026. The Plan was developed following extensive consultation with people with disability, their families, and carers, along with disability service providers in the Bayside LGA.

The Plan's key focus areas are:

- Liveable Communities
- Systems and Processes
- Employment
- Positive Community Attitudes and Behaviours

Aboriginal Reconciliation

Council adopted its inaugural Reconciliation Action Plan, *Reflect*. After substantial consultation and engagement with our local Aboriginal community, the Plan was adopted by Council in February 2022. The Plan encompasses 15 high level actions with four significant key actions to drive Council's commitment to reconciliation over the following 12-to-18-month period.

- **Reconciliation Working Group**

Establish a Reconciliation Action Plan Working Group to work with Council to drive the implementation of the RAP. The Reconciliation Working Group will be operational within the first 6 months of Council endorsing the Reflect RAP. The Reconciliation Working Group may include representatives from Council's First Nations Working Group, First Nations community, Councillors, staff, and other key stakeholders as determined in a Terms of Reference.

- **First Nations Working Group**

The establishment of this group has been paramount in our Reflect journey. The endorsement for continuation of the group will assist future RAPs through truth telling, advice, support, and empowerment of First Nations staff.

- **First Nations Cultural Training Module**

Create a tailored Bayside Council cultural training module which delivers an understanding of the local Traditional Owners or Custodians of the lands and waters within our local government area, acknowledging the purpose and significance behind cultural protocols.



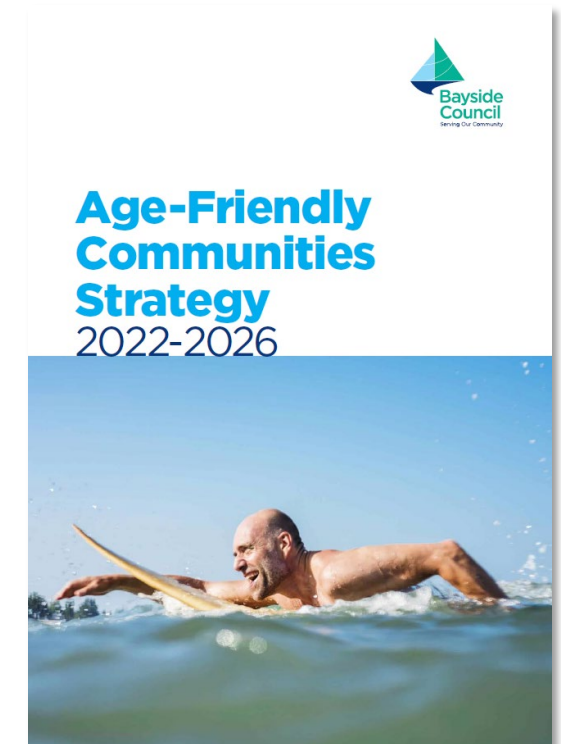
- **Research and Promote**

Establish a whole of Council approach to celebrate and promote days of significance and First Nations issues of importance.

Age Friendly Communities Strategy

Bayside Council joined the World Health Organization's Age Friendly Cities Framework by adopting its inaugural Age Friendly Communities Strategy. This four-year plan aims to ensure that our older residents can continue living longer, safer, and healthier in Bayside as they age. This is a whole community approach to healthy, active ageing, and focuses on five key areas for action:

- Outdoor Spaces and Buildings
- Respect, Participation, and Inclusion
- Getting Around
- Community Support and Health
- Engagement, Communication and



Supporting Essential Workers

The Bayside LGA has a substantial number of workers in essential industries such as Transport, Postal and Warehousing, Construction, Wholesale Trade and Health Care and Social Assistance. Many of these employees used Council's early education and care services throughout COVID-19 to continue employment.

Council's childcare services were largely uninterrupted throughout COVID-19, providing a continuous level of service to families, especially families in essential work. Only one of our three centre-based care services closed due to COVID-19, with the other two operating continuously during this challenging period.

Our services continue to observe high standards of health protection to uphold the health and wellbeing of children and families. Their dedication and commitment has enabled Bayside services to continue operating when centres elsewhere experienced frequent closures due to COVID-19 infections.

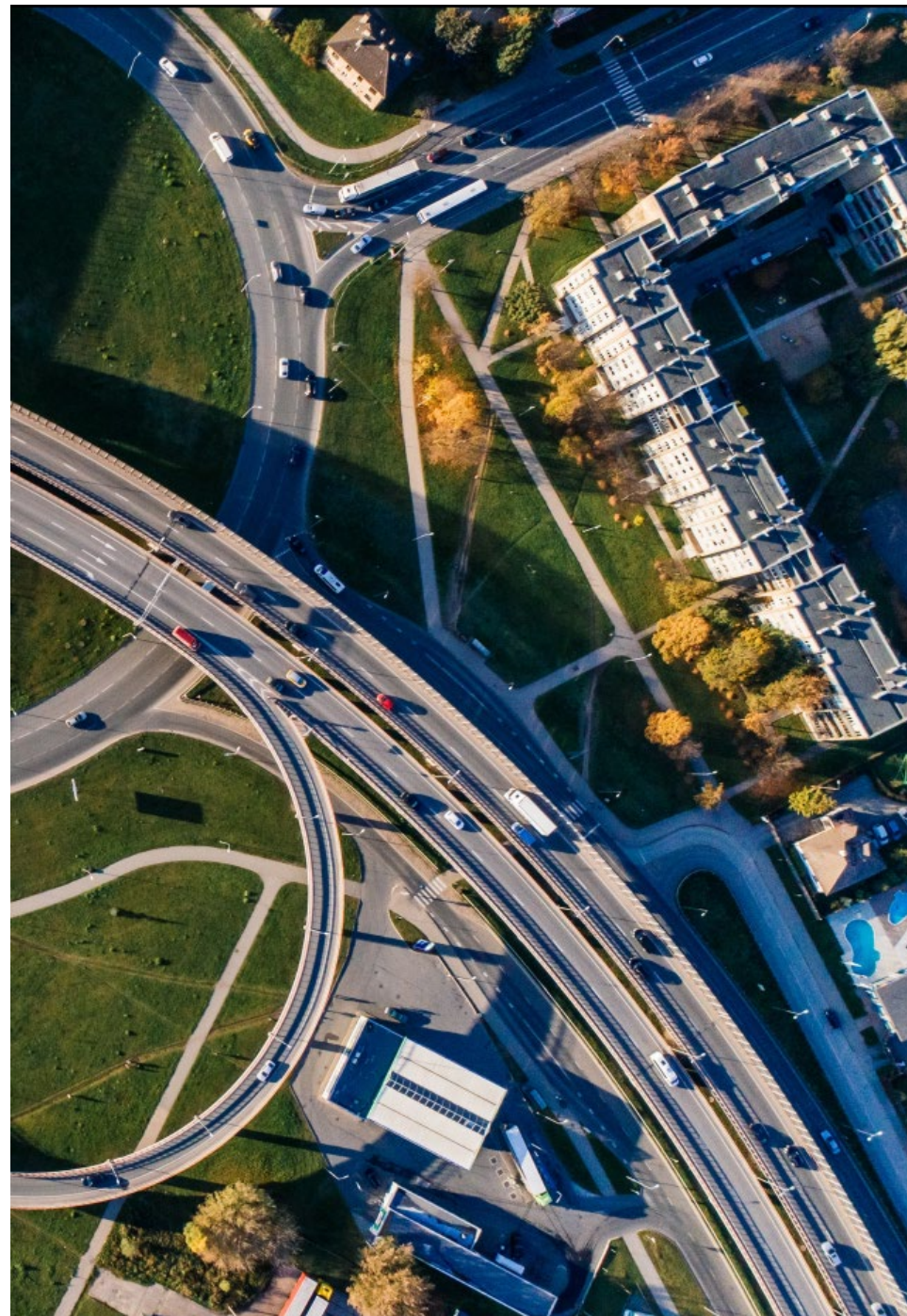
Recognition and Awards

LGNSW Planning Awards – Culture Change, Innovation and Excellence

Bayside Council was awarded a Highly commended in the *LGNSW Planning Awards – Culture Change, Innovation and Excellence (Team or Council) Division C: Population more than 70,000 people* for the Bayside Land Use Limitations Study (LUILS). The judges noted: *“This was an exemplary approach used to look at resolving a future problem. It will be instrumental in helping the council develop its strategic documents and may also have wider application for use by other councils.”*

The LUILS, prepared with SGS Economics and Planning and with extensive internal and external stakeholder and community engagement, is a study that considers a range of existing and future constraints and opportunities within Bayside, analysing how future growth will shape the LGA. The study analyses how future growth will shape Bayside, highlighting projected population growth, increased densities, employment centres, the retention of industrial lands, and operations at the port and Airport. The LUILS will guide strategic planning processes in Bayside by identifying and analysing current and future projects, operations, and activities in relation to their relevant impacts.

We are really pleased that the approach to planning for our area, including for the major infrastructure of the Port, Airport and Botany Industrial Plant was acknowledged. Council did have a consultant assist us with this study, but we engaged with many major stakeholders and it was this more collaborative approach that has resulted in such a useful study and improved connections with major landowners and agencies in the LGA.



Keep Australia Beautiful Awards

The Sustainable Cities Awards inspire councils and communities to make a genuine and lasting contribution to their area, with partnerships between local authorities, businesses, community groups, schools, and individuals.

Congratulations to our Waste and Cleansing Services Team for their recent recognition at the Keep Australia Beautiful NSW Sustainable Cities Awards 2022.

- **Highly Commended Habitat and Wildlife Conservation Award**

Teaming up with community organisations, State Government, and volunteers; Bayside Council enriches the local biodiversity through active programs of vegetation management, waterways maintenance and beautification for the Crown Lands parcel of Scarborough Park, for which Council is custodians of.

The challenge is to holistically manage the area given its value as a key habitat for fish, habitat for endangered species such as the Green and Golden Bell Frog, and the Park's high vegetation conservation significance given such pressures as gross pollution, habitat destruction and maintaining water quality within a highly urbanised environment.

Bayside was recognised at the Awards ceremony for this project, which is a work in progress and teaches us that change can be enacted with a focus that is driven by the desire to make a positive difference.



- **Highly Commended Communication & Engagement Award**

Council was recognised at the Keep Australia Beautiful NSW Awards ceremony for an ambitious series of Community Waste Surveys conducted in June/July 2021.

The engagement reach was phenomenal with over 1,400 respondents wanting to assist Council to guide future strategic planning, major collections and processing contracts, essential services, and our journey to a circular economy.

Satisfaction levels were considerably high for current services, and valuable feedback was provided in relation to future service provisions and resource recovery outcomes.

The multi-pronged approach to promote these surveys included social media, waste app push notifications, QR codes on posters in community buildings, poster on public place community bins, newsletters, on Council's website and Have You Say platform, and graphics on waste and recycling collection vehicles.

- **Overall Sustainable Cities Award Finalist (Metropolitan)**

For the fifth consecutive year, Bayside Council was recognised as a Finalist for the Overall Sustainable Cities Award in a Metropolitan area. This includes receiving 11 separate Keep Australia Beautiful NSW awards since 2018. This demonstrates Bayside Council's commitment to providing best value services and outcomes for our community and the environment.

In 2022/23, Bayside will double down on that commitment through the creation of a new Environment and Resilience business unit to facilitate outcome driven partnerships across all operational and strategic Council business units.

- **Special Commendation**

In August 2020, the Independent Pricing and Regulatory Tribunal (IPART) released an Issues Paper reviewing Domestic Waste Management Charges in NSW. In this report, IPART made some bold assumptions and recommendations about how domestic charges and services should be levied, inviting councils to provide feedback.

Bayside's feedback submission was notably received with Council's Manager Waste & Cleansing Services receiving an invitation to participate in a IPART Special Working Group as a subject matter expert relating to Local Government. The IPART hosted working group discussions were productive but did not receive full consideration. Unfortunately, IPART's Draft Report released in December 2021 disregarded valid critical concerns raised by working group members, including Bayside Council. Further feedback was provided by Bayside Council following the release of that draft report, highlighting serious limitations that if not corrected would have a negative impact on the quality of services, as well as community and environmental outcomes.

Council's Manager Waste and Cleansing provided a well-received presentation at the 2022 Coffs Harbour Waste Conference in May 2022, methodically addressing the concerns and impacts that the IPART recommendations would have on councils and their communities. Lobbying included arranging meeting with regions of councils and Ministers to discuss the impacts.

Capital investment

Category	Cash Investment \$	Dedicated and/(or) Contributed Assets
Asset Planning and Systems	729	-
Beaches and Waterways	394	-
Buildings and Property	34,860	40,039
IT and Communications	561	-
Library Resources	413	-
Open Spaces	10,823	13,523
Operations	253	-
Plant, Fleet and Equipment	4,129	-
Roads and Transport	9,360	1,835
Stormwater Drainage	2,557	573
Town Centres	2,678	-
Other assets	250	-
Total	67,007	55,971

* Affordable Housing assets contributed via Meriton VPA and M6 assets contributed from Transport for NSW

City Projects Highlights

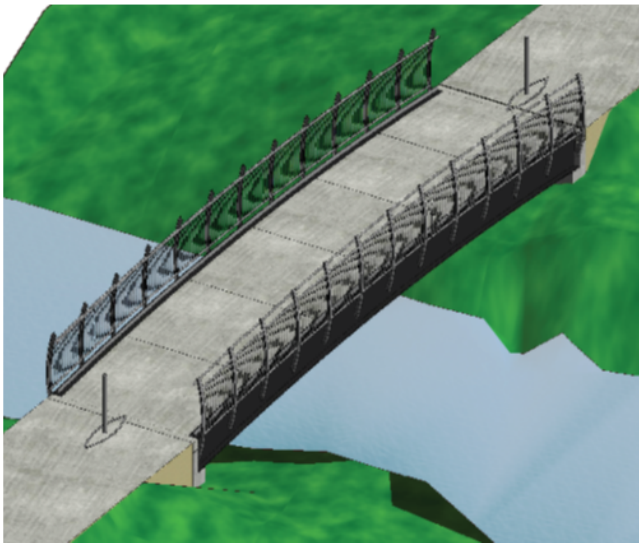


Barton Park Footbridge renewal



Total
Investment
Value
**\$1.4
million**

Completion
September –
December
2022



Bayside Council is replacing the existing pedestrian bridge over the Spring St drain.

The renewal includes:

- A new 18m x 4m wide clear span pedestrian bridge 2m to the west of the existing bridge is to be constructed over the Spring St drain to replace the existing pedestrian bridge
- Restoration of north and south banks in the vicinity of the existing bridge
- Construction of a widened shared path to the north of the bridge
- Landscaping on the north side of the bridge
- The new bridge forms a connection on a major north-south Regional Cycleway

Barton Park Recreational Precinct



Total
Investment
Value
**\$41
million**

Completion
April 2024



Council is building a new recreational precinct, offering the community new sports fields, tennis and multi-purpose courts, playspace, fitness stations, amenities along with walking and cycling pathways.

The existing grandstand will be demolished and a new grandstand constructed.

New lighting and access roads and carparks including a new roundabout at Bestic Street.

Works will commence in late October 2022 and is anticipated to be completed in Autumn 2024.

The shared path linking Bestic Street to Riverine Park will remain open with alignment changes to the path to accommodate the new elevated shared path.

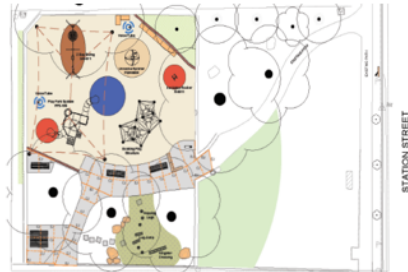


Belmore St, Arncliffe Playspace renewal



Total Investment Value
\$220,000

Completion Winter 2022



Council is upgrading the Belmore Street Reserve playspace. The project aims to provide the community with better play opportunities which will include:

- Nature play elements under the existing trees in new mulch;
- Climbing, spinning sliding and swinging play items catering for a range of ages and abilities on wetpour rubber;
- Retention of the existing climbing net;
- A shade structure installed over the main playspace;
- Improved pedestrian access;
- New seating including sandstone rock seats;
- A picnic table;
- New tree and mass planting; and
- Drinking fountain.

Works will commence in early Autumn 2022 and will be completed in Winter 2022, weather permitting.

Bexley Town Centre – streetscape improvements



Total Investment Value
\$3.1 million

Completed June 2022



Bayside Council completed public domain improvements at Bexley Town Centre along Forest Road from Albyn Street to Bayview Street, including the Albyn Street Council car park.

The improvements included the following features:

- New pavements consisting of high quality exposed aggregate concrete pavers
- Ground level footpath landscaping in selected locations and new street trees to provide an attractive and green visual separation between pedestrians and the heavily trafficked Forest Road
- New street furniture and signage
- Improved circulation and landscaping within the Albyn Street Council carpark

Brighton Le Sands Boardwalk – deck replacement



Total
Investment
Value

\$115,000

Completed
December
2021



Council replaced the original decking on the first section of the boardwalk at the northern end in the interests of public safety.

It was completed in short sections each day to minimise the interruptions to the community.

The timber block seats were removed and refurbished in conjunction with the temporary removal and replacement of the existing lights.

In conjunction with this section of the replacement some additional individual deteriorated deck planks were replaced along the remaining length of the boardwalk.



Cook Park at Monterey St Playspace renewal



Total
Investment
Value

\$160,000

Completed
September
2021



The existing playground at Cook Park, opposite Banks Street, was identified for renewal.

All existing equipment was removed and replaced with new equipment within the same playground area under the existing shade structure, on wetpour rubber surfacing.

The main ship nautical themed play piece was replaced with a similarly themed multi-play structure.

The upgraded playspace better caters to higher community expectations, allows greater access and participation for a wider range of abilities, and greater enjoyment of Cook Park by the community at large.



Depena Reserve Playspace renewal



Total
Investment
Value
**\$1.1
million**

Completion
August 2022



Council renewed the existing playspace at Depena Reserve, on Russell Avenue near Malua Street, Dolls Point. The upgrade will include the following improvements:

- New items of playground equipment
- Improvements for the existing swings and boat/slide structure, with new enhancements
- Nature play and sensory spaces
- Colourful new shade sails and a layout using existing shade trees
- Vibrant new rubber wetpour and mulch surfaces
- New park furniture allowing for inclusivity and comfort for children and their carers
- Safer access from the carpark and replacement of the fence
- Landscaping
- New paths

Elliot Place Reserve, Playspace Renewal



Total
Investment
Value
\$288,150

Completion:
September
2022




Council renewed the playspace within Elliot Place Reserve, off Elliot Place, Hillsdale.

The design included the following improvements:

- New playground equipment for the 2-12 years old age groups and nature play areas
- A child's trike/scooter path
- Placement of the new equipment closer to the street
- Rubber surfacing to play equipment and nature play spaces in mulch
- A shade sail and new seating
- Landscaping, including shade trees

Evatt Park, Bexley Playspace renewal




Total Investment Value

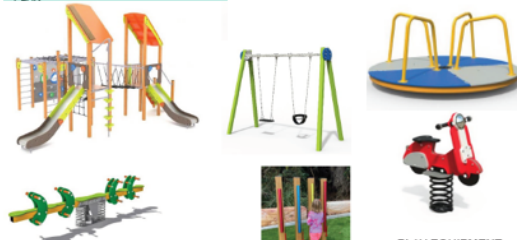
\$250,000

Completion

Winter 2022



PLAN



PLAY EQUIPMENT

Bayside Council is upgrading the Evatt Park playspace.

The project aims to provide the community with better play opportunities which will include:

- Climbing, sliding, rocking and swinging, catering for a range of ages and abilities on wetpour rubber;
- Shade structure installed over the main playspace and additional nature play elements in mulch;
- New picnic table;
- Seats and sandstone rock seats;
- Improved pedestrian access to the playspace off the existing path network;
- New drinking fountain and bin.

Flack Reserve, Playspace Renewal



Total Investment Value

\$221,870

Completion:

September 2022



Flack Avenue

Beauchamp Road

Key

- 1 Existing swing seats
- 2 Carousel spinning seat
- 3 Slide on rubber
- 4 Nature play area
- 5 Seating on the path
- 6 Fountains and shapely
- 7 New backed seat

Bayside Council upgraded the existing playspace within Flack Avenue Reserve, on the corner of Beauchamp Road and Flack Avenue, Hillsdale.

The upgrade included the following improvements:

- New playground equipment suitable for the 2 - 6 year old age group;
- A playground layout that utilises existing natural shade;
- Nature play spaces including sensory and balancing elements;
- New seating;
- Landscaping.



View

Gardiner Park All Weather Playing Field



Total Investment Value
\$3.1 million

Completed December 2021




The Gardiner Park All Weather Field project consisted of constructing a new state of the art FIFA 1 star accredited synthetic field which met the requirements of Football NSW. The project also included a secondary turf field and ancillary works as below:

- Protection of trees and heritage elements including the retaining walls and old stormwater infrastructure;
- Installation of a secondary full size natural turf field;
- Installation of a new irrigation system for the secondary field;
- Installation of a new perimeter fence around the all weather field;
- Drainage works including installation of all weather field drainage; and
- Installation of a FIFA Certified all weather playing surface including all associated works and materials such as perimeter paths, goals, corner posts, coaches boxes and line marking.

GB Holt Reserve Playspace renewal



Total Investment Value
\$200,000

Completion Winter 2022




Council is upgrading the GB Holt Reserve playspace.

Council will be providing a new playspace located well out of the low lying land within GB Holt Reserve to provide the community with better play opportunities which will include:

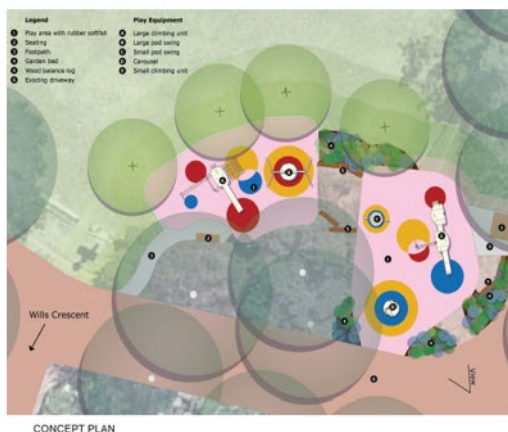
- Climbing, sliding and swinging play items on wetpour rubber;
- Catering for a range of ages and abilities;
- Shade structure over main playspace;
- New seating, a drinking fountain, and bin;
- Improved pedestrian access;
- New shade trees.

Following completion of the new playspace, the existing playspace will be restored to grass.

Haig Reserve, Playspace Renewal


Total
Investment
Value
\$283,000

**Completion:
September
2022**



Council renewed the playspace within Haig Park, off Wills Crescent, Daceyville. This included the following improvements:

- New playground equipment for the 2-12 years age groups and nature play areas
- Rubber surfacing to play equipment, mulch surfacing to nature play areas
- Mixed under surfacing to play equipment
- New seating
- New access pathways
- New shade sails
- Landscaping, including shade trees



Hensley All Weather Field Renewal


Total
Investment
Value
\$720,000

**Completed
March 2022**



The Hensley Field All Weather Turf Replacement project involved the detailed design, supply, installation and certification of works to replace existing synthetic turf at Hensley Field, Eastgardens to FIFA and Football NSW Standards.

The existing all weather soccer field constructed in 2010 had reached the end of its lifespan and required a re-surface.

The works included the removal of existing all weather surface (carpet) and infill. The shock-pad previously installed was generally in good condition and only required minor rectification.

A new FIFA accredited all weather surface was installed with an environmentally friendly rubber infill. Associated kerbing, drainage and fencing works were also undertaken as part of the project.

John Curtin Carpark Renewal



Total Investment Value
\$55,000

Completed November 2021



Council sealed the car park at 80 High Street providing access from the street to the public toilet block in all weather. This also provided the opportunity to mark the parking spaces; allowing for timed use.

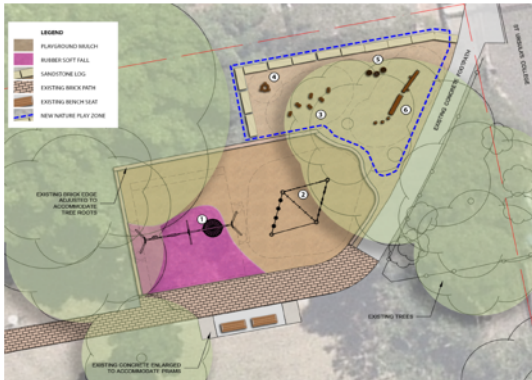


Kingsgrove Memorial Park



Total Investment Value
\$185,000

Completion August 2022



Council renewed the existing playspace at Kingsgrove Rest (Memorial) Reserve on Brocklehurst Lane, Kingsgrove. The Reserve is located behind the Kingsgrove shops and adjacent to the Kingsgrove RSL.

The playground was identified as requiring renewal and enhancement of play value. The concept design and improvements included the following:

- Replacement of existing play equipment with various new items including a small climbing unit and swing set;
- Nature play equipment for balance and imaginative play in a natural setting under the trees; and
- General improvements to the park such as replacement seating and extra seats.

Kookaburra Reserve Playspace renewal


 Total Investment Value
\$220,000



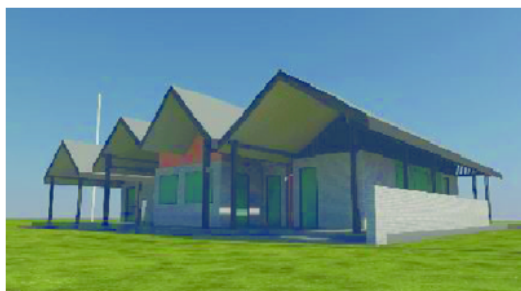
Completion
Winter 2022

Council is upgrading the Kookaburra Reserve playspace. The project aims to provide the community with better play opportunities which will include:

- Climbing, sliding, rotating and swinging play items catering for a range of ages and abilities on wetpour rubber
- Shade structure over main playspace
- Sandstone rock seats and additional bench seats
- New picnic table
- Drinking fountain and bin

L'estrange Park Amenities


 Total Investment Value
\$1.8 million



Completed
May 2022

Council undertook an upgrade of the L'estrange Sporting Amenities. The project provided improved facilities for the community and sporting clubs which Included:

- 5 unisex toilets & 1 ambulant toilet
- 1 accessible toilet with baby change facilities
- 2 change rooms with showers and toilets
- 1 referee room
- 1 sports club meeting room
- 1 canteen
- 2 storage rooms
- External field storage
- Water tank (for toilet flushing)

Le Beach Hut, Dolls Point



Total
Investment
Value
**\$3.8
million**

Completion
FY 24/25



The current Le Beach Hut café and restaurant building is close to 60 years old and requires a substantial amount of work to make it compliant with current standards and is considered to be an under-performing asset.

The building will be replaced with a new building which will provide a modern, attractive and sustainable venue for local residents and the wider community to complement the beachside setting and recently completed playspace upgrade.

The new building will also include public amenities, including a family toilet.

Lyndham Hall renewal



Total
Investment
Value
**\$155,000
LRCI Funded**

Completed
March 2022



- The Stage 2 scope of works evolved from works identified in the CMP, site investigations from the Heritage Architect and the user group feedback;
- The works were proposed in response to ongoing water damage, general ageing of the building and structural issues identified;
- Scope of works completed as part of Stage 2:
 - Verandah floor repairs;
 - Joinery repairs and hardware to windows, shutters and doors;
 - New Store Cupboard;
 - Roof, gutter and downpipe replacement;
 - Painting and wallpapering.

Picnic Shelter Implementation across LGA



Total Investment Value
\$500,000

Completed
June 2022




Council constructed a number of Picnic Shelters across the LGA.

- **Bonar Street Reserve**- Construction of two new single shelters adjacent to the play space.
- **Shepherd Parade Reserve** - Construction of one new single shelter adjacent to the play space
- **Tierney Avenue Reserve, Eastgardens** - Construction of one new single shelter
- **Todd Reserve** - Construction of two new single shelters adjacent to the play space
- **Scarborough Park** - Construction of one new single shelter.

Road Safety Program – traffic facilities



Total Investment Value
\$200,000

Completion
Winter 2022



Arnccliffe
Council installed a raised pedestrian crossing and a pedestrian refuge to assist in pedestrian movement across Wollongong Road at Almond Reserve, linking the western residents with the local railway station.



Total Investment Value
\$400,000

Completion
Winter 2022



Botany
Council upgraded the intersection of Brighton Street and Stephen Road.

A raised pedestrian crossing was added at Wilson Street to improve pedestrian safety.

Road Safety Program – traffic facilities



Completion
Winter 2022



Eastlakes

Council relocated the pedestrian crossing in front of the local school to improve visibility and safety.



Completion
Winter 2022



Kogarah

Council reconfigured some intersections along the LGA boundary, to improve safety.

Pedestrian links were also connected between Rockdale Plaza, the residents west of the railway, and the local schools.

Road Safety Program – traffic facilities



Completion
Winter
2022



Pagewood

Council rebuilt the intersections of Banksia Street and Dalley Avenue with Page Street to include pedestrian refuges, making the west side of Page Street safer for local school children.



Rockdale Community Cultural Centre


Total
Investment
Value
\$2.8
million

Completion
FY 23/24



Council acquired properties in Bryant Street, Rockdale for public open space and community use.

The proposal is to turn the existing Church Hall into a Community Centre that can be used for performances, exhibitions, formal events, lectures, citizenship ceremonies, and other community functions.

The Chapel will be demolished and extend the park/open space area with a lawn suitable for community use in conjunction with hiring the Community Centre.

Rosebery Footpath Upgrade


Total
Investment
Value
\$1.6
million

Completion
End Sep
2022



Council is renewing the public domain at Rosebery Neighbourhood Centre along Gardener's Road between Maloney Street and Gordon Street, Rosebery.

The concept design includes the following improvements:

- New paved footpaths consisting of high quality, charcoal tone concrete pavers;
- New street furniture;
- Ground level kerbside landscaping in suitable locations where there is no on-street parking and new small under-awning street trees to provide an attractive, green separation between pedestrians and the heavily trafficked Gardeners Road. The landscaping will also enhance the footpaths making them more comfortable for pedestrians, reduce the heat island effect and green the town centre.

Scarborough Park Central Field Rehab and renewal



Total
Investment
Value
\$650,000

Completion
September
2022



High wear and tear on existing natural turf playing fields limits the ability to maximise the use of these fields.

Scarborough Park was recognised as requiring an adequate automatic irrigation system in order to keep the natural playing turf healthy and be usable in dry months of the year without causing excessive damage to the grass.

As part of the project, sprinklers and associated pipe works were installed to irrigate approx. 10 hectares of green space.

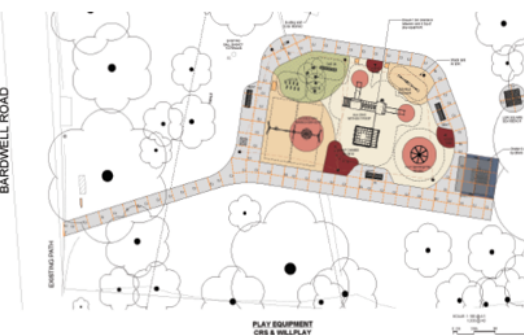
In addition, pump house and tanks infrastructure was installed near the existing amenities block closest to Barton Street to operate the irrigation sprinklers on the field.

Shepherd Parade Reserve Playspace renewal



Total
Investment
Value
\$280,000

Completion
Winter 2022



Council is upgrading the Shepherd Parade Reserve Playspace. The project aims to provide the community with better play opportunities which will include:

- Climbing, sliding, rotating and swinging play elements catering for a range of ages;
- Wetpour rubber under equipment, with nature play elements in mulch;
- Shade structure over main playspace;
- A circuit path and improved pedestrian access to Bardwell Rd;
- New picnic table with shelter;
- New seats, table-seat; and
- Drinking fountain and bin.

Sir Joseph Banks Adventure Playground



Total Investment Value

\$3.8 million

Completion Autumn 2023



Construction has commenced and will provide:

- a playspace and destination that welcomes and engages both children and carers;
- play for a range of ages and abilities, primarily 2 - 12 years;
- opportunities for children to learn about nature and the park;
- various new items of playground equipment including a large tower structure, flying fox/cableway, slides and lots of climbing and balancing activities;
- nature and sensory play, quiet and busy play;
- a mix of natural and built shade;
- a mix of under-surfacing including mulch and rubber;
- extension of the fence along the waterline;
- a variety of park seating and picnic amenity encouraging social interaction and comfort for children and carers;
- sightlines across and through the playspaces;
- landscaping and artwork interwoven with surfacing materials and play experience.

Council is reviewing the toilet amenities in the park. However, any improvements will be conducted as a separate project to the new playground.

Studdert Reserve Playspace renewal



Total Investment Value

\$290,000

Completed Spring 2021



In keeping with the draft Masterplan for the Muddy Creek Precinct, Council has constructed a new playspace to replace the aging Studdert Reserve playspace

The new playspace includes:

- Net climbing structure and slide unit;
- Spinning element, tugboat rocker, nature play elements including balance beams and rock boulders;
- Traditional swing, baby swing and inclusive pod swing;
- Variety of formal and informal seating;
- Drinking fountain, bin and bike rack; and
- Double sail shade structure and additional shade trees around the playground and throughout the park.

Todd Reserve, Playspace Renewal



Total
Investment
Value
\$495,000

Completion
August
2022



The project consists of the construction of a new neighbourhood level playspace including equipment suitable to ages 2 to 12 years, including all access equipment and inclusive playspace design.

The playspace will have mixed under surfacing to play equipment, new pathways, park furniture, landscaping, and new shade sails. An outdoor fitness station will also be installed as part of the works.



Tonbridge Reserve Playspace renewal



Total
Investment
Value
\$275,000

Completed
November
2021



The existing playground was demolished and a new playground created in a new location nearby.

It features new play equipment offering a greater variety of play experiences, formal and informal seating, a shade structure and new shade tree plantings.

A section of fencing was installed off Chuter Avenue to provide greater safety for younger children.



Town Park – 4 Guess Ave, Wollri Creek


 Total Investment Value
\$2.25 million

Completion August 2023



Planning for a community park in this area of high demand for public open space, has been a work in progress over many years. The provision of a range of recreational activities and spaces for local residents of all ages has guided the design of the concept plan and proposals. The park will include:

- Fenced playspace and nature play activities for children of all ages, with a shade structure over the main equipment
- Picnic shelter with 2 picnic tables
- Wide accessible shared paths, park lighting and seating throughout the park
- A variety of shade, habitat trees and understorey plantings throughout the park
- A multi-use court featuring 2 basketball hoops, line markings for other ball games and a table tennis table,
- Outdoor gym station off the main circuit path, and
- Underground water retention devices to slow stormwater flows into surrounding catchment & assist with flood mitigation.

After community consultation and final design, construction will commence in Spring 2022.

Valda Ave Reserve Playspace renewal


 Total Investment Value
\$200,000

Completion Summer 2022/23



View



Council is upgrading the playground at Valda Avenue Reserve to provide the community with better play opportunities including climbing, rocking, sliding, rotating and swinging items, catering for a range of ages and abilities, on wetpour rubber.

A shade structure will be installed over the main equipment, with the space benefitting from existing tree canopy shade. New seats, sandstone block seating and bike racks will also be included.

Works will commence in August 2022 and is anticipated to be completed in Summer 2022/23, weather permitting.

6 Month Progress Report

January to June 2022

Delivery Program 2018-2022, Operational Plan 2021/22



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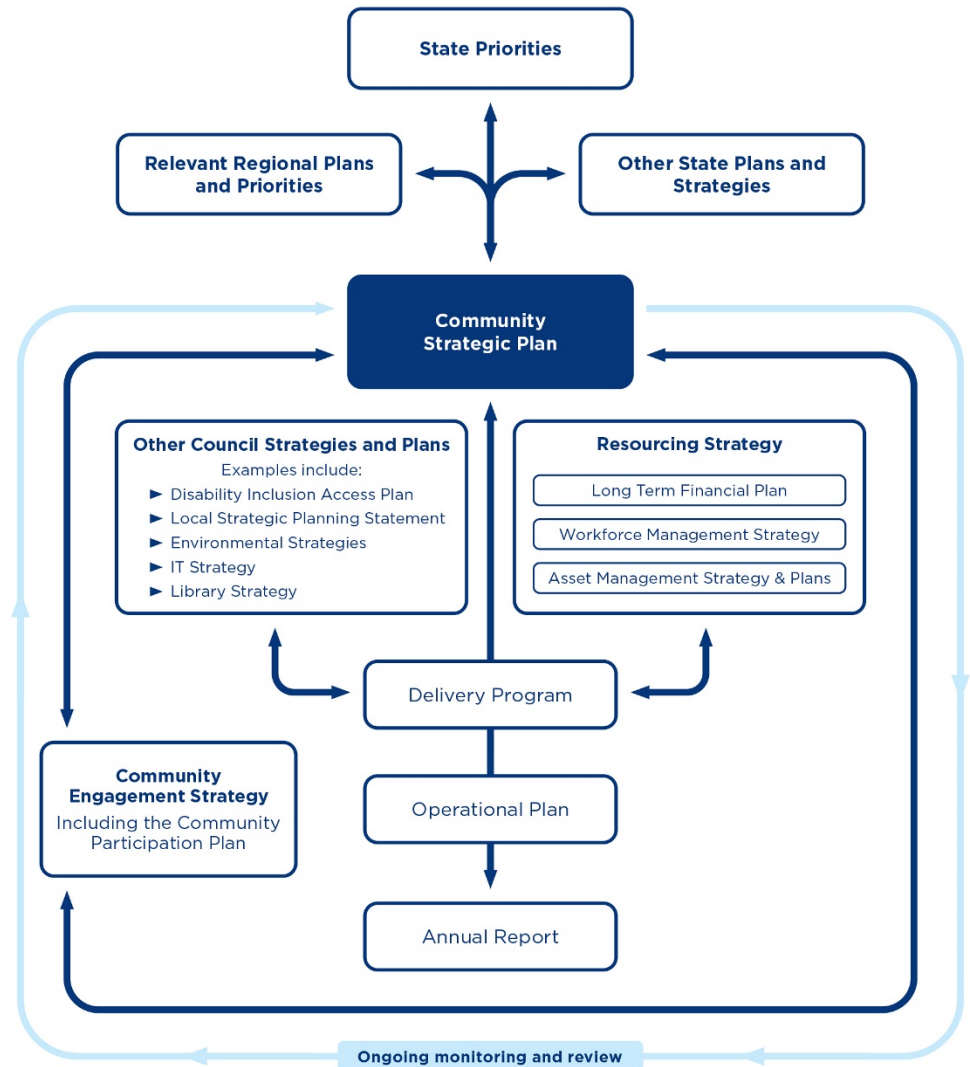
Integrated Planning & Reporting

The Integrated Planning and Reporting framework guides our planning and reporting activities. The Community Strategic Plan (CSP), Bayside 2030, is Council’s highest-level plan and identifies our community’s main priorities and aspirations for the future.

The Resourcing Strategy articulates how Council will allocate resources to deliver the objectives articulated in the CSP and consists of three interrelated elements: the Long-Term Financial Plan, Workforce Management Strategy and Asset Management Strategy and Plans. The RS has 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 Delivery Program (DP) is the Council’s commitment to the community about what it will deliver during its term in office to achieve the CSP objectives. The DP is structured on the themes outlined in the CSP and is designed as the single point of reference for activities undertaken throughout the organisation for the four years. All plans, projects, activities, funding, and resource allocations are directly linked to the DP.

The Operational Plan (OP) is the annual plan that shows the individual projects and activities council will undertake and includes the annual budget and Statement of Revenue Policy. 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.



How to read this report

Monitoring and review play an important part of the IP&R framework. This six-monthly progress report sets out how all the projects and activities in the OP 2021/22 are tracking and therefore contributing to the priorities identified in the DP 2018-2022.

This document is structured on the four themes being informed by the CSP and DP. 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 we will be green, leafy, and sustainable

Theme Four

In 2030 we will be a prosperous community

Measuring progress

High level summaries are presented for overall progress for 2021/22 under each theme and form the main part of this report.

Detailed progress, with commentary and status for each action, is contained in the Appendix.

This progress report provides the percentage progress of each action and project and the status of as of 30 June 2022. The performance against each action and project is colour coded as follows:

 Completed

 On Hold

 Delayed

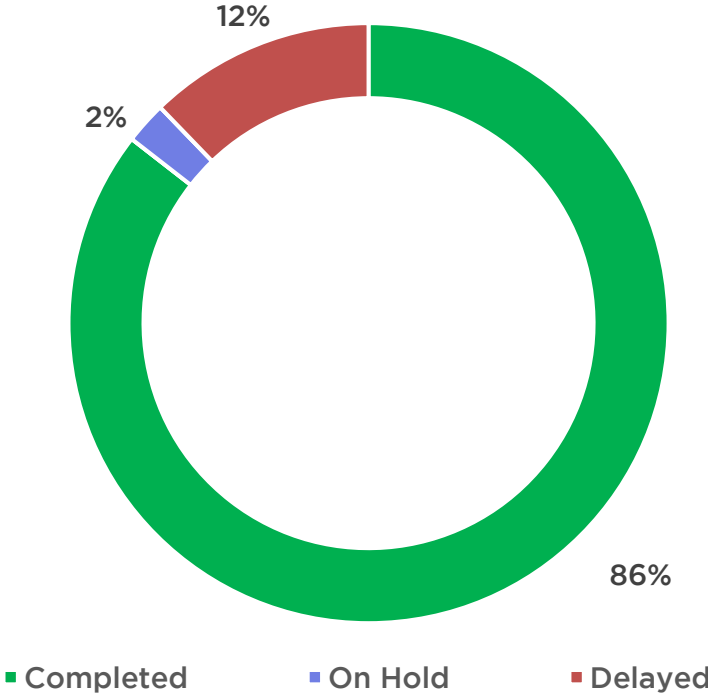
Overall Performance

We have now completed the final year of the current DP 2018-22. The OP 2021/22 includes 221 actions across four themes. Actions for each year of the Delivery Program are articulated in the annual Operational Plan. Some projects continue over multiple years or form part of the ongoing work of Council. This report articulates what percentage of the work committed to be done in 2021/22 was completed.

Any actions that could not complete 100% of the work planned for 2021/22 are marked as Delayed or On Hold and explanations are contained in the Annual Comments. Of these 86% have completed the work that was planned for 2021/22, 2% are On Hold, and 12% are Delayed.

Action Status Summary as of 30 June 2022



● Completed	189
● On Hold	5
● Delayed	27

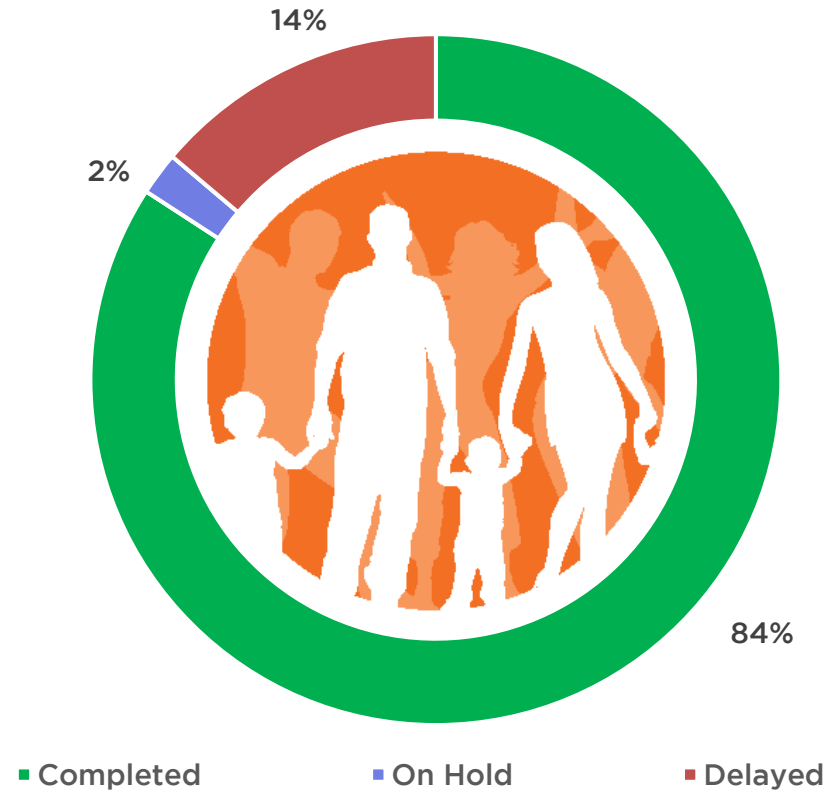


Theme One - In 2030 Bayside we will be a vibrant place

Built forms focus on efficient use of energy, are sympathetic to the natural landscape and make our area a great place to live, Neighbours, visitors and businesses are connected in dynamic urban environments.

Action Status as of 30 June 2022




	Completed	67
	On Hold	2
	Delayed	11

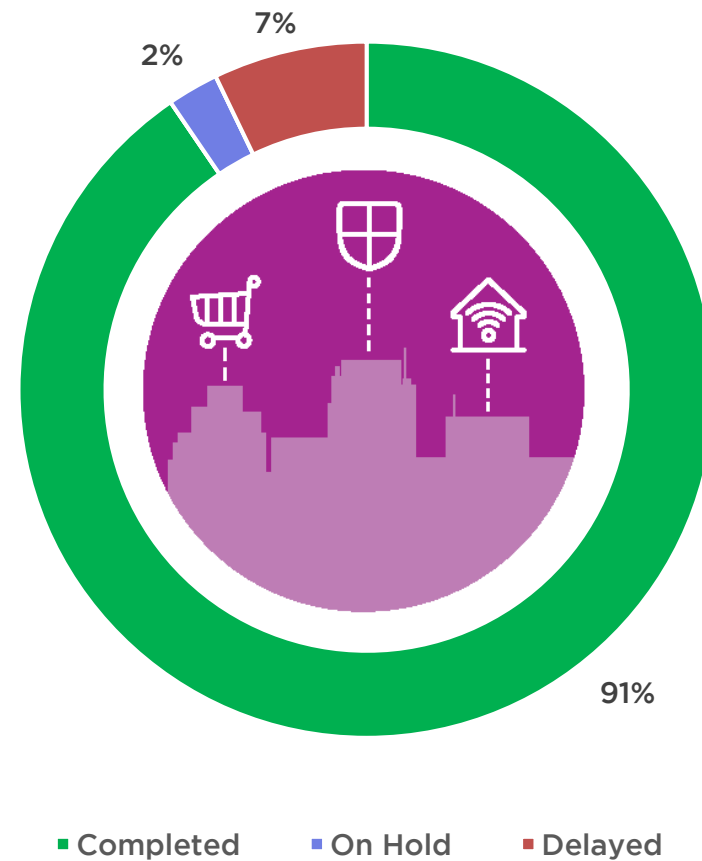


Theme Two – In 2030 our people will be connected in a smart city

Knowledge sharing and collaboration ensures that we have the expertise and relationships to lead with integrity, adapt to change, connect vulnerable people to community and effectively respond in times of adversity and stress.

Action Status as of 30 June 2022



	Completed	38
	On Hold	1
	Delayed	3

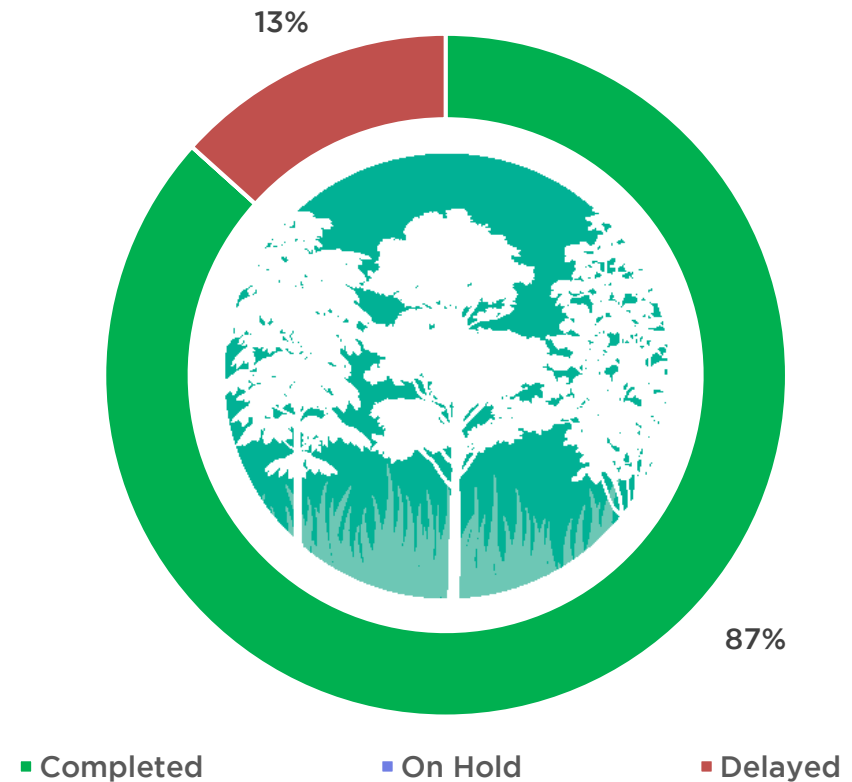


Theme Three - In 2030 Bayside we will be green, leafy, and sustainable

The biodiversity of the area is protected and enhanced through collaborative partnerships. Vital habitats are supported to rehabilitate, thrive, adapt, and recover from risks and climate events. The landscape will be preserved and regenerated to benefit a healthy environment now and in future.

Action Status as of 30 June 2022




	Completed	26
	On Hold	0
	Delayed	4

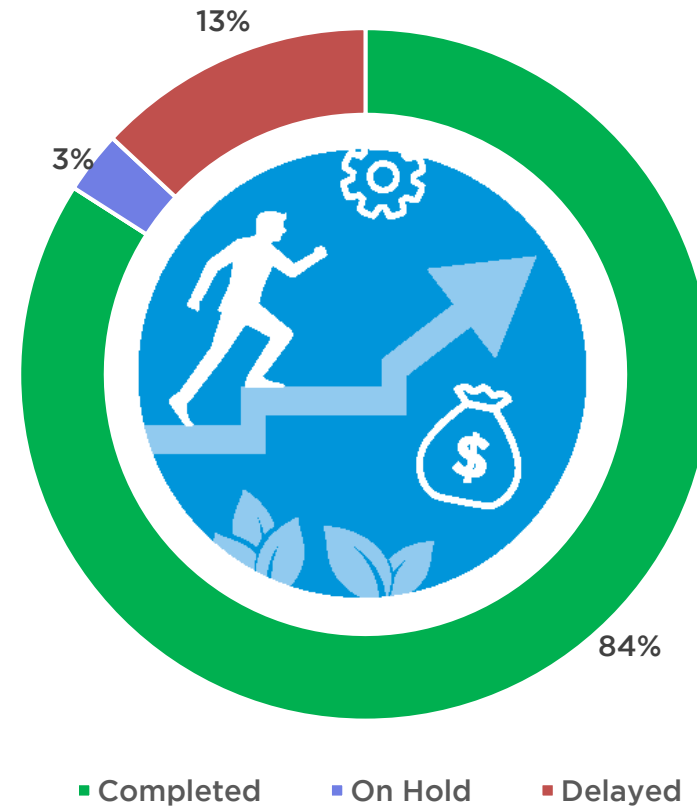


Theme Four - In 2030 we will be a prosperous community

Business innovation, technology, flourishing urban spaces and efficient transport will attract diverse business, skilled employees and generate home-based business. Growth in services to the local community will generate employment support, a thriving community, and livelihoods.

Action Status as of 30 June 2022

	Completed	58
	On Hold	2
	Delayed	9



Appendix






Detailed 6 monthly progress report of Delivery Program/Operational Plan 2021/22






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

Strategic Direction - 1.1: My place will be special to me						
Delivery Program Strategy	Code	Operational Plan Action	% Progress	Status	Progress comment	Business Unit
1.1.1 Gateway sites are welcoming and attractive	1.1.1.1	Delivery of City Projects Program	100	●	The 2021/22 City Projects Program was successfully delivered.	City Projects
	1.1.1.2	Partner with local, state, and national organisations to facilitate and achieve shared objectives that directly benefit our community	100	●	Existing correspondence and relationship management with external organisations and local, state, and national partners is progressing appropriately. Major infrastructure projects with the state government including the M6 and the Marrickville Incinerator.	Executive Services
1.1.2 Roads rates and rubbish are not forgotten	1.1.2.1	Conduct litter collection along 8km of beachfront mechanically	100	●	Mechanical litter collection is conducted daily along 8km of beachfront. 61.5 ton of waste & debris have been removed along 8km of beachfront over the past 6 months	Parks & Open Space
	1.1.2.2	Deliver an efficient street sweeping program across the Bayside Local Government area	100	●	Council's Guarantee of Service for street sweeping has been met with every street within the LGA being swept twice per month; resulting in 1,723 tons of litter being removed from the streets within Bayside.	City Works
	1.1.2.3	Enforce Abandoned Vehicle Policy by confirmed abandoned vehicles removed from road	100	●	There has been a total of 790 reports of Abandoned Vehicles received by Council for the 6 months from January to June 2022. Currently there are 102 in process with 688 finalised. 10 have exceeded the Guarantee of Service for removal from the roadway (85.85% GOS percentage achieved).	Compliance & Certification







	1.1.2.4	Provide an effective cleaning program of town centres	100	●	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 and reactive services were provided in 2021/22. This includes providing a secondary 'in-house' toilet maintenance service to public amenities buildings that supported the primary contractor cleaning service.	Waste & Cleansing Services
	1.1.2.5	Undertake litter education campaigns	100	●	Council continues to run its successful litter awareness program with litter prevention signage implemented throughout Bayside. Council manages over 900 public place bins, as well as temporary mobile bins, for special events and during the warmer months, along the beachfront. Since cigarette butts were the most littered item in NSW, Council sought and won a grant to install 30 butt litter bins in conjunction with an extensive education and consultation program in 2020/21. It is estimated that there were over 253,000 butts collected and recycled throughout 2021/22.	Waste & Cleansing Services
1.1.3 Traffic and parking are a thing of the past	1.1.3.1	Enforce NSW Road Rules School Parking Patrol Program	100	●	KPI for the period January to June 2022 required 252 'School Zone' patrols be completed. There were 393 patrols completed which is 156% of the Guarantee Of Service and well above the requirement.	Compliance & Certification
	1.1.3.2	Ensure regulation of timed parking in shopping centres and business centres	100	●	KPI for January to June 2022 required 864 patrols of Councils Shopping Centres and Business Districts. There were 2,400 patrols conducted for the period resulting in a 277% of Guarantee Of Service.	Compliance & Certification
	1.1.3.3	Roll out opportunities for smart parking	100	●	In 2021/22 Council has continued to develop smart parking initiatives through the rollout of the next generation mobile license plate recognition technology (LPRx) as well as the wider rollout of Council's world first Smart CCTV Network. Business Improvement have been working with the Council Executive, relevant officers, and	Business Transformation

					community to develop initiatives and streamline processes that allow for opportunities to continue to rollout smart parking technologies. This has seen Council work with the NSW State Government (Revenue NSW and NSW Police) to deploy a completely digitised infringement notification method (Print and Post) and develop a memorandum of understanding with the NSW Police to allow for greater real-time access to continually improve our community safety.	
Strategic Direction - 1.2: Our places are accessible to all						
Delivery Program Strategy	Code	Operational Plan Action	% Progress	Status	Progress comment	Business Unit
1.2.1: Assets meet community expectations	1.2.1.1	Administer Council's Graffiti Removal Program in accordance with Council's policy	100	●	Rapid Graffiti Removal was completed on time and within budget	Community Life
1.2.1: Assets meet community expectations	1.2.1.2	Deliver Sport and Recreation services to the Community through Council's Aquatic Centres, Golf Courses, Tennis and Squash Courts & Arncliffe youth Centre	100	●	Council has been successful in making improvements to the way it delivers it's staffed recreational facilities and expanding the overall network of facilities on offer to the community. To achieve this, there has been a strong focus on the establishment of the Arncliffe Youth Centre resulting in the successful provision of key youth programs, utilising the newly established indoor youth and sporting facility. Furthermore, Council has been successful in establishing partnerships with industry specialists to support the delivery, improvement, and expansion of Bayside's staffed recreational facilities like the Mutch Park Squash and Tennis Centre.	Sports & Recreation
1.2.1: Assets meet community expectations	1.2.1.3	Develop and maintain key partnerships to improve community safety	100	●	Council attended all relevant interagency meetings including the two Bayside Domestic Violence committees, Liquor Accords and Police Area Command Community Safety Precinct Committee	Community Life


					meetings. Council continued to work in partnership with NSW Police on hotspot location management and the Summer Foreshore Program.	
1.2.1: Assets meet community expectations	1.2.1.4	Ensure Council's properties and facilities are fit for purpose and meet statutory requirements	100		All Councils properties and facilities were compliant in relation to statutory requirements, these included Annual Fire Safety Statements, Fall protection systems, RCD and tagging and testing, TMVs and Backflow prevention devices, HVAC, and lifts carried out at 105 relevant Council properties.	City Works
1.2.1: Assets meet community expectations	1.2.1.5	Implement a proactive maintenance program of Council facilities (pest control, cleaning, fire safety etc)	100		Council delivered all proactive maintenance schedules including pest control, cleaning, gutter cleaning, hydraulic and electrical facilities maintenance, in conjunction with whole of life asset management strategies.	City Works
1.2.1: Assets meet community expectations	1.2.1.6	Implement the Bayside Asset Management Strategy	100		Council's Strategic Asset Management Plan was updated and aligns with the updated Long-Term Financial Plan. Both were adopted in June 2002 as part of the Resourcing Strategy for the new Community Strategic Plan: Bayside 2032.	City Infrastructure
1.2.1: Assets meet community expectations	1.2.1.7	Implement the Fire Safety Awareness and Action Program including the management of Annual Fire Safety Statements	40		A draft program has been prepared and Council has been working with Project Remediate to replace cladding on affected buildings in the LGA (given the state government focus on the replacement of combustible aluminium cladded buildings). The Fire Safety Awareness and Action Program will recommence in 2022/23.	Compliance & Certification
	1.2.1.8	Investigate grants and funding opportunities to enhance Sport and Recreation facilities within Bayside LGA	100		Council has successfully partnered with local sport and recreational clubs towards the completion of grants aiming to improve the quality and function of sporting facilities across Bayside. This has been evidenced in successful grant applications both by Council making direct submissions and through supporting and guiding local Club's in making their own applications. For example, Arncliffe Scots FC with upgrades to Scarborough Park North and Arncliffe	Sports & Recreation

					Aroura FC with upgrades to lighting at Arncliffe Park as part of the Greater Cities Sport Facility Fund 2021/22.	
	1.2.1.9	Maintain flood lighting within recreational parks	100		In the month of June council has replace - 28 x 2000watt lamp, 4 x Fuses, 6 x Igniters, 1 x Circuit Breakers. plus minor repairs e.g. rewiring, replace safety pins etc. All works were completed without incident or any damage caused	Parks & Open Space
	1.2.1.10	Promote and increase usage of community facilities	100		Council has effectively delivered the annual expression of interest process whereby access to Bayside's community facilities is promoted to potential community and commercial hirers in the interests of providing programs and services for Bayside residents. There was a particular focus on supporting community organisations and commercial hirers in navigating legislation and increased operational requirements to function alongside COVID-19. Council worked in partnership with facility users to achieve best practice during this difficult time and in turn ensured that Bayside's community facilities remained utilised and operational in a safe and complaint manner.	Sports & Recreation
	1.2.1.11	Property acquisitions and disposals are actioned in accordance with adopted strategies and Council resolutions	100		Acquisition and disposal of property continues to be done in accordance with Council resolutions and current adopted strategies.	Property
	1.2.1.12	Report on the leasing performance of the Bayside Real Estate Portfolio - new leases, renewals, and income	45		The implementation of the new property management system is progressing. Currently being implemented. The new property management system will improve reporting. The existing reporting practices (property snapshot reports) continue.	Property
	1.2.1.13	Report on the leasing performance of the Mascot Administration Building and Coronation Hall	100		No further update, matter completed.	Property





	1.2.1.14	Undertake asset condition audits for Council owned buildings	100	●	Condition audits of Council's buildings are undertaken on an ongoing rolling program basis using both internal resources and specialist consultants.	City Infrastructure
	1.2.1.15	Undertake restoration of Council assets impacted by public authority works e.g., gas, power etc.	100	●	Council has embarked on an extensive restoration package of works from development works and utility companies that will result in over of 2,600 m2 of footpath being replaced and 200 m2 of new asphalt roads and associated income.	City Works
	1.2.1.16	Undertake the Kerb and Gutter Renewal Program	100	●	Council undertakes periodic kerb and gutter maintenance with an allocated maintenance budget annually. Approximately 319 lineal metres of kerb and gutter has been replaced. Council's major capital works department also conduct renewals and upgrades of this infrastructure as well as responding to customer reports for kerb and gutter repairs.	City Works
	1.2.1.17	Undertake the Road Pavement Renewal Program	100	●	The Road Pavement Rehabilitation and Renewal Program 2021/22 completed 44,500 sq metres of road re-sheeting. 3,340 tonnes of asphalt were used on 23 streets as part of the program including across Bayside including extra for Soft Subgrade and York Street Carpark.	City Works
1.2.2 Bayside provides safe and engaging spaces	1.2.2.1	Continue to support the Summer Foreshores Program	100	●	The summer foreshore program for 2021/22 was delivered and will recommence in October/November 2022.	Compliance & Certification
	1.2.2.2	Implement State Library NSW Local Priority Grant funded Library Initiatives	100	●	In order move libraries towards a cashless model cash/card payment kiosks were acquired for Bexley North and Mascot libraries. Touch screen monitors, to be used for the library catalogues, were purchased as well as new study desks for Bexley North Library to increase the options for people wanting to do quiet individual study. Additional desks and chairs were also purchased for Rockdale Library including height adjustable desks to improve	Customer Experience







					accessibility. Webcams were also purchased for study rooms to enable conferencing meetings for the community.	
	1.2.2.3	Implement the "Safe as Houses Project" - funded by the NSW State Government	50		COVID-19 measures implemented by Department of Housing have superseded the project objectives and the project is currently being reviewed by the Community Life team.	Community Life
	1.2.2.4	Masterplan the former Brighton Fisherman's Club Site, Kyeemagh	90		Next phase of community engagement has been scheduled for August 2022 to be held onsite with representatives of each group. Council delayed community engagement due to COVID-19 restrictions.	Strategic Planning
	1.2.2.5	Report on the progress of the Bayside City Projects Program	100		27.5m (51.5m committed and expended) expended in 2021/22 against a 62.3m overall budget. Weather severely impacted timing of delivery of projects.	City Infrastructure
1.2.3 Open space is accessible and provides a range of active and passive recreation opportunities to match our growing community	1.2.3.1	Deliver Sporting facilities and bookings Policy to ensure community focused sports and recreation services	100		Council delivered bookings as per policy, and also worked closely with local Bayside sporting clubs and associations to optimise the utilisation of, and access to, sporting and recreational facilities. This included incorporating local knowledge and expertise of clubs and associations regarding the orientation of fields (to increase capacity) and establishing shared use arrangements between Clubs (to drive overall facility utilisation). Council's booking system <i>Bookable</i> was reviewed and updated.	Sports & Recreation
	1.2.3.2	Enforce the Companion Animal Act	100		From January to June 2022 there were 43 reports to Council of alleged dog attacks. Five of these incidents were outside the 72-hour required reporting period to the Companion Animal Register.	Compliance & Certification
	1.2.3.3	Ensure all active and passive parks are well maintained and fit for purpose	100		20 Active turf parks are maintained weekly to ensure they are fit for purpose. 160 Passive parks are maintained fortnightly to ensure they are fit for purpose. Maintenance includes; - mowing, detailing (whipping/edging) & litter collection - Weekly/Fortnightly;	Parks & Open Space

					- control of broadleaf weeds & pest - Biannually - application of fertilisers to promote turf health - Quarterly - inspections of the irrigation systems (where applicable) - Monthly	
	1.2.3.4	Implement the Disability Inclusion Action Plan 2021-2025	100	●	DIAP 2022-2026 has been adopted by Council.	Community Life
	1.2.3.5	Maintain Council's civil assets being roads, drainage, kerb and gutter and footpaths	100	●	Council's roads, drains, and footpaths were maintained to agreed service levels. During the period July 1, 2021 to June 30, 2022 Council attended to 3,000 customer requests including completing footpath repairs, pothole repairs, and kerb and gutter repairs.	City Works
1.2.4 People who need it can access affordable housing	1.2.4.1	Establish a Community Housing Provider governance framework	100	●	Community Housing Provider appointed.	Strategic Planning
	1.2.4.2	Prepare for affordable housing	100	●	A Community Housing Provider has been appointed to manage affordable housing units. A governance framework has been adopted. An Affordable Housing evidence base has been prepared and the Bayside Housing Strategy has been adopted. Council is currently preparing a Housing Strategy Implementation Delivery Plan to identify how it will deliver a range of actions related to Housing, including affordability.	Strategic Planning
1.2.5 SMART cities - making life better through smart use of technologies	1.2.5.1	Deploy mobile CCTV cameras in response to reports of anti-social behaviours and requests from police	100	●	The Bayside Council CCTV system is in place to provide the NSW Police with footage when requested. Antisocial behaviour is reported to the NSW Police. Rapid Deployment CCTV cameras are deployed in hotspot locations to reduce antisocial behaviour and provide evidence to the NSW Police. Upgrade of the Brighton CCTV system has commenced. Stage 2 of the tender process is currently in place.	Community Life
	1.2.5.2	Explore opportunities to use technology to provide	100	●	In 2021/22, Council has taken the industry leading approach of implementing world-first smart CCTV technology to address	Business Transformation








		better outcome for the community			dangerous driving, illegal parking and anti-social behaviours that have been reported by our community. Council continues to work on and analyse emerging trends in technology to ensure our community is experiencing a high level of service from Bayside. A further roll out of the Smart CCTV Network is planned in 2022/23, with new reporting capabilities and ability to work more closely with Police.	
1.2.6 We welcome tourists to our city	1.2.6.1	Continued implementation of Bayside outdoor branding and signage	100		This Financial Year we were fortunate to receive Local Roads and Community Infrastructure Grant Funding, which accelerated our roll out of Bayside signage.	City Projects






Strategic Direction - 1.3: Our places are people focused




Delivery Program Strategy	Code	Operational Plan Action	% Progress	Status	Progress comment	Business Unit
1.3.1 Local areas are activated with cafes, restaurants and cultural events	1.3.1.1	Conduct mandatory annual inspections of regulated premises (e.g., food businesses, skin penetration, hairdressers)	100		Due to COVID-19 restrictions, the only food premise that could not be accessed was at the airport.	Compliance & Certification
	1.3.1.2	Deliver an inclusive Bayside Council Events Program which adds value to our community and City, activates public spaces and invigorates town centres	100		The events program has been severely impacted by COVID-19. With the easing of restrictions Council's events program was restarted in 2022 and all events approved by Council were delivered.	Communications & Events
	1.3.1.3	Deliver Sculptures @ Bayside & photography competition	30		The Arts and Culture program is currently under review and will be finalised with the appointment of an Arts and Culture Specialist.	Community Life
	1.3.1.4	Implement Bayside Council Community Safety Strategy	100		Council's First Community Safety Strategy was endorsed by Council in June 2022. Activations and events are to be planned	Community Life


					and delivered in line with the strategy and the Rapid graffiti removal continues to work successfully, within budget and within required timeframes.	
	1.3.1.5	Implement programs through Council's Public Art policy	50		The Public Arts Policy has been endorsed by Council and Council is now actively seeking to fill the role Arts and Cultural Specialist	Community Life
	1.3.1.6	Partner with community organisations to deliver a wide range of community events & activities	100		Seniors Week program delivered for Seniors Week. Seniors High Tea events were delivered and were a great success.	Community Life
	1.3.1.7	Promote and oversee the use of footways for outdoor dining and retailing	100		Outdoor dining has been ramped up with the easing of restrictions and promoting the use of footways through inspections and talks with business owners. All footway trading applications received within this period have been assessed and are in the process of being finalised.	Compliance & Certification
	1.3.1.8	Support and celebrate our culturally diverse community through community led local initiatives	100		Bayside is a Refugee Welcome Zone and status has been reaffirmed with the Refugee Council. A successful online forum for new Australians was held in partnership with Advance Diversity Services and Sydney Multicultural Services.	Community Life
	1.3.1.9	Upgrade Le Beach Hut Dolls Point	10		The concept design for the upgrade of the Le Beach Hut has been presented and will undergo a Have Your Say campaign and a Development Application will be lodged.	City Projects
1.3.2 My community and Council work in partnership to deliver better local outcomes	1.3.2.1	Amend Bayside Local Environmental Plan (LEP)	100		There are various Planning Proposals being progressed in accordance with legislative requirements. One Planning Proposal is awaiting finalisation by the Minister for Planning, another three are at post-Gateway stage, and three Planning Proposals are currently with the NSW Department of Planning and Environment awaiting Gateway determinations. Eight other Planning Proposals are currently being prepared, or assessed, by the team.	Strategic Planning

	1.3.2.2	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	100	●	<p>Public Domain & Referrals Team has continued to improve processes and implement efficiencies into its service delivery. Over the course of 2021/22, the following was achieved:</p> <ol style="list-style-type: none"> 1. 100% of developer "Contributed Assets" captured with required data to enable asset capitalisation and recording on GIS system; 2. New Engineering Conditions developed and entered into Smart Client to facilitate DA's engineering referral responses and DA determination; 3. New Technical Specifications developed for access, parking, stormwater and landscape and included in the new Bayside LEP; 4. Achieved 30% overall reduction in DA Referral Response; 5. Achieved 50% overall reduction in Engineering Applications assessment and approval; 6. Generated \$1.1M Income against \$500,000 Budgeted Income for 2021/22. <p>Throughout 2021/22, Public Domain & Referral Team has also provided engineering resources to both City Projects and City Infrastructure to assist in the delivery of their projects and services.</p>	Development Services
	1.3.2.3	Continue to work with Department of Planning, Infrastructure & Environment to implement the Kogarah Collaboration Area with the Greater Sydney Commission	100	●	Department of Planning and Environment has not progressed this initiative or requested any assistance so no work has been required.	Strategic Planning
	1.3.2.4	Continue to work with Sydney Water for naturalisation of Muddy Creek	100	●	Council has finalised input to the design of the project and now awaits completion of the project by Sydney Water.	Strategic Planning



	1.3.2.5	Finalise a Bayside s.7.11 Development Contributions Plan to consolidate Rockdale and Botany Bay Plans	80		Project has new target of completion December 2023 as per Delivery Plan 2022-2026. Project is continuing on track.	Strategic Planning
	1.3.2.6	Finalise the draft Bayside Development Control Plan (DCP)	70		The draft Bayside DCP is to be reported to the August 2022 Council meeting.	Strategic Planning
	1.3.2.7	Implement Bayside Housing Strategy which facilitates housing diversity including affordable housing	100		Bayside Housing Strategy has been adopted and an Implementation Plan is under preparation to identify how it will deliver a range of actions related to Housing including affordability.	Strategic Planning
	1.3.2.8	Develop & implement the Bayside Voluntary Planning Agreement Policy	60		Draft planning agreement Policy progressed and completed.	Strategic Planning
	1.3.2.9	Improve lease/licence arrangements for open space land owned by other government agencies	80		Work continues with Crown Lands to finalise a draft Plan of Management to gain approval to place on public exhibition. The approval for exhibition, and the subsequent commencement of the exhibition period, is projected to occur in late Q1 of 2022/23. Separately Council has developed a Property Strategy which will consider improvements for new lease/licence arrangements.	Property
	1.3.2.10	Provide strategic planning advice to the organisation	100		Our team continues to respond to advice and requests within the organisation, from multiple business units. We will continue to provide the best information possible to best inform those staff seeking direction around local, regional and state planning strategies, policies and projects.	Strategic Planning
	1.3.2.11	Review Community Strategic Plan to ensure alignment with Eastern City District Plan - Connecting Communities and Resilient Sydney Strategy	100		The Community Strategic Plan was reviewed to ensure it still reflected the community's vision and aspirations. The new plan, Bayside 2032, was endorsed on 11 May 2022.	Executive Services

	1.3.2.12	Use digital platforms to maximise utilisation and better customer experience when booking all council venues	100		Council has implemented an online booking system to improve the overall customer experience, facility utilisation and financial return relating to the use of Bayside's community and recreational facilities. The project is nearing completion with a final review and evaluation underway before a formal launch is undertaken. The system is currently being utilised successfully with facility users being inducted and trained on its use.	Sports & Recreation
1.3.3 Places have their own village atmosphere and sense of identity	1.3.3.1	Strengthen local business through engagement and collaboration	100		City Life are connecting local business with public and private support services and events, including a renewed Council partnership agreement with Service NSW for Business, engaging with NSW Govt. small business month, Committee for Sydney, continued promotion of BEC and ongoing collaboration with local chambers of commerce, NFP Industry Networks and neighbouring Councils.	Community Life
	1.3.3.2	Undertake landscape construction services throughout the LGA	100		Major landscape construction works conducted throughout the LGA, upgrades and plant replacement programmes conducted within parks, reserves, playgrounds, town centres, city gateways and associated traffic devices. Landscaping services also delivered landscape construction projects in relation to major city projects.	Parks & Open Space
1.3.4: Public spaces are innovative and put people first	1.3.4.1	Develop a Bayside Property Strategy that reviews all property holdings of council as well as ensuring public benefit	100		Strategy has been developed and endorsed by Executive Committee. First Strategic Councillor Working Group is scheduled for August 2022.	Property
	1.3.4.2	Plan, promote and deliver a range of library programs and initiatives that supports lifelong learning, connects and enriches our	100		Library services delivered collaborative lifelong learning programs with online delivery of programs and resources during lockdown. Library services provided a mixture of	Customer Experience

		community's social wellbeing and encourages creativity and innovation.			collaborative online and in house learning, technology, arts, and literacy programs. Other initiatives included - Technology sessions on how to use smartphones and an introduction to Zoom - Our first collaboration with St. George Leagues Chess Club - 'Express Yourself!' Poetry workshop, to encourage literacy amongst primary school children and youth from diverse backgrounds. - Pop-up library at the Brighton Street Festival - Indigigrow Plant & Artefact Talk, collaborating with First Nations small businesses in the Bayside area to educate children about connection to country and First Nations contemporary and historical culture in the area and environmental issues. - HSC initiatives to support students with a focus on mental health and wellbeing.	
	1.3.4.3	Promote and manage the use of library spaces and facilities including public PC's, study spaces and meetings rooms	100		The use of study rooms and public PCs, and library spaces in general, has greatly increased post COVID-19. From May 2022 we started seeing large numbers of students returning to the libraries for study. From January to June 2022 study rooms had 2,671 sessions booked for a total of 4,888 hours. Computers were booked for 11,300 sessions, totalling 8,269 hours of use.	Customer Experience
	1.3.4.4	Respond to community complaints about unauthorised development, uses or unsafe structures	100		Reports are progressively responded to and generally on track, noting significant number of CRMs received because of impacts of excessive rain in the last few months, and impact on developments and properties.	Compliance & Certification
	1.3.4.5	Review, update and implement Bayside Park and Reserves Plan of Management - Crown Land Approval	50		Work continues with Crown Lands to finalise a draft Plan of Management to gain approval to place on public exhibition. The approval for exhibition, and the subsequent commencement of the exhibition period, is	Property

					projected to occur in late Q1. The Crown Land Plan of Management separates lots addressed in existing plans of management. At the completion of the Crown Land Plan of Management project, the remaining community land plans of management will be reviewed and updated.	
1.3.5 There is an appropriate community owned response to threats	1.3.5.1	Support Bayside Local Emergency Management Committee and provide assistance to Emergency agencies	100		There were 5 Extraordinary COVID-19 Bayside Local Emergency Management Committee (LEMC) teleconferences held prior to the establishment of the combined George's River and Bayside EOC (Emergency Operations Centre) on 12/8/21 in response to Bayside being listed as an LGA of concern. Since the combined EOC was established it has convened on 45 occasions. Regional Emergency Management Committees (REMCs) were held on 29/7/21, 7/12/21 and 8/3/2022 - the updated Bayside EM plan was endorsed and adopted in July by the REMC. Bayside LEMC were held in person on 30/11/21 and 7/03/2022.	City Works






Strategic Direction - 1.4: Our places connect people





Delivery Program Strategy	Delivery Program Strategy	Delivery Program Strategy	Delivery Program Strategy	Delivery Program Strategy	Delivery Program Strategy	Delivery Program Strategy
1.4.1 Our heritage and history is valued and respected	1.4.1.1	Finalise the Bayside Heritage Strategy including Indigenous Heritage Strategy	90		An Action Plan will be reported to Council in 2022. The Strategy will also be reported as it forms the evidence base. The Strategy was delayed until Council adopted the Reconciliation Action Plan.	Strategic Planning
	1.4.1.2	Maintain Heritage Conservation Management Plans Register for key community facilities	100		Lydham Hall Advisory committee established and through the committee ongoing implementation of strategic objectives, implementation of Conservation Management Plan actions, monitoring and reporting on performance occurs	City Infrastructure
	1.4.1.3	Plan and implement collaborative initiatives and exhibitions to promote	100		The library held an exhibition A Park for the People! Eastlakes, Jack Munday, and the Green Bans which closed on 16 May 2022. It	Customer Experience






		Bayside's rich community history.			was a collaboration between Bayside Council, Trades and Labour Council (Unions NSW) and Cross Art Projects. The photographic exhibition The Way We Were opened at Mascot Library on 17 June. To promote the local history collection, a 'Flashback Friday' post based on material in the local history collection was prepared for Bayside Library social media accounts each Friday.	
1.4.2 We are one city with shared objectives and desires	1.4.2.1	Manage the Design Review Panel for development applications in accordance with legislative requirements	100	●	Management of the DRP is ongoing and performance is being monitored. Meetings are regularly scheduled, and meeting minutes published. The Panel continues to add value to the development assessment process.	Development Services
	1.4.2.2	Manage the Design Review Panel for Planning Proposals in accordance with legislative requirements	100	●	The Panels input is requested and provided as required.	Strategic Planning
	1.4.2.3	Prepare submissions and reporting to Council on environmental planning instruments and policy	100	●	Submissions have been made to the Independent Pricing and Regulatory Tribunal and the Department of Planning and Environment in relation to reforms to local infrastructure contributions and proposed changes to Council's Local Environmental Plan for commercial and industrial zones.	Strategic Planning
	1.4.2.4	Prepare submissions and reporting to Council on state significant development	100	●	Submissions to the NSW Department of Planning and Environment have been made in relation to State Significant Development, including (but not limited to) (i) the Land and Housing Corporation site at Eden Street, Arncliffe; (ii) Modification to a Bulk Liquids Terminal in Botany; (iii) Modification to the QANTAS Training Facility at Mascot; and (iv) two logistics centres in the adjoining Local Government Areas of the City of Sydney Council and Randwick City Council.	Strategic Planning






	1.4.2.5	Provide a Development Advisory Service	100	●	Development Advisory Services continue to be provided to residents, developers, professionals and internal stakeholders. Over the year, COVID-19 lockdowns meant some minor interruption of service however services were provided remotely during this period.	Development Services
	1.4.2.6	Provide an effective Development Assessment service	100	●	All Development Applications continue to be lodged via the NSW Planning Portal. Council has worked to implement the application interface to improve functionality and integration with Council systems. Median determination times remain at an acceptable level despite the changing work environment.	Development Services






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






Strategic Direction - 2.1: The community is valued						
Delivery Program Strategy	Code	Operational Plan Action	Progress	Status	Progress comment	Business Unit
2.1.1 Aboriginal culture and history is recognised and celebrated	2.1.1.1	Implement the Reconciliation Action Plan to increase interaction with our Aboriginal & Torres Strait Islander community	100		RAP, including an action plan, was adopted by Council, and endorsed by Reconciliation Australia and was launched during Reconciliation Week 2022 (27 May to 3 June).	Community Life
2.1.2 All segments of our community are catered for – children, families, young people, and seniors	2.1.2.1	Administer Bayside Council's Community Grants and Donations Policy and programs	100		In addition to the round of Community Grants, Council endorsed the allocation of special COVID-19 grants to support community organisations respond to COVID-19. Grants have supported a range of emergency measures including provision of food hampers, employment of additional staff and other emergency needs.	Community Life
	2.1.2.2	Build capacity of seniors and other community groups to deliver relevant programs to their members	100		Delivery of Dance That Walk seniors exercise classes at Alf Kay Community Centre. Delivery of Seniors Week activities for Bayside seniors.	Community Life
	2.1.2.3	Deliver a range of social and recreational programs to older people in Bayside	100		Seniors High Tea events held in May and were a great success. Seniors and vulnerable community members were supported through COVID-19 with welfare calls. Council adopted its first Age Friendly Community Strategy.	Community Life
	2.1.2.4	Library Service Strategy and Operational Review to be undertaken	100		The Library Strategy project has been completed. The Library strategy and multi-year action plan was informed by extensive community engagement, operational analysis, industry best practice and standards and benchmarking with other Councils. The project plan was modified in response to the pandemic which resulted in library closures.	Customer Experience

					Community engagement shifted online via surveys and workshops. Over 1,300 surveys were received which indicated the community were highly engaged and valued Bayside Libraries. The draft strategy and action plan has been drafted and will be presented to Council for adopted in August. The strategy and action plan will be shared with the community once adopted by Council.	
2.1.2.5	Manage and operate a Family Day Care Service	100			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. 206 Education and Care support visits have been conducted to Family Day Care Educators - this was a mixture of telephone, virtual and face to face.	Community Life
2.1.2.6	Meet requirements under Federal and State funding agreements in relation to Community Builders and Commonwealth Home Support Program outputs	100			CHSP grant objectives have been delivered in accordance with the funding agreement. During Seniors Week, My Aged Care forums were held for Seniors in the LGA. A total of 200 Seniors engaged with these activities over Seniors Week.	Community Life
2.1.2.7	Partner with local services to deliver programs which address gaps in service deliver for children and young people	100			COVID-19 impacted skill development and drop-in programs for young people until November 2021. Face to face classes were closed and several online workshops were conducted. Since November approximately 10 face to face skill development workshops have been conducted for young people and families. These have included - Cyber Safety, Yoga, Responsible Service of Alcohol and Responsible Conduct of Gambling, First Aid, Basic Car Maintenance and two Language Development workshop for families with children aged 0-3 years.	Community Life
2.1.2.8	Review social planning in the areas of older people &	100			We continue to work with our stakeholders to ensure programs for CALD	Community Life






		linguistically diverse communities			communities meet their needs. Council adopted its first <i>Age Friendly Community Strategy</i> .	
	2.1.2.9	Review, manage and operate Long Day Care Centres	100		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. Bayside Council Long Day Care Centre is operating with a combined utilisation rate of 90%	Community Life
	2.1.2.10	Support local youth through provision of youth drop-in and school holiday activities	100		During COVID-19 lock down (July to December) young people stayed connected through a variety of on-line resources, programs, and activities. When the facilities opened again (December), youth drop-ins' programs at Hillsdale, Eastlakes and Arncliffe Youth Centre recommenced and school holiday programs were delivered. These programs were well attended and provided a safe and inclusive environment for young people to engage, connect, learn and recreate. Youth workers in collaboration with agencies and organisations delivered activities for special events and initiatives including Naidoc Week, Youth Week and HSC Rescue. The Youth Workers also attended the Skate Park at Pagewood/ Eastgardens every Friday night providing outreach.	Community Life
	2.1.2.11	Undertake Playspace Renewal & Shade Improvement Program	100		All 15 playgrounds are substantially completed and will be opening to the community in late Winter 2022.	City Projects
2.1.3 Cultural diversity is reflected and celebrated in the city's activities	2.1.3.1	Develop and implement a Community Capacity Building program with partners to support our community through local initiatives	100		Helped to strengthen capacity of local organisations through COVID-19 emergency to support clients and customers with social isolation.	Community Life
	2.1.3.2	Review guidelines and policies for events to ensure they are up to date	100		Reviewed on a regular basis in line with changing legislation and identified needs for new guidelines and policies.	Communications & Events


2.1.4 Flexible/care support arrangements for seniors, children and people with disabilities are available across the Bayside	2.1.4.1	Deliver community play sessions throughout Bayside to support families and children	0		No community play sessions or play sessions used to promote Family Day Care were held due to COVID-19 restrictions in the early education sector. Critical staff shortages in the early education and care sector have seen Council prioritise service continuity in its three centre-based services. Staff in Family Day Care have been periodically assigned to fill staff absences in these centres.	Community Life
	2.1.4.2	Promote and deliver a Bayside Home Library Service to our vulnerable and housebound community members	100		Numbers for Home Library Service membership are slowly increasing after the disruptions of COVID-19. The service now has 84 individual members and 15 institutions registered. A few of the new memberships are from customers that had been using Brighton Library. Home Library Service staff have been promoting the service within the libraries. They have also been promoting library events via flyers included in the home library deliveries.	Customer Experience
2.1.5 Opportunities for passive and active activities are available to community members, including people with pets	2.1.5.1	Confirm tenancies of the Rockdale PCYC Building for recreation and community uses	100		5 Year lease with PCYC commenced in December 2021 with a requirement for PCYC to carry out a schedule of essential works on the premises within 2 years i.e. by end of December 2023.	Property
	2.1.5.2	Undertake reactive sportsfield renovation works	100		Autumn sports field renovation works were completed in April in preparation for the winter sport season (24.6ha) Over Sow Rye Grass (2,000ton), Fertilising (9,340kg) Turf Replacement (10,000m2)	Parks & Open Space
2.1.6 We are a healthy community with access to active recreation and health education	2.1.6.1	Collaborate with Office of Sport to contribute to positive regional outcomes, planning and grants opportunities	100		Council has engaged with the Office of Sport on an ongoing basis throughout the year, which has been evidenced by Bayside's recent success in the Multi-Sport Community Facility Fund 2021-22. Both projects including the Barton Park Sporting Precinct and Scarborough Park Tennis Court Facility Upgrade will provide an ongoing catalyst for continued collaboration with the Office of Sport.	Sports & Recreation

	2.1.6.2	Conduct minimum of 4 Food handling Workshops with food shops across our Local Government Area.	100		Four food handling workshops were held in 2022. 80 businesses were represented at the workshops. The workshops were held on the following dates: - 7 June - Eastgardens - 8 June - Rockdale - 21 June - Rockdale - 24 June - Eastgardens	Compliance & Certification
	2.1.6.3	Continue to liaise with sports groups and associations	100		Council have maintained ongoing and rigorous communication with Bayside's local sporting clubs and associations. This has taken shape in the form of daily emails, phone calls, meetings and interactions between the Sport and Recreation Team and key stakeholders across the sector. There has been a strong focus on grant support and inclusive practices around the development and improvement of sporting infrastructure.	Sports & Recreation
	2.1.6.4	Research, promote and support active recreation, leisure and sporting activities and initiatives	100		Council has successfully delivered a range of activities aimed at promoting participation in active and passive recreation across Bayside. In response to COVID-19 the Sport and Recreations Team were focused on providing residents with information for safe and compliant participation in active and passive recreation and the interpretation of legislation relating to public health.	Sports & Recreation
	2.1.6.5	Support the improvement of the sporting facilities across the LGA	100		Council has successfully delivered a range of projects responsible for the improvement of recreational and sporting facilities across the LGA. Details of the completed projects are contained in the Annual Report.	Sports & Recreation
	2.1.7.1	Investigate sponsorship opportunities for event provision	100		COIVD-19 has impacted events and corporate businesses that would normally sponsor Council events. However Council has been successful in obtaining significant grant funding to deliver two events - the one-off Streets Alive Festival	Communications & Events




					in Brighton and Australia Day Celebrations at Botany Pool.	
Strategic Direction - 2.2: We are unified and excited about the future						
Delivery Program Strategy	Code	Operational Plan Action	Progress	Status	Progress comment	Business Unit
2.2.1 Community leadership is developed and supported	2.2.1.1	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	100		Attend regular workshops and forums to identify gaps in services and develop strategies to address these gaps.	Community Life
2.2.2 We are all included and have a part to play in the city	2.2.2.1	Research, Develop and implement a recruitment inclusion strategy and action plan.	0		To be developed as part of the Workforce Strategy for 2023 including employee value proposition, actions from the Disability Inclusion Plan and EEO Management Plan.	Business Transformation
Strategic Direction - 2.3: We benefit from technology						
Delivery Program Strategy	Code	Operational Plan Action	Progress	Status	Progress comment	Business Unit
2.3.1 Council engages with us and decision making is transparent, and data driven	2.3.1.1	Councillors utilise social media to engage with the community	100		Councillor induction, following the local government elections in December 2021, included appropriate use of Social Media platforms as outlined in Councils Governance Framework. Councillors are bound by the Code of Conduct and Social Media policy where they have created their own profiles.	Executive Services
	2.3.1.2	Develop and maintain the 'Talking Bayside' Community Panel	100		Talking Bayside continues every Tuesday online to discuss engagement matters and provide a forum for community to connect with Council engagement projects.	Community Life
	2.3.1.3	Engage the community through a variety of methods as outlined in Council's Communication & Community Engagement Strategy	100		While COVID-19 has impacted in person engagement, alternate pathways such as online and digital engagement methods have been utilised. We added online interactive engagement to our suite of	Community Life

					engagement methods which has increased our reach by 125%.	
	2.3.1.4	Ensure all documents are produced in accordance with Council's image and branding	100	●	Council's Graphic Designer continues to ensure all council documents are produced in accordance with the Bayside Style Guide.	Communications & Events
	2.3.1.5	Improve community engagement at Council events	100	●	Engagement opportunities have been available at Council events for Australia Day and the Brighton Festival.	Community Life
	2.3.1.6	Undertake community engagement & research activities to support the review of the new Community Strategic Plan	100	●	Engagement used a combination of online survey, telephone survey and in person pop up activations. Community Strategic Plan is now adopted by Council.	Community Life
2.3.2 Technological change has been harnessed and we are sharing the benefits	2.3.2.1	Enhance our digital platforms	100	●	We have enhanced our digital platforms with service improvements and increased use of our Web site during COVID-19. Our cyber security is constantly under review to help keep us cyber safe. Customers can lodge developments directly through our direct integration with NSW Environment and Planning office. Our staff can action requests to provide improved responses by remote access and mobile applications that can be accessed from any location.	Information Technology
	2.3.2.2	Implement a Social Media Strategy including policy; framework and content management approach across all platforms	0	●	Council's Social Media Policy and Strategy will be reviewed in 2022/23.	Communications & Events
	2.3.2.3	Publish Council's events calendar - providing quarterly updates to the community	100	●	Not published as Council's event program was constantly pivoting due to changing COVID-19 Public Health Orders.	Communications & Events
	2.3.2.4	Develop and commence the implementation of new 3-year ICT Strategy and IT improvement program	100	●	Our Information Technology Strategy has been updated and adopted. The key initiatives in the strategy have been agreed by management with a roadmap for delivery from 2022 through to 2024 with new outcomes for customer service and business efficiencies.	Information Technology

	2.3.2.5	Plan, source and maintain a diverse range of physical and on-line library collections and resources that support our community's educational and recreational needs	100		A wide range of physical library materials, including print materials, audiobooks, CDs and DVDs, were purchased. Newspapers were reintroduced into libraries. A range of ebooks, eaudiobooks and emagazines. were made available via <i>BorrowBox</i> , and <i>OverDrive</i> . Members of the CALD community have been assisting the library in the selection of items in other languages via the online voting service.	Customer Experience
2.3.4 We can access information and services online and through social media	2.3.4.1	Continue to implement the Bayside Website Strategy with priority on the optimisation of online transactional	100		Website content was reviewed and updated regularly. Performance was reported on a quarterly basis to the Executive Committee.	Executive Services
	2.3.4.2	Implement online services and smart forms for the community	60		The Online Services Program continues to move forward with the delivery of the proof-of-concept phase of the project. this will see the first phase (5 services) delivered, showcasing to the organisation and community what they can expect from the project. this has been an important phase in the project to determine technical requirements, feasibility and risks/ issues that may have inhibited the wider rollout of services. through this phase, Council is confidently moving forward with the wider rollout, in a structured and well-planned manner through 2022/23.	Business Transformation
	2.3.4.3	Improve online presence on Social Media	100		Council's presence on Social Media continues to grow. During COVID-19 the likes and followers flourished, however, as things return to normal the growth has slowed which is only natural. Our aim to ensure a steady growth of meaningful followers.	Communications & Events
	2.3.4.4	Maintain accurate property register to reflect changes	100		Property information updated as notification of new plans are registered	City Infrastructure

		to registered strata and deposited plans				
	2.3.4.5	Produce newsletters (quarterly), media releases, e-newsletters (monthly) to inform the community about Council	100		Council continues to produce media releases as required, as well as a fortnightly e-newsletter and a quarterly printed community newsletter. All media enquiries are responded to in a timely manner.	Communications & Events

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


Strategic Direction - 3.1: Our waste is well managed						
Delivery Program Strategy	Code	Operational Plan Action	Progress	Status	Progress comment	Business Unit
3.1.1 I can reduce my waste through recycling and community education	3.1.1.1	Co-partner with pharmacies to safely dispose of medical sharps	100		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 at 27 pharmacies across 17 Bayside suburbs.	Waste & Cleansing Services
	3.1.1.2	Implement Councils Waste Avoidance Resource Recovery Strategy (WARRS) 2030 + Action Plan.	100		Council continues to design and implement strategies, procedures, program and initiatives that work towards goals set out in the Waste Avoidance and Resource Recovery (WARR) Strategy 2030. In 2021/22, Council was nominated for 8 Keep Australia Beautiful Sustainable Cities awards that included: Circular Economy Award, Recycled Organics Award, Waterways and Marine Protection Award, Community Spirit and Inclusion Award, Habitat and Wildlife Conservation Award, Litter Prevention Award, and Resource Recovery & Waste Minimisation Award. Council has awarded one Highly Commended Award and was a Finalist for the Overall Metropolitan Council Sustainable Cities Award In 2021/22, Council applied for and was successful in obtaining a \$1.3M organics collection grant with the NSW EPA to roll out organics bins in the former Rockdale City Council area by 2024. This will harmonise this service across Bayside.	Waste & Cleansing Services
	3.1.1.3	Implement initiatives that assist in reducing waste going to landfill.	100		Council works closely with the NSW EPA, SSROC, and industry specialists to ensure Council's landfill diversion targets are met.	Waste & Cleansing Services

					<p>This includes the use of alternate waste technologies within a circular economy, where up to 40% of our garbage (food scraps and garden waste) is turned into a compost and applied to a mine site for soil rehabilitation. Additionally, approximately 90% of the material in our recycling bins is processed to be used in new products. Additionally, Council provides up to 22 annual community recycling drop off events where approximately 160 tonnes of accepted materials are sent to specialist recyclers for processing, including: metals, whitegoods, e-waste, green-waste, cardboard, clothing, toner/cartridges, batteries, expanded polystyrene; and tyres.</p> <p>Council's sustainable procurement initiatives includes entering into processing contracts that assist in higher diversion rates, such as the recycled mattress contract where 11,000 mattresses are recycled.</p>	
	3.1.1.4	Inform residents about Councils Domestic Waste and Clean Up programs (via electronic and print media)	100	●	<p>Council designed, printed, and distributed the 2022 Clean Up, Waste and Recycling Calendars to over 65,000 households. The annual digital Waste Guide was launched on Council's website at the start of July 2021. Hardcopies were also printed and provided to Council's Customer Service for residents access.</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>As of 30 June 2022, there have been 26,064 downloads of the Bayside Waste Services App which is an increase of 23% (21,161 in 2020/21), with 54.5% android and 45.5% apple users.</p> <p>Council's Waste and Recycling website content also continues to receive</p>	Waste & Cleansing Services







					<p>extensive traffic, as one of the most viewed areas of Council's website. Each year, there are over 200,000 views of this content.</p> <p>Additionally, Council interacts with the community regularly on social and print media in relation to service information.</p>	
	3.1.1.5	Program and offer waste education programs to all primary schools and at 6 community events per annum	100	●	<p>in 2021, Council continued its partnership with Keep Australia Beautiful (KAB) NSW and offered primary schools within Bayside a wide range of waste education modules. 2,929 students participated in numerous modules from 10 schools, over 25 days, raising awareness of the impacts of litter and waste related solutions. Council's alliance with the Sydney Regional illegal Dumping Squad in 2021/22 included eight (8) operational programs that involved community engagement and education.</p> <p>Additionally, Council delivered twelve (12) waste related community information sessions, events, and workshops in 2021/22. This included multi-language sessions to six (6) different community groups.</p> <p>Council also boosted its social media waste education engagement with 50 social media posts in 2021/22.</p>	Waste & Cleansing Services
	3.1.1.6	Provide an effective public place litter bin program	100	●	<p>Council conducts town centre and public place litter bin collections daily. Council manages over 900 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</p>	Waste & Cleansing Services

					diverted from making its way into our waterways or remaining in amongst the sand or the adjacent parkland. 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 significantly, resulting in an estimated 253,000 butts collected for recycling in 2021/22.	
	3.1.1.7	Seek funding through the NSW Environment Protection Authority's "Waste Less, Recycle More" Waste and Resource Recovery Initiative.	100	●	Several programs and initiatives have been designed, implemented and/or reviewed in 2021/22, with funding approved and provided by NSW EPA for Sydney Regional Illegal Dumping (RID) Squad membership; Community Sharps Collection Program and Community Recycling Drop Off Events. Council received \$184K in NSW EPA uncontested funding. In 2021/22, Council also received contested funding for illegal dumping infrastructure for \$118K. In late 2021, Council successfully applied for a \$1.3M organics collection grant to roll out garden organic waste bins to harmonise the service across the entire LGA, to take place in 2023/24.	Waste & Cleansing Services
	3.1.1.8	Undertake 22 annual recycling drop off events per year	100	●	Council has delivered all the scheduled community drop off events, except for 5 events that were cancelled from August to October as a result of COVID-19 restrictions.	Waste & Cleansing Services
	3.1.1.9	Undertake the management of essential waste and recycling services to over 62,000 households	100	●	The management of essential waste and recycling services to all households was provided in 2021/22, despite the challenges of COVID-19, public health restrictions, global supply chain issues and severe flooding that affected transport infrastructure. This was achieved courtesy of a well-conceived Council designed Essential Services Continuity Plan,	Waste & Cleansing Services

					improving social distancing protocols, increasing hygiene/sanitation measures and prioritising essential waste and recycling services. This included managing services, during a challenging and complex period, such as: garbage, organics, recycling kerbside bin collections, bulk bin collections, kerbside and on-site clean up services, public place bin collections, community recycling drop off events, and community waste education and regulation.	
3.1.2 Illegal Dumping is a thing of the past	3.1.2.1	Ascertain hotspots through mapping and analysing reported incidents of illegal dumping	100	●	Council continued and updated a thorough analysis of known 'hotspots' determined by street and suburb, utilising an automated heat-map and Business Intelligence technology created by Council's customer requests via phone, email, walk-in and/or Council's waste app. This program guides the successful relocation of multiple CCTV solar powered trailers to data supported known 'hotspot' areas as required.	Waste & Cleansing Services
	3.1.2.2	Investigate incidents of illegal dumping and enforce compliance	100	●	2,620 reports of illegal dumping were investigated by Council and/or the Sydney Regional Illegal Dumping (RID) Squad in 2021/22. Council and RID continue to conduct operations, targeting hotspot areas, providing educational information in letter boxes, engaging the community, and installing education/deterrence signage. This program resulted in 102 clean-up notices, 1 court appearance, 94 official cautions, 62 penalty notices, and 3 prevention notices, with a combined \$28,320 in financial penalties issued in 2021/22.	Waste & Cleansing Services
	3.1.2.3	Maintain the contaminated land management and recording system through the development process	100	●	Assessment of contamination issues in relation to Development Applications and Planning Proposals is implemented by Council.	Strategic Planning



	3.1.2.4	Remove and dispose of illegally dumped materials throughout the LGA within Service Level Agreement timeframes	100		The program has been delivered in alliance with Regional Illegal Dumping Squad (RID) with all requests investigated and collected by Council, or those responsible for the offence. In 2021/22, Council and/or RID investigated 2,620 instances of illegal dumping.	Waste & Cleansing Services
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Strategic Direction - 3.2: We are prepared for Climate Change





Delivery Program Strategy	Code	Operational Plan Action	Progress	Status	Progress comment	Business Unit
3.2.1 Our city is prepared and able to cope with severe weather events	3.2.1.1	Finalise Bayside West Floodplain risk management study	100		Council is reviewing the existing Floodplain Risk Management Studies and Plans for four catchment areas to create one consolidated plan. The four catchments are Bardwell Creek and Wollie Creek, Bonnie Doon, Spring Street, Muddy Creek and Scarborough Ponds and Sans Souci. Flood mitigation measures to reduce the risk of flooding are currently being tested for Council consideration.	Strategic Planning
	3.2.1.2	Implement Botany Bay Foreshore Beach Flood Plain Risk Management Study and Plan	100		The Plan has been completed and Council is now identifying options for implementation.	Strategic Planning
	3.2.1.3	Implement Stormwater & Flood Management Strategy	50		An Implementation Plan is being prepared for Council consideration in late 2022	Strategic Planning
	3.2.1.4	Undertake Bonar Street Stormwater Project - Stage 2	40		Project due for completion December 2022	City Projects
	3.2.1.5	Undertake Stormwater Drainage Rehab and Renewal Program	100		City Projects continue to implement stormwater improvements on their projects.	City Projects
3.2.2 Waterways and green corridors	3.2.2.1	Carry out turf maintenance of approx. 333 parks and reserves and approx. 150	100		374 parks and reserves maintenance carried out at approx. 1 every 2-4 weeks 150 lineal kilometres of grass verges maintenance carried out at approx. 1 every	Parks & Open Space




are regenerated and preserved		lineal kilometres of grass verges			8 -10 weeks 90 Pensioner properties mowing maintenance carried out at approx. 4 per year 85 Pensioner verge mowing maintenance carried out at 1 per month. All turf maintenance has been very difficult over the past 6 months given the highest rain falls record in Sydney's history. While there may have been delays at times in delivering the scheduled service due to the inclement weather council has managed to provide the community with fit for purpose facilities	
	3.2.2.2	Continue to work with Sydney Water to identify opportunities for stormwater management in Dominey Reserve	100	●	Council continues to liaise with Sydney Water to identify modelling of scenarios for Dominey Reserve.	Strategic Planning
	3.2.2.3	Improve the tree canopy across LGA by undertaking tree planting in public domain & open space	100	●	At the conclusion of 2021/22 Parks & Open Space have contributed an additional 3025 trees to improve Bayside's Tree Canopy. A ratio of 3:1 for trees replaced/removed. Council has coordinated and installed 187 trees for Mother's Day under the GoC grant at 5 different locations throughout the LGA. Parks were: Botany Golf Course/John Curtain Reserve/Silver Jubilee/Tindale Reserve/Scott Reserve. Very successful event with the Mayor and Councillors, amazing efforts from Team Leaders and crew.	Parks & Open Space
	3.2.2.4	Maintain all garden areas on council assets within LGA	100	●	Monthly programmed maintenance schedule conducted on Gardens within Parks, Reserves, Playgrounds, Streetscapes and Town Centres across the LGA. Formative pruning conducted on hedges and plantings as required by mobile landscape maintenance crews. Weed control, mulching, watering, fertilising and litter removal conducted.	Parks & Open Space

					Replacement planting for non-establishment, missing or garden re- furbishment requirements conducted when necessary.	
	3.2.2.5	Manage and maintain all trees within LGA	100	●	Customer Relationship Management (CRM) reports are now inspected, and work orders created and issued to crew via iPads for actioning. As a result contractor management has dramatically increased. 3,595 CRMs were received: Removals totalled 336 - D/A removals - 229 - Tree Permits removals - 349 - Total tree removals - 914 Trees replaced under D/A - 1,096 Total trees acquired from Bayside nursery 1,929 Total trees replaced - 3,025 Ratio of 3/1 for trees replaced/removed	Parks & Open Space
	3.2.2.6	Prepare an implementation plan for the adopted Water Management Strategy	50	●	An Implementation Plan is being prepared and due for consideration by Council in late 2022	Strategic Planning
	3.2.2.7	Protect and restore the health of waterways and wetlands through planned Gross Pollutant Traps (GPTs) inspection and cleaning program	100	●	Unseasonal rain has contributed to a higher than typical waste yield from Council's GPTs, with two new GPT installations this financial year (Spring Street Arncliffe and Sybil Lane Brighton Le Sands. 63 GPTs serviced both routinely and reactively has resulted in the removal of over 330t of litter, sediment and vegetation from waterways within the LGA	City Works
3.2.3: We increase our use of renewable energy	3.2.3.1	Develop ESD policy and targets for council facilities	100	●	Consideration being given to ESD targets in the context of Net Zero Emissions targets and Resilient Sydney project.	Strategic Planning
	3.2.3.2	Installation of water and energy efficiency initiatives in community and administrative buildings	100	●	City Projects have implemented water and energy efficient solutions where possible for all community and building upgrades.	City Projects
3.2.4: We understand	3.2.4.1	Actively contribute to initiatives that support	100	●	Council has been actively involved in the Resilient Sydney Steering Committee and	Executive Services






climate change and are prepared for the impacts		resilience transformation and raised resilience-awareness in our community			the Resilient Sydney user group. A dashboard rollout was done to various Council officers to raise awareness and build understanding of Bayside's sustainability initiatives and data to inform decision-making on environmentally sustainable measures and practices.	
	3.2.4.2	Finalise the Bayside Environmental Strategy	100		An Action Plan for the Environmental Strategy is being prepared for Council consideration. The Strategy will be utilised as background evidence base.	Strategic Planning
	3.2.4.3	Implement the community sustainability program via events and workshops	0		The Community Sustainability program of events was limited due to COVID-19 restrictions.	Strategic Planning

Theme Four - In 2030 we will be a prosperous community








Strategic Direction - 4.1: Local housing, employment and business opportunities are generated						
Delivery Program Strategy	Code	Operational Plan Action	Progress	Status	Progress comment	Business Unit
4.1.1 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	4.1.1.1	Prepare and finalise Bayside DCP amendments	100		A DCP amendment was endorsed by Council for Rockdale Town Centre, which supports amendments to the Bayside Local Environmental Plan 2021 (BLEP 2021) to realise housing opportunities within Rockdale Town Centre.	Strategic Planning
Strategic Direction - 4.2: Opportunities for economic development are recognised						
Delivery Program Strategy	Code	Operational Plan Action	Progress	Status	Progress comment	Business Unit
4.2.1 Major employers support/partner with local small business	4.2.1.1	Administer Local Area Funds	100		Oversight of the Local Area Funds is being implemented.	Strategic Planning
	4.2.1.2	Develop an economic development strategy to enhance economic activity across Bayside	20		Economic data is now available via <i>Bayside Spend Mapp</i> to support economic development strategies. The Vacancy Audit is scheduled for Q2 2022/23, to inform economic development strategies. A Business Development Specialist and a Project Officer have been engaged to progress strategy and relationships with businesses.	Community Life
Strategic Direction - 4.3: The transport system works						
Delivery Program Strategy	Code	Operational Plan Action	Progress	Status	Progress comment	Business Unit
4.3.1 We can easily travel around	4.3.1.1	Advocate for improvements in transport	100		Council has made submissions to state agencies in relation to major infrastructure projects including the	Strategic Planning

the LGA - traffic problems and gridlock are a thing of the past					Sydney Gateway, the M6 motorway and the Botany Rail Duplication as well as active transport projects including new and updated cycling infrastructure such as the Principal Bicycle Network.	
	4.3.1.2	Finalise the Bayside Employment and Economic Development Strategy to identify opportunities for activation of local areas	90		An Action Plan will be reported to Council in 2022. The Strategy will also be reported as it forms the evidence base.	Strategic Planning
	4.3.1.3	Implement the Road Safety Program with annual matching funding from NSW Roads and Maritime Services	10		Council is exploring a potential funding strategy to resource the Local Government Road Safety Program with TFNSW.	City Infrastructure
	4.3.1.4	Undertake Traffic Committee projects	100		All allocated traffic committee projects have been completed and capitalised.	City Projects

Strategic Direction - 4.4: Transparent & accountable governance






Delivery Program Strategy	Code	Operational Plan Action	Progress	Status	Progress comment	Business Unit
4.4.1 Ethical Governance	4.4.1.1	Administer Bayside Council's Traffic Committee	100		Monthly Bayside traffic committee reports have been completed and actions arising from them actioned as required.	City Infrastructure
	4.4.1.2	Deliver Councillor Induction Program	100		Following the Local Government Elections in December 2021, Councillors received a comprehensive induction program both through the Office of Local Government and with in-house workshops.	Executive Services
	4.4.1.3	Develop an audit plan and report on internal audits undertaken.	100		Audit Program approved and quarterly progress reports provided to the Risk & Audit Committee	Governance & Risk
	4.4.1.4	Develop and Implement a new Internal Audit Charter	100		Internal Audit Charter approved by Council and implemented.	Governance & Risk
	4.4.1.5	Effectively manage Council's enterprise risk management framework	100		Strategic and operational risks regularly reviewed and reported to Risk & Audit Committee	Governance & Risk
	4.4.1.6	Establish and implement the Information & Data	10		Council's adopted IMT Strategy sets the new roadmap for the development of Information Management Guidelines in	Governance & Risk








	Management Governance Strategy			2023. It has endorsed the current Information Management & Governance Strategy as an important element in the review of Information Management (including data governance).	
4.4.1.7	Implement the Archival & Disposal Record Strategy	100	●	Archival and Disposal Record Strategy developed with Off-Site storage provider. Agreed Plan is being implemented and progress being monitored.	Governance & Risk
4.4.1.8	Implement the recommendations from the Fraud & Corruption Prevention Report	100	●	Agreed Audit Recommendations implemented and reported.	Governance & Risk
4.4.1.9	Maintain, co-ordinate and support Council's Committee system	100	●	Four new Council Committees established in February 2022. All Council Committees and Working Parties managed in accordance with requirements under their respective Terms of Reference.	Governance & Risk
4.4.1.10	Manage & coordinate the delivery of all IPR documents and reports	100	●	New IP&R suite of documents approved by 30 June 2022 including Community Strategic Plan: Bayside 2032, Delivery Program 2022-2026, Operational Plan & Budget 2022/23, and Resourcing Strategy.	Governance & Risk
4.4.1.11	Provide information access proactively and/or in a timely manner	100	●	Formal and Informal Access to Information Requests dealt with in accordance with Council Policy and Procedures.	Governance & Risk
4.4.1.12	Review and develop the contractor management framework including an ongoing corporate training program	60	●	A Contractor Management Guide has been developed and endorsed by Executive. General training needs to be developed by L&D for staff that manage contracts at Council.	Procurement & Fleet
4.4.1.13	Review and test Council's Business Continuity Plans	100	●	Business Continuity plans reviewed, updated, and approved. IT Business Continuity Plan (BCP) element tested.	Governance & Risk
4.4.1.14	Review and test Council's IT Business Continuity Plan	100	●	Disaster Recovery Simulation was completed in November	Information Technology









	4.4.1.15	Review key governance policies following Local Government Election	20		Local Government Elections postponed to December 2021 and therefore review of policies for new Council term extended to December 2022.	Governance & Risk
	4.4.1.16	Support the Local Government Election process	100		Local Government Elections held on 4 December 2021. Statutory requirements completed and Council supported as required the NSW Electoral Commission, who managed the elections for Council.	Governance & Risk
	4.4.1.17	Transition to a new Audit, Risk & Improvement Committee	100		The NSW Government has delayed the release of mandatory guidelines on the establishment of the Risk Management and Internal Audit Framework for local councils. Council has renamed the Committee to Audit, Risk and Improvement Committee, appointment new members to the Committee and adopted a revised Committee Charter consistent with the draft guidelines and current legislation.	Governance & Risk
	4.4.1.18	Undertake Councillor Professional Development	100		The newly elected Councillors have been offered a range of professional development opportunities with a particular emphasis on the mandatory induction training. They have access to operational training as requested.	Executive Services
	4.4.1.19	Undertake GM briefing session with Councillors to ensure strategic thinking and effective decision making	100		The GM Briefing Sessions have transitioned to Council Information Sessions that are held on a regular basis if and when required.	Executive Services
4.4.2 High Standards of Customer Service	4.4.2.1	Deliver a program of organisational service reviews	100		This action was completed through the planning, discovery and delivery of business improvement projects such as online services, Smart CCTV Network implementation, WHS Technology implementation, business intelligence reporting and strategy development	Business Transformation
	4.4.2.2	Deliver IT support - hardware, software and systems	100		IT services have been delivered out of GOV DC on a continual basis. Services were maintained through COVID-19 isolation and during return to office.	Information Technology

					Personal computing devices have been refreshed and deployed through an ongoing program to avoid any disruption to business and customer service. Internal customer satisfaction levels have been maintained.	
4.4.2.3	Develop & Implement a Customer Experience Strategy	100		●	The Customer Service Strategy project has been completed. The project kicked off in July 2021. The timeline was interrupted by the Pandemic lockdowns. Community engagement shifted online via surveys and workshops and was completed in November 2022. The Customer Service Strategy and action plan, Customer Service Policy and Customer Service charter have been drafted. These were informed by the outcome of community engagement, operational analysis and benchmarking with other Councils and industry best practice. The draft documents will be submitted to Council for adoption in September 2022. The Customer Service Strategy and Customer Service Charter will be shared with the community once adopted by Council.	Customer Experience
4.4.2.4	Implement business improvement initiatives across the organisation	100		●	Continuing on from the first half of 21/22 the Business Improvement Team have worked to continue implementing business improvement initiatives across a number of delivery program projects including; CRM Review Phase 1 & 2, Smart CCTV trial, LPR trial rollout, a number of strategies (e.g. Customer Service Strategy, IT Strategy and Library Strategy) supported by Business Improvement and Online Services. Across the 20 projects currently supported and driven by Business Improvement, every relevant Manager and Director is involved in ensuring the project will meet the	Business Transformation



				needs of improving the business for our customers.		
	4.4.2.5	Improved response to public enquiries & requests relating to traffic and parking issues	100	●	The response times have been improved despite a long-term shortage of staff within the team and a huge workload arising from federal funding projects.	City Infrastructure
	4.4.2.6	Provide flood level advice to the community	100	●	Flood advice is provided to the community accurately and in a timely manner	Strategic Planning
	4.4.2.7	Provide responsive customer service (counter, call centre, customer requests and complaints)	100	●	Bayside continues to provide responsive customer service via phones, counter and customer requests during this 6month period. For the period of 1/1/22 to 30/6/22; - 42,874 calls offered to Customer Service Contact Centre with a low abandoned call rate of 15%. Over 70% of calls were resolved at first point of contact. The top 3 phone categories were: 1. Waste; 2 Rates; 3. Development - Council received 8617 counter enquiries. The Top 3 counter enquiries were: 1. Rates; 2. Development; 3. Animal Registrations - Council received and processed 18,982 Customer Requests - 16,942 (90%) were completed during this period. The top 3 categories were: 1. Illegal Parking; 2. Council Tree; 3. Illegally dumped rubbish.	Customer Experience
4.4.3 Skilled Staff	4.4.3.1	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.	100	●	Policy and framework have been updated in consultation with SafeWork NSW who provided feedback that we are now at best practice. Absenteeism is being substantially reduced by proactive management in-house and with external rehab providers, as well as closer involvement by management team and providing and encouraging suitable duties.	Business Transformation

	4.4.3.2	Create a customer centric culture where all staff are providing a positive experience every time, for all of its customers	60		Created tailored customer service training. Delivered 3 customer service training workshops, 5 to be delivered between July - December 2022. 4 employees booked for local government customer experience conference. Bayside Intelligence CRM dashboard provides live information to Managers to encourage a proactive customer centric culture. This recently won a local government award.	Business Transformation
	4.4.3.3	Deliver an annual supplier and staff procurement education program	100		New Suppliers are provided an information pack email detailing Councils requirements with a particular focus on good governance requirements. Procurement systems and induction training has been undertaken for staff. Work is underway to develop and introduce an E-Learning portal for Procurement.	Procurement & Fleet
	4.4.3.4	Deliver leadership programs to develop current and future leadership capabilities and promote and encourage strong, driven and accountable leaders	100		Quarterly professional development delivered to Management team, Coordinator Forum developed and delivered, and emerging leader training program developed and delivered. Ongoing refresher training being delivered to emerging leader training graduates.	Business Transformation
	4.4.3.5	Develop and implement strategic actions as identified in the staff survey that will improve Council's culture and performance	75		Staff survey undertaken in December 2021 with the results and analysis provided to the Executive. Following this, report back sessions and focus groups will be held with staff, leadership and the Executive and an action plan developed based on the areas identified by the survey. Provider has commended Council on improvements achieved over two years with Council's focus on culture leading to results and improvements.	Business Transformation
	4.4.3.6	Develop Workforce Strategy and Plan that supports strong service delivery to the community	100		Workforce Management Strategy 2022-2026 reviewed and updated in conjunction with the Bayside Strategic Workforce Plan 2030.	Business Transformation


	4.4.3.7	Maintain a fully compliant payroll framework, including policy and procedures of identified processes	100		Payroll framework is compliant. An internal audit review has been completed and we are currently in the process of identifying policies and processes for further improvement.	Chief Financial Officer
	4.4.3.8	Review of identified human resources policies, procedures and forms that drives employee engagement and performance whilst ensuring consistent applications of terms and conditions	100		Policies reviewed or developed in the period include the COVID-19 Vaccination Policy, Talent Acquisition Policy, Remote Working Policy and Performance Planning & Review Policy.	Business Transformation
	4.4.3.9	Review the Bayside's Community History Collection and develop an improvement plan	100		An audit of the Local History physical and digital collection has been undertaken. Thousands of historical items, photographs, maps were inspected and assessed. An action plan has been developed to improve the storage, preservation, and public access to the Local History Collection. Implementation of the action plan will be undertaken during 2022-2023.	Customer Experience
	4.4.3.10	Review, research, develop and implement a work health and safety management framework to ensure that Council is compliant whilst driving a strong safety culture	100		WH&S management framework developed and implemented including technology solution. Council is legally compliant. Council's safety culture has vastly improved, however it is ongoing work to foster and maintain a strong safety culture.	Business Transformation
	4.4.3.11	WH&S inspections carried out in accordance with annual schedule, corrective actions identified, recorded and implemented	100		Schedule and process developed and commenced. WH&S led inspections undertaken during the year, and WH&S committee led inspections have now commenced.	Business Transformation
4.4.4 Strong Financial Management	4.4.4.1	Develop a strategy/council endorsed position leasing of golf courses - greater than 12 months	100		Council has established resolutions to grant golf courses (that are not operated directly by Council) agreements for a 5-year period.	Property
	4.4.4.2	Develop an advertising strategy (incl. Bus Shelter)	65		Council has developed a Property Strategy, which looks at income opportunities. In relation to Bus Shelters,	Property

		associated with the Property Strategy			Council is conducting a tender that explores existing and new bus shelter advertising sites.	
4.4.4.3		Ensure a timely completion of Council's audited financial statements	100		Council's financial statements were prepared and audited on time for 2020/21.	Chief Financial Officer
4.4.4.4		Establish an independent entity and board of management for Arncliffe Youth Centre	60		As of 1 July 2022, Submission still under assessment by OLG who have asked for updated and more detail on Five Year Budget Forecasts.	Property
4.4.4.5		Implement a new property management system and develop a new reporting framework	45		Property Management System is progressing - currently 45%. Project delays due to resource availability, understated integration requirements and business processes. Pending IMT resolution to formally hold the project until September 2022 to ensure key resource availability.	Property
4.4.4.6		Implement continuous improvement actions for internal financial reporting & financial operations	100		Council has implemented various improvements to internal financial reporting and operation including Investment, Payroll, Banking and credit card management, Balance sheet review and reporting processes.	Chief Financial Officer
4.4.4.7		Implement the rate harmonisation process	100		From 1 July 2021 Council commenced the introduction of a new rating scheme across Bayside. As agreed, this scheme is being introduced gradually, with rates reaching harmonisation by 2024/25.	Chief Financial Officer
4.4.4.8		Implement, monitor and review a new financial reporting framework	100		The new financial reporting framework has been implemented and continues to be reviewed to ensure it keeps pace with best practice.	Chief Financial Officer
4.4.4.9		Maintain procurement data analytics and reporting for strategic procurement decision making	100		Procurement & Fleet Data Analytics and Reporting in place.	Procurement & Fleet
4.4.4.10		Manage and review Councils Financial Position on a continual basis	100		Council continues monthly reviews to monitor and improve its Financial position and ensure compliance with accounting standards.	Chief Financial Officer

	4.4.4.11	Maximise return's on Council's investment portfolio to exceed benchmark	100	●	Council's investment portfolio currently exceeds the market benchmarks, and the investment are all compliant with Council's investment policy. In accordance with legislation monthly reports are provided to council that set out the Investment Performance against benchmarks, statement of bank balances and Schedule of investment.	Chief Financial Officer
	4.4.4.12	Process and administer Voluntary Planning Agreements	100	●	Process and administer Planning agreements completed for 2021/22	Strategic Planning
	4.4.4.13	Provide effective management of Council's fleet	100	●	Fleet Replacement Program in place and program for replacements developed for 2022/23	Procurement & Fleet
	4.4.4.14	Provide effective management of Council's stores	100	●	Stores operational for both Bexley & Botany. Stock take completed with minimal discrepancies.	Procurement & Fleet
	4.4.4.15	Provide procurement advice to the organisation to achieve best value procurement & community outcomes	100	●	Procurement provides the organisation specialist advice on available internal and external contracts, together with providing staff assistance and guidance in developing tenders and RFQ's that require market testing.	Procurement & Fleet
	4.4.4.16	Review and update the Long-Term Financial Plan	100	●	LTFP was adopted by Council in June 2022. Three scenarios were presented to Council, all of which highlighted high risk to long term financial sustainability and rolling forward a deficit. Action items to consider were presented such as review of property strategy and service revisions.	Chief Financial Officer
	4.4.4.17	Review Council's financial sustainability strategies to address infrastructure asset funding shortfall	100	●	Council has updated its LTFP with the latest asset management plans and briefed councillors (via briefing sessions and multiple written council reports) on the structural issues related to long term asset maintenance and renewal funding shortfalls and the growing backlog of works. Several strategies have been recommended to council to start addressing the structural budget issues	Chief Financial Officer

					and several actions are already in motion such as: - annual improvements to the operational budget being quarantined in an internally restricted reserve to fund future asset expenditure; - Implementing cost containment measures; and - property strategy. However, the quantum of the projected shortfalls still requires council to contemplate some form of revenue raising response soon or review its service model to significantly scale back operations to be able to prioritise and allocate existing funding towards infrastructure maintenance and renewals.	
	4.4.4.18	Undertake legislative financial management and reporting	100		We comply with legislative requirements including quarterly reviews and monthly reports provided to executive team.	Chief Financial Officer
Strategic Direction - 4.5: We are prepared for a sharing economy						
Delivery Program Strategy	Delivery Program Strategy	Delivery Program Strategy	Delivery Program Strategy	Delivery Program Strategy	Delivery Program Strategy	Delivery Program Strategy
4.5.1 Innovative businesses are supported to locate in Bayside	4.5.1.1	Facilitate programs to develop skills for current and future business owners	100		Council renewed our partnership agreement with Service NSW, providing free advice and support to business. A Business Development Specialist has been engaged. Council, as co-host, consistently promoted Bayside Enterprise Centre free and ticketed educational and training programs for business operators. Bayside Business 'Have your Say' digital platform was developed, providing	Community Life

					multiple resources to connect and support business.	
4.5.2 Local plans and regulations have kept pace with the sharing economy	4.5.2.1	Deliver effective and competitive Complying Development (CDC) and Construction Certificate (CC) Services.	100	●	Council has continued to promote its Certification Services. Applications remain steady despite a general contraction in the overall building industry. A 'shake up' of the Certification Industry by the NSW Building Commissioner has likely contributed to a greater interest in Council's Certification Services.	Compliance & Certification
	4.5.2.2	Implement new LEP/DCP in assessment of DAs	100	●	The new Bayside LEP, that came into effect on Friday 27 August 2021, provides one single source for planning information, including mapping, for zoning, heritage, building height and floor space ratios. The new Bayside DCP is still currently under review.	Development Services
	4.5.2.3	Investigate and implement opportunities to improve development assessment processing times and customer satisfaction for development applications	100	●	In 2021/22 the Development Assessment Teams achieved a 20% reduction in the median application determination timeframes to meet the target set by the NSW Government Public Spaces Legacy Program. Development Assessment also adopted a 'New Approach' policy to reduce determination times to reduce the number of amendments allowed to applicants and sets firmer timelines on waiting for additional information and amended plans to be submitted.	Development Services
	4.5.2.4	Report to the Department of Planning on the performance of the Bayside Local Planning Panel in regard to determination of Development Applications	100	●	Development Services provided feedback to Governance and the Bayside Local Planning Panel on outcomes of meetings and determinations. Quarterly Reports were provided to the Department of Planning Industry and Environment on the Panel functions.	Development Services
	4.5.2.5	Undertake Building Information Certificates assessments	100	●	Council undertakes the assessment of building information certification daily and assesses in accordance with the legislative requirements. Council has also developed standard checklists and	Compliance & Certification

					procedures. Council is receiving an increase in more complex BIC applications as Private Certifiers aim to regularise anomalies to enable finalisation of their work.	
	4.5.2.6	Undertake swimming pool inspections to ensure that all swimming pools are inspected within a 3-year period	100		Swimming pool applications received in this period have been assessed and inspections are in progress	Compliance & Certification

PART THREE



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 2021/22 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. 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 by 31 December each year for the reporting period being 1 September to 31 August.

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 31 August	3
The number of Code of Conduct complaints referred to a conduct reviewer	2
The number of Code of Conduct complaints finalised by a conduct reviewer at the preliminary assessment stage and the outcome of those complaints – referred to the General manager for resolution	1
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
The number of complaints being assessed but not finalised	2
The total cost of dealing with Code of Conduct complaints made about the Administrator and the General Manager in the reporting period, including staff costs.	\$6,490

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 income from the levy for 2021/22 amounted to \$12,254,000.

The following projects were funded through the Infrastructure Levy in the financial year.

Project	Amount funded by Infrastructure Levy \$
Playspace Renewal - Moorefield Reserve	8,361
Playspace Renewal - Studdert Reserve	182,920
Citywide High Priority Asbestos Actions Program	135,848
Gardiner Park All Weather Playing Field	32,375
Lady Robinson Beach Study	44,412
Bridges - Condition Audit	2,341
Beach Hut Dolls Point	50,517
Seniors & Community Centre - Accessible Toilet Upgrades	1,820
Playspace Renewal - Marinea Reserve	1,719
Playspace Renewal - Whitbread Park	9,745
Renewal of Rockdale Admin Building Roof, Lift and Air Con	2,488,609
Scarborough Park Central Field Rehab and Renewal	598,553
Bexley Town Centre	2,233,066
Road Pavement Testing and Design	13,542
Kyeemagh Community Centre Rehabilitation	279,287
Playspace Renewal - Shepherd Reserve, Bardwell Valley	162,212
Playspace Renewal - GB Holt Reserve	85,553
Playspace Renewal - Kookaburra Reserve	100,460
Playspace Renewal - Haig Reserve	122,000
Playspace Renewal - Flack Reserve	100,000
Playspace Renewal - Cook Park, Monterey	156,164
Playspace Renewal - Kingsgrove Memorial Park	170,916
Playspace Renewal - Peter Depena Reserve, Dolls Point	364,308
Playspace Renewal - Belmore St, Arncliffe	99,063

Project	Amount funded by Infrastructure Levy \$
Playspace Renewal - Evatt Park, Bexley	129,154
Demolition of Surplus Cricket Nets and Restoration	30,735
Gilchrist Park Cricket Net Renewal	8,713
Tonbridge Reserve Cricket Net Renewal	10,512
Increase Car Parking at Bexley	94,549
Picnic Shelters Renewal (3)	20,275
Rockdale Community and Civic Centre Renewal	5,162
LRCI Riverine Park fields	115,000
LRCI Arncliffe lookout safety fencing	41,765
Footbridge Barton Park Replacement	78,742
Riverside Drive Solar Lighting Renewal	3,397
Muddy Creek demolish fishing platform	20,169
Road Renewal - Slade Road	38,925
Road Renewal - Croydon Road, Bexley	125,029
Road Renewal - Chuter Ave, Monterey	2,000
Road Renewal - Burrows Street, Arncliffe	81,999
Road Renewal - Spring Lane, Arncliffe	16,000
Road Renewal -The Grand Parade, Ramsgate Beach	38,401
Road Renewal - King Street, Rockdale	33,943
Road Renewal - Wilkins Street, Arncliffe	38,898
Road Renewal - Parker St, Rockdale	43,394
Road Renewal - Carinya Avenue, Brighton le Sands	31,436
Road Renewal - Clelland Lane, Ramsgate	48,000
Road Renewal - Bayview St, Bexley Nth	112,000
Road Renewal - Austral St, Kogarah	110,404

Project	Amount funded by Infrastructure Levy \$
Road Renewal - Mill Street, Carlton	87,000
Road Renewal - Slade Lane, Bardwell Park	33,000
Overlay northern York St Carpark	66,180
Rockdale Town Hall Pergola Renewal	1,760
Playspace Renewal - Gardiner Park	443
Playspace Renewal - Valda Street Reserve	25,000
Playspace Renewal nature play Bexley Park	3,631
Bexley Oval Grandstand and change room renewal	10,000
Sandringham Seawall - Detailed Design	69,650
Bexley Road Court Design	44,696
Riverine Park Sewer Connection	30,922
Scarborough Park Tennis Courts – Detailed assessment &	50,000
Scarborough Park Cricket Nets	90,000
Bexley Community Centre - Site drainage and Remediate	22,211
Riverside Drive - Shared Path and Car Park Entry	82,485
TOTAL	9,339,373

Community Safety Levy

The Safer City Program contributes to Theme One of the *Community Strategic Plan: Bayside 2030* – In 2030 Bayside will be a vibrant place. 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	21/22
Graffiti	104,00	104,966	84,430	99,006	91,050	94,308	94,308	100,402	89,380	90,861	166,562
CCTV	59,000	4,949	44,076	33,546	145,400	59,135	50,255	72,343	41,277	51,205	44,499
Community Safety Coordination & education	161,000	136,480	128,826	152,400	150,550	133,763	119,237	135,649	104,277	116,168	26,646
Total	324,000	246,395	257,332	284,952	387,000	287,205	263,557	308,394	234,924	258,810	237,707

Local Government (General) Regulation 2021

Clause 132 Rates and charges written off for the period of 2021/22

Category	Amount \$
Rates abandoned (postponed)	0
Interest abandoned (postponed)	1,393
Rates & charges abandoned	20,316
Rates & charges Interest abandoned	1,724
Mandatory pension rebate	2,050,925
Small Balance	91
Total	2,074,449

Clause 186 Councillor professional development – July 2021 to December 2021

Event / Councillor Attendance	Awada	Barlow	Bezić	Curry	Ibrahim	Kalligas	Nagi	Macdonald	McDougall	Morrissey	Poulos	Rapisardi	Saravinovski	Sedrak	Tsounis
Mayoral Induction - September 2021													√		
NSW LG Conference (online session Mon 29 Nov 21)	√	√		√				√	√	√			√	√	√
48 General Manager Briefing Sessions were held and regularly attended by the Mayor and Councillors with: <ul style="list-style-type: none"> External Agencies Invited Consultants 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 186 Councillor professional development – December 2021 to June 2022

Event / Councillor Attendance	Awada	Barlow	Curry	Douglas	Fardell	Hanna	Jansyn	McDougall	Morrissey	Muscat	Nagi	Saravinovski	Sedrak	Tsounis	Werner
Professional Development (In-house)															
IT Technology Set Up and Awareness Training	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Council Meeting - Oath / Affirmation (Wednesday 5 January 2022)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Induction Program 2021-2024 Council Term															
Induction Program Session 1 (Saturday 29 January 2022)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
In-house – Introduction to IP&R framework & review of Council's Community Strategic Plan (CSP) – 16 February 2022	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Mayor and Deputy Mayor Induction Program (GM/Directors' presentation 24 Feb 2022)			√						√						
Professional Development (External presenter)															
LGNSW Councillor Induction Forum (online 10/11 or 11/12 January 2022)				√			√								√
LGNSW Mayoral Forum (8/9 Feb 2022)			√												
LGNSW Chairing and Effective Meeting Procedures for Councillors (17 Feb 2022)				√											√
LGNSW Executive Certificate for Elected Members 11/12 March & 8/9 April 2022 (over 4 days)															√
LGNSW Domestic Violence (14-28 March 2022) note - split over three, two-hour sessions				√											

Event / Councillor Attendance	Awada	Barlow	Curry	Douglas	Fardell	Hanna	Jansyn	McDougall	Morrissey	Muscat	Nagi	Saravinovski	Sedrak	Tsounis	Werner
LGNSW Social Media for Councillors (28 March 2022)				√											√
LGNSW Speed Reading (30 March 2022)				√											√
LGNSW Developing your Councillor Professional Development Plan (30 March 2022)					√										√
LGNSW Audit, Risk & Improvement Committee Training (31 March 2022)					√										
LGNSW Understanding Local Government Finances for Councillors (6 April 2022)				√	√										√
LGNSW Taxation considerations for Councillors (5 April 2022)				√											
LGNSW Planning 101 for Councillors (11 May 2022)					√										
LGNSW Code of Conduct for Councillors (12 May 2022)				√											
OLG Hit the Ground Running Webinars															
Councillors - Roles & Responsibilities (5 February 2022)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Councillors - Making the Most of Meetings (12 February 2022)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Councillors - Integrated Planning & Reporting (19 February 2022)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Councillors - Internal Audit (26 February 2022)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Councillors – The Governing Body & Financial Management of Councils (5 March 2022)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Councillors – Appropriate Conduct & Ethical Decision Making (12 March 2022)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√

Event / Councillor Attendance	Awada	Barlow	Curry	Douglas	Fardell	Hanna	Jansyn	McDougall	Morrissey	Muscat	Nagi	Saravinovski	Sedrak	Tsounis	Werner
Councillors – Working Together (19 March 2022)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Councillors – Metro Strategic Planning (26 March 2022)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Councillors – Local & Regional Strategic Planning (2 April 2022)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Councillors – Intro to Crown Land, Native Title & Aboriginal Land Rights (9 April 2022)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Councillors – Water, Make it your business (23 April 2022)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Councillors – Ongoing Professional Development (30 April 2022)	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Conferences															
NSW LG Conference (2 March 2022)		√		√				√					√		√
Waste Conference Coffs Harbour (May 2022)		√	√						√		√		√	√	√
National General Assembly (NGA) of Local Government Canberra (19-22 June 2022)			√				√			√				√	

Legend √ = Registered/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 (Updated February 2023)

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

Item	Amount
Mayoral Fee	\$83,114
Councillors Fee	\$431,083
Facilities & Expenses Breakdown	Amount
Dedicated office equipment to Councillor (including computers & mobile phones) (a1)(i)	\$51,526
Communication charges (including phone calls, facsimile and internet charges) (a1)(ii)	\$12,287
Seminars and conferences attended by Councillor (incl interstate travel) (a1)(iii)	\$37,029
Councillor/Mayor Induction Training and Councillor Professional Development Programs (a1)(iiiia)	\$18,240
Councillor other training and skills development (a1)(iv)	\$0
Interstate travel by Councillor while representing Council (a1)(v)	\$0
Overseas visits by Councillor while representing Council (a1)(vi)	\$0
Expenses of spouse, partner, or person accompanying a Councillor (a1)(vii)	\$0
Provision of care for a child or family member of a Councillor (a1)(viii)	\$0
Other expenses*	\$33,117
TOTAL	\$152,199.00

*Other expenses comprise, motor vehicle expenses (including charge for mayoral car), stationery, IT consumables, local travel, and meals.

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

Councillor	Equipment (a1)(i)	Communication & Internet (a1)(ii)	Conference (including, Travelling Accommodation) (a1)(iii)	Induction & Professional Development (a1)(iiiia)	Interstate & Overseas Travel (a1)(iv) & (v)	Training (a1)(iv)	Partner & Child Care Expenses (a1)(vii) & (viii)	Other Expenses	Total
Joe Awada	3,456	600	1,070	0	0	0	0	215	5,341
Liz Barlow	3,456	600	1,050	0	0	0	0	0	5,106
Ron Bezic *	0	300	0	994	0	0	0	0	1294
Christina Curry	3,456	600	5,618	1,624	0	0	0	36	11,334
Heidi Lee Douglas **	2,842	634	773	1,500	0	0	0	213	5,962

Ann Fardell **	3,662	300	0	950	0	0	0	238	5,150
Mark Hanna **	3,456	450	0	0	0	0	0	81	3,987
Tarek Ibrahim *	0	300	0	0	0	0	0	154	454
Jo Jansyn **	3,550	300	1,938	745	0	0	0	52	6,585
Petros Kalligas *	0	1,175	477	0	0	0	0	0	1,652
James Macdonald *	0	300	1968	0	0	0	0	0	2268
Ed McDougall	3,456	600	1050	0	0	0	0	0	5,106
Scott Morrissey	3,456	600	5,743	0	0	0	0	15	9,814
Jennifer Muscat **	3,456	692	0	0	0	0	0	15	4,163
Michael Nagi	3,456	600	1,944	0	0	0	0	0	6,000
Vicki Poulos *	0	706	0	0	0	0	0	133	839
Dorothy Rapisardi *	0	300	0	0	0	0	0	0	300
Bill Saravinovski	3,456	600	1,050	0	0	0	0	228	5,334
Paul Sedrak	3,456	1,377	2,033	0	0	0	0	500	7,366
Andrew Tsounis	3,456	803	6,023	0	0	0	0	0	10,282
Greta Werner **	3,456	450	6,292	4,727	0	0	0	180	15,105
All Councillors	0	0	0	7,700	0	0	0	31,057	38,757
TOTAL	51,526	12,287	37,029	18,240	0	0	0	33,117	152,199

Note: * June to December 21 ** December 21 to June 22

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), 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, other than:

- employment contracts (that is, contracts of service but not contracts for services)
- contracts for less than \$150,000.

Contractors Name	Description	Total Value Ex GST
Smada Electrical Services Pty Ltd	Jellicoe Park- Field Lighting	\$211,080
AFN Solutions Pty Ltd	Georges River 16ft Sailing Club CCTV installation	\$232,837
BELMADAR PTY LTD	Botany Aquatic Centre Stage 1- Adventure Waterplay	\$7,892,955

Contractors Name	Description	Total Value Ex GST
Ford Civil Contracting P/L	Barton Park Footbridge- Design & Construct	\$1,444,553
Floodlighting Australia Havencord P/L	Kyeemagh car park lighting	\$293,600
Stateline Asphalt Pty Ltd	RSP Eastlakes traffic works	\$420,281
Glascott Landscape & Civil P/L	Construction of Sir Joseph Banks Park Playspace	\$2,680,398
RELD Group Pty Ltd	Jellicoe Park Upgrades	\$167,185
Planet Civil Pty Ltd	LRCI Phase 2 - Footpath Construction	\$183,757
Planet Civil Pty Ltd	Rosebery Neighbourhood Centre	\$1,342,449
Sydney Arbor Trees Pty Ltd, Asplundh Tree Expert (Australia) Pty Ltd, Plateau Tree Service Pty Ltd, TreeServe Pty Ltd, Waratah Lawncare and Garden Management Pty Ltd, Active Tree Services Pty Ltd	Tree Maintenance Services (Panel Contract)	\$600,000
Stateline Asphalt Pty Ltd	Construction of refuge islands - Kogarah	\$515,998
Turf One Pty Ltd	Hensley Field All Weather Turf Replacement	\$686,530
Growth Civil Landscapes Pty Ltd	Construction of a regional playspace at Depena Reserve	\$1,015,993
Andrik Construction Group Pty Ltd	Pack B- Construction of 4 playgrounds	\$1,178,605
B & K Revegetation and Landscaping	Pack A- Construction of 5 playgrounds	\$1,125,221
Beasy Pty Ltd	F21/497- Construction of 5 playgrounds	\$1,125,221
Hayes Environmental Consulting, Kamen Engineering Pty Ltd, Durkin Construction Pty Ltd	Soil Testing, Geotechnical and Pavement Design Services	\$180,000
VBuilt Constructions	Brighton Baths Athletic Club- renewal	\$198,249
Pan Civil Pty Ltd	Safety Fencing - Arncliffe Reserve	\$596,665
Hawkesbury Valley Irrigation Pty Ltd	Scarborough Park Central Irrigation at Barton St, Monterey	\$592,191
Danthonia Designs	Fabrication & Installation of new Park Signs in LGA	\$354,515
The Globe Australia Pty Ltd t/a Globe Growing Solutions, Greenshed Pty Ltd t/a Living Turf, Greenway Turf Solutions Pty Ltd	Provision of Agricultural Products, Equipment & Services	\$225,000
Ixom Pty Ltd, Redox Pty Ltd, Roejen Services Pty Ltd	SSROC Supply and Delivery of Chemical and Associated Product	\$200,000
AFN Solutions Pty Ltd	Phase 1 of CCTV Network Upgrade at Bay Street	\$150,000
Green Options Pty Ltd	Riverine Park Playing Fields Renovation	\$784,795

Contractors Name	Description	Total Value Ex GST (\$)
Mack Civil Pty Ltd	Bonar Street Drainage Upgrade-Stage 2	\$6,262,533
Jeavons Landscape Architects	Sir Joseph Banks Park regional adventure playspace	\$190,550
Renewal of Cook Park Playground	Renewal of Cook Park Playground	\$153,413
EC Sustainable Pty Ltd	Waste Infrastructure Audit	\$195,000
Servicelink, Storm International Pty Ltd, TST Property Services P/L	Cleaning Services	\$801,702
AAPT	AAPT	\$960,000
Intellitek	Support and Maintenance Agreement	\$362,400
IQ3	Support and Maintenance Agreement	\$1,000,000
LG Software Solutions Pty Ltd	Support and Maintenance Agreement	\$180,000
Esri Australia Pty Ltd	Support and Maintenance Agreement	\$150,000
MobileCorp	Support and Maintenance Agreement	\$300,000
Database Consultants Australia	Support and Maintenance Agreement	\$150,000
The Somerville Group Pty Ltd	Support and Maintenance Agreement	\$330,000
iCognition Pty Ltd	Support and Maintenance Agreement	\$600,000
CommsChoice Pty Ltd	Support and Maintenance Agreement	\$180,000
Infor Global Solutions (ANZ) Pty Ltd, Databank Escrow Services Pty Ltd	Support and Maintenance Agreement	\$600,000
Technology One Pty Ltd	Support and Maintenance Agreement	\$1,500,000
Frontier Software Pty Ltd	Support and Maintenance Agreement	\$200,000
Evolve Housing Limited	Management of Affordable Housing Portfolio	\$393,750
Stateline Asphalt Pty Ltd	SSROC "Paving the Way" Road Re-sheeting & Services	\$ 2,062,000

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 – Nil

Compliance and Certification Matters

Name	Issues	State of progress	Result (if finalised)	Cost to date
Abbas Zein	L&EC Class 4 action Case No 2020/00135394 10 Oswell Street Rockdale	Ongoing		\$51,312
Abbas Zein	L&EC Class 4 action - Contempt of Court proceedings Case No 2020/00155394 10 Oswell Street Rockdale	Ongoing		\$7,379
Sandra Kelly	L&EC Class 4 action Case No 2022/61906 44 Garden Street Eastlakes	Ongoing		\$17,091
Raymond Kelly	L&EC Class 4 action Case No 2022/ 61907 40 Garden Street Eastlakes	Ongoing		\$14,879

Other Matters

Name	Issues	State of progress	Result (if finalised)	Cost to date
Kylie HILTON	Local Court appeal – 2 Dangerous dog Orders (Companion Animals Act 1998)	Finalised	Dangerous dog Orders dismissed Court Consent Orders issued	\$7,200
Name	Issues	State of progress	Result (if finalised)	Cost to date
TQM Design and Construct Pty Ltd	Defended EP&A Act Penalty Notice - Breach of Consent condition	Finalised	Matter withdrawn by Council	\$973
LTK Homes Pty Ltd	Defended EP&A Act Penalty Notice - Breach of Consent condition	Finalised	Offence proven Fined \$8,000 Professional costs awarded \$5,180	\$6,684
Big 8 Group Pty Ltd	Defended EP&A Act Penalty Notice – Breach of SEPP 64	Finalised	Matter dismissed	\$4,099
Goodman & Others	Supreme Court of NSW proceedings regarding the recovery of monies from misappropriation of funds resulting from ICAC Operation RICCO investigation	Finalised	Various judgement in favour of Council	\$133,595

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
Jehad Hijazi	L&EC Class 1 Appeal refused BIC 2022/2 Case No 2022/00097319 105 Ramsgate Road Ramsgate	Ongoing		\$15,703
ES Engineering and Design	L&EC Class 1 Appeal (x2) Refused DA and Refused BC Case No's 2020/00056722 and 2020/00056714	Ongoing		\$45,827
Hone Constructions	Class 1 Application LEC22/83424 30-34 High Street, Mascot	On-going		\$3,622.41
Iglu No.211 Pty Ltd	Class 1 Appeal LEC 2022/67026 13B Church Street & 6 and 8 John Street, Mascot	On-going		\$96,353
Chosen Group Development	L&E Class 1 Appeal No. 22/3190311 13 Gertrude Street, Wolli Creek	Finalised	Section 34 Agreement entered into	\$12,983
McDonalds Australia Limited	Class 1 Appeal No. 2022/27949 1581 Botany Road, Botany	On-going		\$43,438

Name	Issues	State of progress	Result (if finalised)	Cost to date
BC ats Botros & Morgan	Class 1 Appeal LEC 2021/00361979 9 Rhodes Street, Hillsdale	Finalised	Section 34 Agreement entered into	\$13,751.74
Tanana Corporations Pty Ltd	Class 1 Appeal LEC 2021/364757 39-43 Wollongong Road, Arncliffe	On-going		\$36,687.68
Oriled Holdings Pty Ltd	Class 1 Appeal LEC 2021/329688 3 Jullian Close, Banksmeadow	On-going		\$21,102.85
ES Engineering & Design	Class 1 Appeal LEC 2020/56714 53 Oliver Street, Bexley	Dismissed	Appeal Dismissed	\$45,827.74
Hatziandreou Holdings Pty Ltd	Class 4 Proceedings 336-340 Rocky Point Road, Ramsgate	Finalised	Section 34 Agreement entered into	\$5,916.57
Bill Zervos	Class 1 Court Appeal LEC 2021/68555 30 Firth Street, Arncliffe	Finalised	Section 34 Agreement entered into	\$49,021.52
Wei Liang Zhou & Biren	Class 1 Court Appeal 22 Dicken Avenue, Sandringham BIC-2022/14	On-going		\$734.91

Name	Issues	State of progress	Result (if finalised)	Cost to date
Wei Liang Zhou & Biren	Class 1 Court Appeal L&E No. 2022/115456 22 Dicken Avenue, Sandringham DA-2022/62	On-going		\$1,326
Legion Cabs (Trading) Co-Operative Society Ltd	Class 1 Court Appeal LEC No. 2020/242925 137A Princes Highway, Wolli Creek	Finalised	Appeal Dismissed	\$17,040
Yousseff Corp Pty Ltd	Class 1 Court Appeal LEC 2021/00011812 424-426 & 428 Rocky Point Road, Sans Souci	Finalised	Judgement and Court Orders issued	\$26,465
T & R Property Development (Gordon) Pty Ltd	Class 1 Court Appeal L&E No. 2020/00247781 24-26 High Street, Mascot	Finalised	Section 34 Agreement entered into	\$584
Standard Knitting Mills (Holdings)	Class 1 Court Appeal LEC No. 20/322660 40 Sir Banks Street, Botany	Dismissed	Appeal Dismissed	\$45,826
Aurora Design Pty Ltd	Class 1 Court Appeal LEC No. 2020/230648 16-20 Shaw Street, Bexley North	Finalised	Section 34 Agreement entered into	\$18,920
Tram Ngoc Thi Li	Land and Environment Court Case No.2022/00063515 63 Crawford Road, Brighton le Sands	On-going		\$1,684

Name	Issues	State of progress	Result (if finalised)	Cost to date
Friends of Gardiner Park Inc	Land and Environment Court for upgrades to Gardiner Park	Finalised	Judgement in favour of Council	\$158,170
Hatzitoulousis	Land and Environment Court Case No. 2020/000062675 26 Mascot Drive, Eastlakes	Finalised	Section 34 Agreement entered into	\$23,314
Joseph Samia	Land and Environment Court Case No. 2020/95696 1449 Botany Road, Botany	Finalised	Section 34 Agreement entered into	\$2,747
St Mary's and St Mina's Coptic Orthodox Church	Land and Environment Court LEC 2020/254301 339-377 Forest, Road Bexley	Finalised	Section 34 Agreement entered into	\$68,751

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

During 2021-22 Council distributed a range of financial assistance to the community, including a special allocation of COVID-19 Connect Grants as part of a broader relief package of financial assistance to support residents and businesses experiencing financial hardship.

Community Grants

Council's Community Grants program recognises the important role local community groups, clubs and organisations play in the provision of community, cultural and leisure programs. Funded activities will aim to create a more socially inclusive community that engage people of all ages and backgrounds.

Small Grants:

These grants support the purchase of equipment or resources for activities and events. This year small grants supported the 50th birthday celebrations of Pagewood Senior Citizens Centre, equipment for counselling and waiting rooms at the Deli Women and Children's Centre, and archival storage equipment for St George Historical Society.

Seeding Grants:

These grants establish innovative programs and services that are new to Bayside. Eligible activities include new approaches to increasing community participation in an existing service, trialling new programs, or expanding services into the Bayside area.

This year seeding grants supported Advance Diversity Services implement a series of art classes aimed at LGBTIQ+ seniors and the Botany Family and Children's Centre establish a bi-monthly Fathering Project.

COVID-19 Connect Grants:

These grants were part of a suite of financial relief measures and provided an additional \$50,000 in community grant funding to support service providers transition their services to online, digital platforms, or with the costs associated with the need for additional staff labour.

COVID-19 Connect Grants supported 11 organisations, including Integricare to purchase devices, SIM cards and staffing costs, Bayside Women's Shelter with additional devices and monitors for staff, and Uniting Church with emergency food relief.

Donations Program

Council periodically receives requests for one-off donations for individual pursuits or community group activities. Council considers requests for General Donation in the following categories:

- Youth representation: high performing or achieving youth who are representing their community at national or international events.
- Seniors Groups: a one-off donation of up to \$500 to eligible seniors' groups to offset the cost of providing social, leisure and wellness activities to older people in Bayside.
- General donations: applications which do not meet the above criteria but can demonstrate a need for essential emergency support for people affected by a significant event causing human suffering, and for which there is no alternate funding source.

Fee Waivers

Council considers applications from non-profit community organisations for waiver of fees associated with venue or facility hire. In 2021-22 a total of 19 applications were approved, representing waiver of fees for hire of community halls, sporting fields and parks.

Activities for which waiver of fees was approved included ANZAC Day events in Council parks, the Penny Marathon annual fun run, and hire of community halls for community choir, music, seniors, and church groups.

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

Grants, Donations and Fee Waivers		2021/22
Community Grants	Small Grants	\$33,478
	Seeding Grants	10,000
	COVID-19 Connect Grants	48,850
General Donations		183,433 (incl Bint Jbeil)
Fee Waivers	Community Halls, facilities	21,982
Fee Waivers	Sporting fields and parks	10,318
Total		298,975

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.

Bayside Business Enterprise Centre

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

Bayside Floodplain Risk Management Committee

This Committee has several 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 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 several initiatives were implemented against Council's EEO focus areas.

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 has broadened our recruitment advertising on platforms such as "Mob Jobs" to encourage a diverse pool of applicants from EEO target groups.
- Council has expanded our trainee, apprentice, 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 complements and enhance our EEO commitment. Council has also renewed and consulted on or Disability Inclusion Action Plan.

Focus Areas 2, 3 and 4:

- Several 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, including our 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.
- Council participates and recognises NAIDOC week events and encourages staff participation to foster greater understanding and inclusivity.

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

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

Item	Amount
Salary	378,867
Termination payments	-
Council's contribution to superannuation	39,839
Other payments	-
Non-cash benefits	16,004
Fringe benefits tax paid	21,526
Total Package	456,236

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	1,094,156
Termination payments	-
Council's contribution to superannuation	96,353
Other payments	-
Non-cash benefits	47,581
Fringe benefits tax paid	73,764
Total	1,311,854

Clause 217 (1) (d) Total number of persons who performed paid work

On Wednesday 25 May 2022 the total number of the following:

- the number of persons directly employed by the council: **685 staff**
 - on a permanent full-time basis **544 staff**
 - on a permanent part-time basis **61 staff**
 - on a casual basis, and **29 staff**
 - under a fixed-term contract **46 staff**
- the number of persons employed by the council who are "senior staff" for the purposes of the *Local Government Act 1993* **5 staff**
- the number of persons engaged by the council, under a contract or other arrangement with the person's employer, that is wholly or principally for the labour of the person, and **31 persons**
- the number of persons supplied to the council, under a contract or other arrangement with the person's employer, as an apprentice or trainee. **3 persons**

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	\$1,362,211
Expenditure	\$586,430

The funds were used of the following activities:

Drainage Maintenance	250,000.00
Building Stormwater Maintenance	50,000.00
Binnamitalong Gardens Bush Regeneration	4,500.00
Gardiner Park All Weather Playing Field Drainage	117,625.00
Floodplain Risk Management Study	30,388.00
Stormwater Asset Condition Investigation	63,496.86
Stormwater Renewal under Booralee Park	70,420.00

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 208 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

\$118,569 was generated in animal registration and fines income which was put towards the \$345,108 for companion animal management and control, being \$157,691 for (Sydney Dogs and Cats Home) pound services, \$187,417 for (St George Animal Rescue) contracted animal seizure / impounding, and \$252,566 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 regarding 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 COVID-19 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 70 dogs and 193 cats were received by the Pound for this reporting period. Of these, 62 or 89% of dogs and 9 or 5% of cats were reunited with their owners. Further, the Pound continues their successful re-homing program for pets with 7 or 10% of dogs and 83 or 43% of cats re-homed during the year.

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

\$118,569 was generated in animal registration and fines income which was put towards the \$345,108 for companion animal management and control, being \$157,691 for (Sydney Dogs and Cats Home) pound services, \$187,417 for (St George Animal Rescue) contracted animal seizure / impounding, and \$252,566 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 May 2022 after extensive community engagement with people with disability, carers and families as well as Council staff.

A Lunch and Learn webinar focused on dementia, featuring Dementia NSW and aimed at providing information for family and carers of people with dementia.

During Seniors Week in April 2022 information sessions about My Aged Care were held for Bayside residents, their families and carers.

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 considering operational requirements.

Council's Flexible Work Policy was updated to provide greater scope for employees to work from home.

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, which is also available to immediate family members.

Disability Inclusion Act 2014

S13 (1) Report on Implementation

Disability Inclusion Action Plan – Progress Report

The Disability Inclusion Action Plan 2017-2021 was reviewed and updated in accordance with the Disability Services Act. A new Plan was adopted by Council in May 2022 for the period 2022-2026. The Plan was developed following extensive consultation with people with disability, their families and carers, along with disability service providers in the Bayside LGA.

The Plan's key focus areas are:

- Liveable Communities
- Systems and Processes
- Employment
- Positive Community Attitudes and Behaviours

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's commitment to building liveable communities has seen a number of achievements in this key focus area, including::

- Council installed a new playground at Studdert Reserve with wheelchair-accessible features for inclusive play
- Depena Reserve Playground was upgraded to an all abilities playspace providing options for people of all ages and abilities. Funding was provided by the NSW Government through the *Everyone Can Plan* programme. (see pic of aerial drone pic)
- Wheelchair accessible picnic table and drinking fountains together with inclusive pod swings were installed at Whitbread and Bona Parks, a wheelchair accessible carousel was installed at Cook Park to provide inclusive play options for people who use wheelchairs.
- Toilet facilities were upgraded to Universal Access Toilets at Pagewood and Ramsgate Senior Citizens' Centres and at Arncliffe Coronation Hall.
- Height adjustable desks installed at Rockdale and Bexley North Libraries to accommodate people of all abilities.

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 to contribute to 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 and supporting teams.
- Council provides workplace adjustments and arrangements for our staff with disability. Council also has a Preventing Workplace Bullying, Harassment & Discrimination Policy.
- Council has joined the St George and Sutherland Dementia Alliance to promote Bayside as a dementia friendly community

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 UserWay widget has been added to Council's Have Your Say website to enhance accessibility of the website content, and the National Relay Service and Telephone Interpreter Service are promoted on every page of the Have Your Say website.
- Hard copy Engagement Kits are provided upon request as Council's commitment to providing information in alternate formats for those who require it.
- Council continued to support the Browse Aloud feature on our website.
- The virtual Town Hall webinars offered to the community during COVID19 featured Auslan interpretation for people with hearing impairment.
- Lunch and Learn webinars offered to the community during COVID19 lockdown had designated days to community wellbeing and promoting good mental health.
- Library participation in Australian Library Information Association training on website and social media accessibility.

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.

- Council partnered with several disability service providers to host an All Ability Art Market which enabled people with disability to sell their wares and promote their goods. This was held to celebrate International Day of People with Disability. This collaboration resulted in at least one individual artist holding her own stall at Council's Streets Alive Festival, a whole community event held as part of the NSW Government's Street Festival programme. (see first two pics)
- A special webinar was held on 30 November 2021 to celebrate International Day of People with Disability to promote awareness of disability inclusion in Bayside.
- Bayside Libraries participated in the Community Connector program along with other councils which promotes meaningful library access and engagement, along with education on disability inclusion.
- Inclusion of stories featuring disability into a regular children's Library program, Storytime.
- Council supported Sydney Multicultural Community Services to hold an art program for people with mental health issues. (see picture of butterfly)



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 2021/22. 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-F19/680	DA-2019/319	<p>Public benefit outcomes:</p> <ul style="list-style-type: none"> Annual Monetary Contribution for the duration of the Term of \$22,166.70 + CPI 5% of the annual display time allocated to Council to advertise Council events and community information 	<p>Bishop Outdoor Advertising Pty Ltd (Developer)</p> <p>Geoffrey William Keato, -Landowner</p> <p>Arthur Leslie Robinson-Landowner</p>	119 Robey Street, Mascot	13/01/2022	Executed
PA-F18/740	DA-2019/386 DA-2020/296 DA-2020/303 DA-2020/408 DA-2021/1 DA-2021/261 DA-2021/368	<p>Public benefit outcomes:</p> <ul style="list-style-type: none"> Dedication of 45 Affordable Housing Units (AHU's), with a total of 100 bedrooms. Embellishment and dedication to Council of no less than 16,995 sqm of public open space and embellishment and public access easement over no less than 3,131 sqm of publicly accessible open space Dedication of public roads Monetary contribution of \$23,900,000 (GST exclusive), over three payments Monetary contribution that was part of the BATA I Planning Agreement but was not realised due to the 	<p>Karimbla Properties (No. 39) Pty Ltd (Developer)</p> <p>Meriton Properties Pty Ltd (Guarantor)</p>	128-130 & 150 Bunnerong Rd, Pagewood	28/10/2021	Executed

		<p>development payment trigger being deferred to the BATA II development which consists of \$2,478,000 indexed in accordance with CPI from 2 March 2018.</p> <ul style="list-style-type: none"> • Payment of equivalent local Infrastructure contributions (s7.11) 				
PA-F20/165	MP09_0146	<ul style="list-style-type: none"> • A \$1,550,000 staged Monetary Contributions to Council to be applied towards upgrades to or establishment of new community facilities or public spaces within a 2km radius of the Land at the discretion of the Council. • a \$3,000,000 staged Monetary Contributions to Council to be applied towards Affordable Housing at the discretion of the Council. • Developer to carry out road upgrades being a roundabout between Evans Avenue and Racecourse Avenue, Eastlakes 	<p>Crown Eastlakes Developments Pty Ltd (Developer)</p> <p>Crown Eastlakes Pty Ltd (Landowner)</p> <p>Stateland East Pty Ltd (Landowner)</p> <p>Stateland BKK Pty Ltd (Landowner)</p>	19A Evans Avenue	30/06/2021	Executed
PA-F20/705	DA-2019/398	Dedication of 250 sqm of land, free of cost to Council as shown on the Land Reservation Acquisition Map - Sheet LRA_006 of the Bayside Local Environmental Plan (LEP) 2021 for the purpose of a future north - south laneway.	<p>Eastern Pacific Design Construct Pty Ltd (Developer)</p> <p>Tascam Pty Ltd (Owner One)</p> <p>Rocky Point Road Development Pty Ltd (Owner Two)</p>	262-270 Rocky Point Rd, Ramsgate	3/03/2021	Executed
PA-F18/1155	<p>DA-2017/1140</p> <p>DA-2017/1141</p> <p>DA-2017/1142</p> <p>DA-2018/1135</p> <p>DA-2018/1183</p>	Monetary contributions to Council, on a sign by sign basis, to be used by Council towards Public Purpose transport and traffic matters.	oOh!media Fly Pty Ltd	40-54 Baxter Road, Mascot	20/03/2019	Executed

PA-F15/224	Awaiting DA	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-F14/410	Awaiting DA	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-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-F17/91	DA-09(131) DA-09(155) DA-10(103)	dedication and embellishment of part Lot 10, 11, 12 DP1137430 for the purpose of road widening and road connection between Ossary Street and Coggins Place, Mascot.	Paul, Stephani, Norman & Katina Giannikouris (Giannikouris) Paul Leslie Mulholland, David Barry Mulholland & Eric Allen Robinson (Mulholland)	34-38 Kent Road, Mascot	20-Jan-10	Finalised
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	Finalised

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	Finalised
PA-F17/90	DA-08(287)	Monetary contributions, construction of footpaths and undergrounding cables	Goodman	185 O'Riordan Street, Mascot	18-Sep-14	Finalised
PA-F17/107	DA-08(115).02	Land dedication for road extension	Kostas	1153-1155 Botany Rd, Mascot	31-Jan-14	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	Awaiting DA	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-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

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 Bearded 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 to 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 247 inspections were undertaken of swimming pool barrier fences for the reporting period. Of this, there were:

- 0 inspection required of tourist and visitor accommodation, due every 3 years
- 6 inspections required of premises with more than 2 dwellings, due every 3 years
- 166 inspections resulted in issuance of a certificate of compliance
- 75 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 948 requests for information in this reporting period. 95 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 continued to receive 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 95 formal access applications (including withdrawn applications but not invalid applications). All the 95 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	Total	% of Total
Media	0	0	0	0	0	0	0	0	0	0%
Members of Parliament	0	0	0	0	0	0	0	0	0	0%
Private sector business	11	0	0	1	0	0	0	1	13	14%
Not for profit organisations or community groups	0	0	1	0	1	0	0	0	2	2%
Members of the public (application by legal representative)	10	1	0	6	0	0	0	0	11	12%
Members of the public (other)	62	0	0	4	0	1	0	2	69	73%
Total	83	1	1	5	1	1	0	3	95	
% of total	87%	1%	1%	5%	1%	1%	0%	3%		

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

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

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn	Total	% of Total
Personal information applications*	0	0	0	4	0	0	0	0	0	0%
Access applications (other than personal information applications)	75	0	1	5	1	0	0	3	86	91%
Access applications that are partly personal information applications and partly other	7	1	0	0	0	1	0	0	9	9%
Total	83	1	1	5	1	1	0	3	95	
% of total	87%	1%	1%	5%	1%	1%	0%	3%		

*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)	95
Decided after 35 days (by agreement with applicant)	1
Not decided within time (deemed refusal)	1
TOTAL	95

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	0		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	0		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	0
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 \$611,167.

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

Phone **1300 581 299 | 9562 1666**

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

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