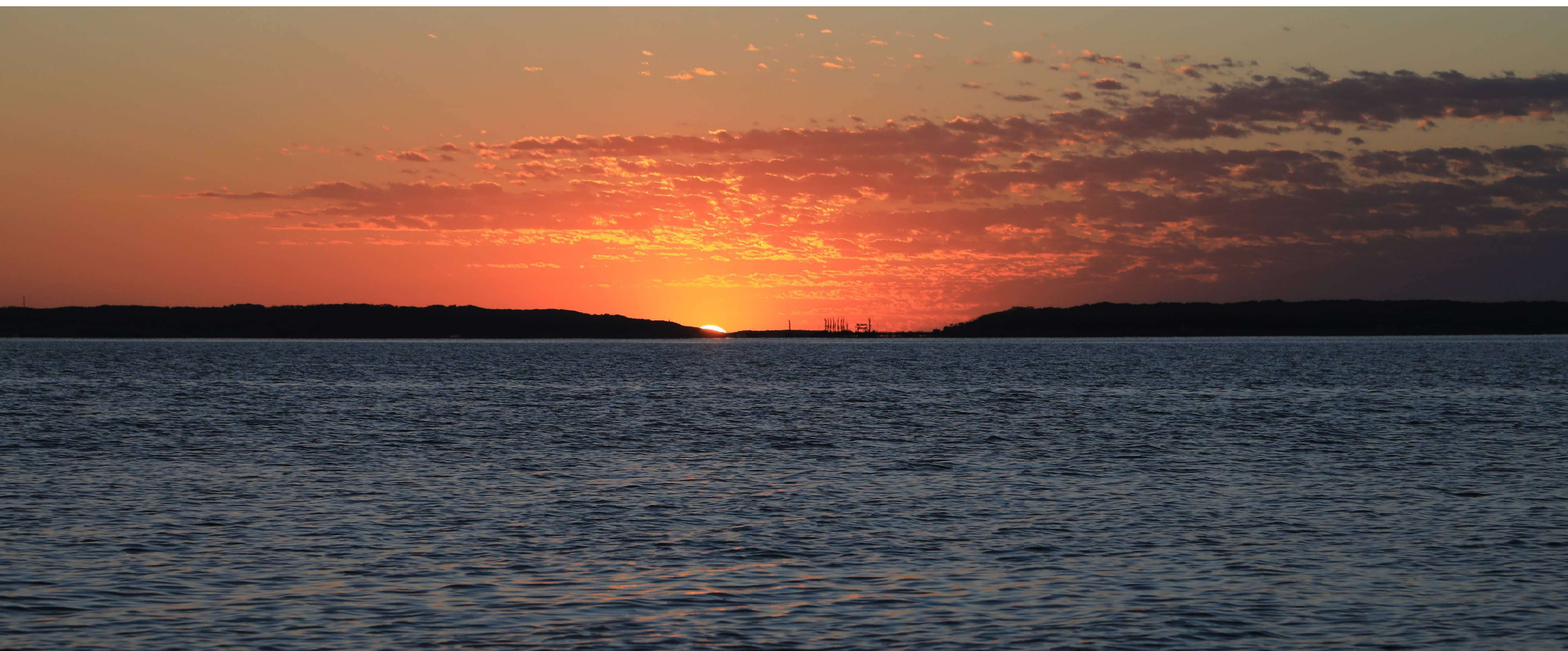




Annual Report

2022/2023



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





Message from the Mayor

Councillor Bill Saravinovski
Mayor Bayside Council

It's been another very busy and productive year for Bayside and I am incredibly proud of all that Bayside Council has been able to deliver for our community in 2022/23.

My goal during my time as a Councillor has always been to work for our residents to build a better Bayside. We continue to make good progress in this regard. Some of the highlights during the last financial year include the numerous wonderful improvements to our outdoor spaces and also the many community events that are now back in full swing. Our calendar of key events is now better than ever, and our aim is for us to engage every member of our community.

It is also pleasing to see that our community continues to grow, with over 176,000 residents, Bayside will keep expanding and we expect our population to be over 212, 000 by 2036. We have many different cultures in our local government area, with over 48 percent of our residents born overseas. Our great variety and diversity of cultures add to the richness of our area and when combined with our parks, reserves and beautiful foreshore, I truly believe there is no better place to live.

I am incredibly proud to have been re-elected as your Mayor. It is indeed an honour and a privilege to represent the people of Bayside. I also wish to sincerely thank our previous Mayor Dr Christina Curry for her leadership and dedication over the last two years.

Of course, none of this would be possible without the great work of the staff at Bayside Council. My thanks to our General Manager, the Directors and every single member of the team.

Cr Bill Saravinovski
Mayor

About Bayside

Bayside is a young Council with a future filled with promise.

Bayside extends from Bexley, Kingsgrove, and Carlton in the west to Banksmeadow, Hillsdale, Pagewood, Daceyville and Rosebery in the east. It also encompasses Wolli Creek and Turrella in the north, Rockdale, Mascot, Botany, Sydney Airport and Port Botany down to the coastal communities of Brighton Le Sands, Ramsgate, Dolls Point and Sandringham in the south.

The Council has five wards.

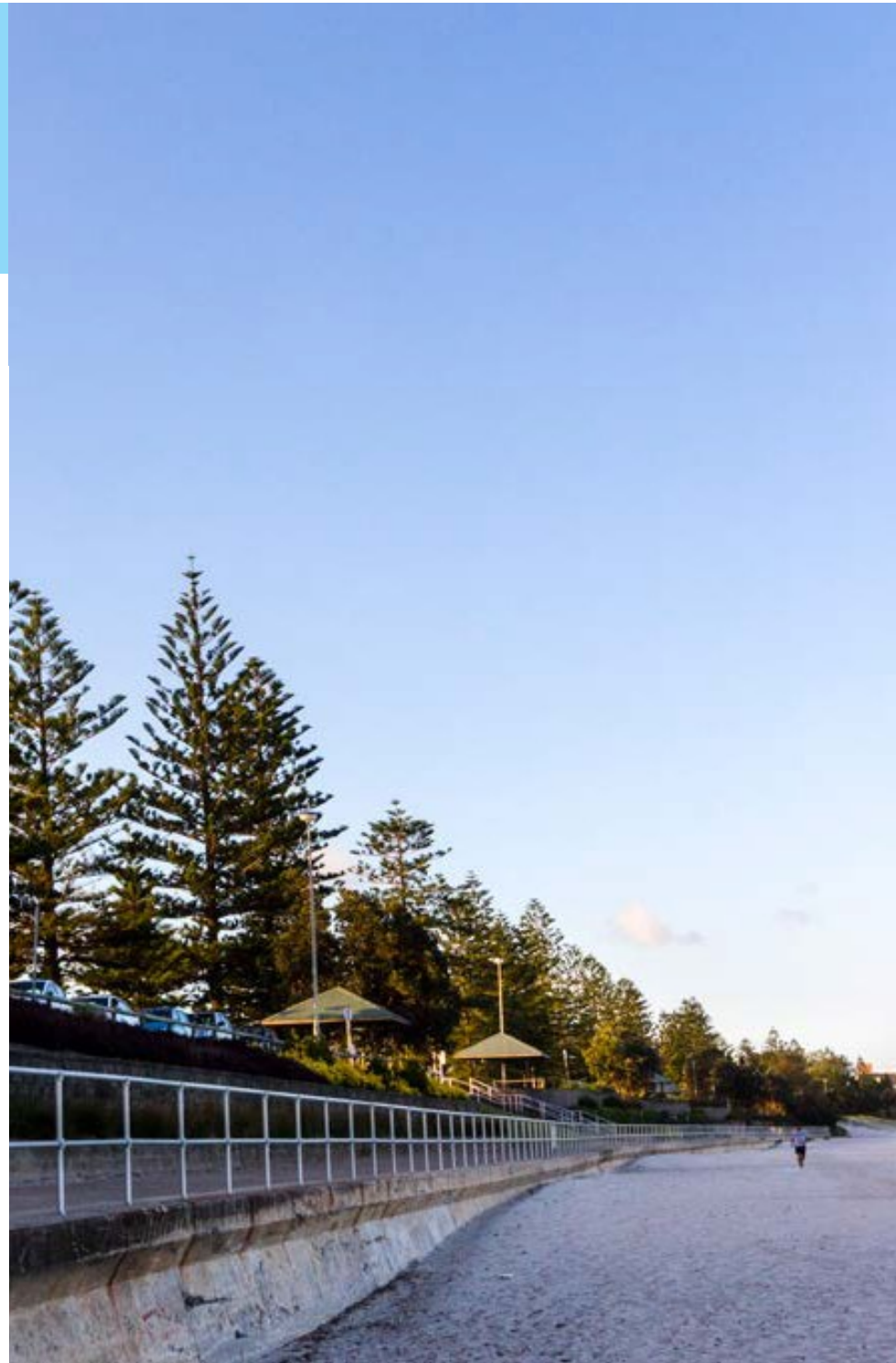
Central to the area is the logistics hub of NSW. The area is of international significance as key infrastructure located within Bayside enables people to travel around the globe and to Australia. Goods arriving at our ports are transported right around the country. Our local economy will mature as innovation and growth occurs as part of the State's economy.

Bayside surrounds Botany Bay with eight kilometres of beach and parkland open for passive recreation to locals and visitors alike.

Bayside is well served with public transport with two main train lines and several busy bus routes.

Our significant wetlands provide important corridors for native flora and fauna, as well as places for our community to engage with natural surroundings.

Bayside Council provides significant sporting and recreation facilities, delivering access to a wide range of sporting clubs and associations.



Bayside @ a Glance

Total Assets	\$2.3 billion
Budget	\$200 million
Aquatic Centres	2
Childcare Centres	11
Libraries	7
Visitors to our libraries	422,844
Library community sessions	785
Customer Requests	32,490
Customer calls	67,486
Sealed Roads	370 km
Kerbs & gutters	690 km
Drainage pits	8,048
Bridges	42
Paved footpaths	638
Playing fields maintained	47.68 ha
Parks & reserves	339



Trees planted	2,700	Recycling drop off events	22
Waste Services to households	67,847	Waste App Downloads	30,838

Our Community

The Bayside Local Government area is home to a diverse community, from Australia and all over the world.

The Bayside Local Government Area is a Refugee Welcome Zone.

Council has made a commitment to:












- Welcome refugees into the community
- Uphold human rights of refugees
- Demonstrate compassion for refugees
- Enhance cultural and religious diversity in the community

Council has a community profile, for more detail information about our community,

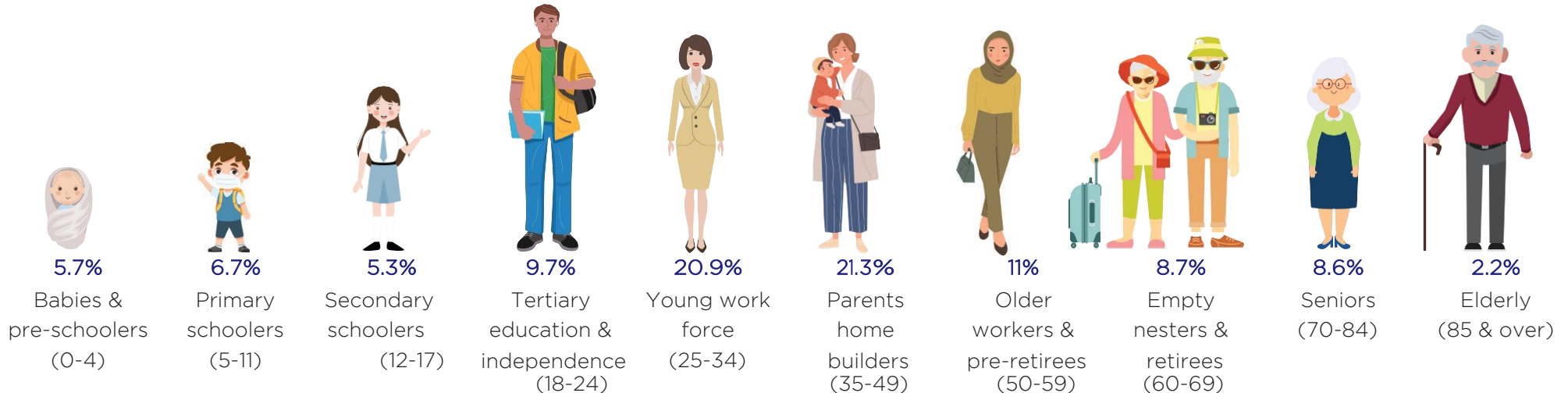
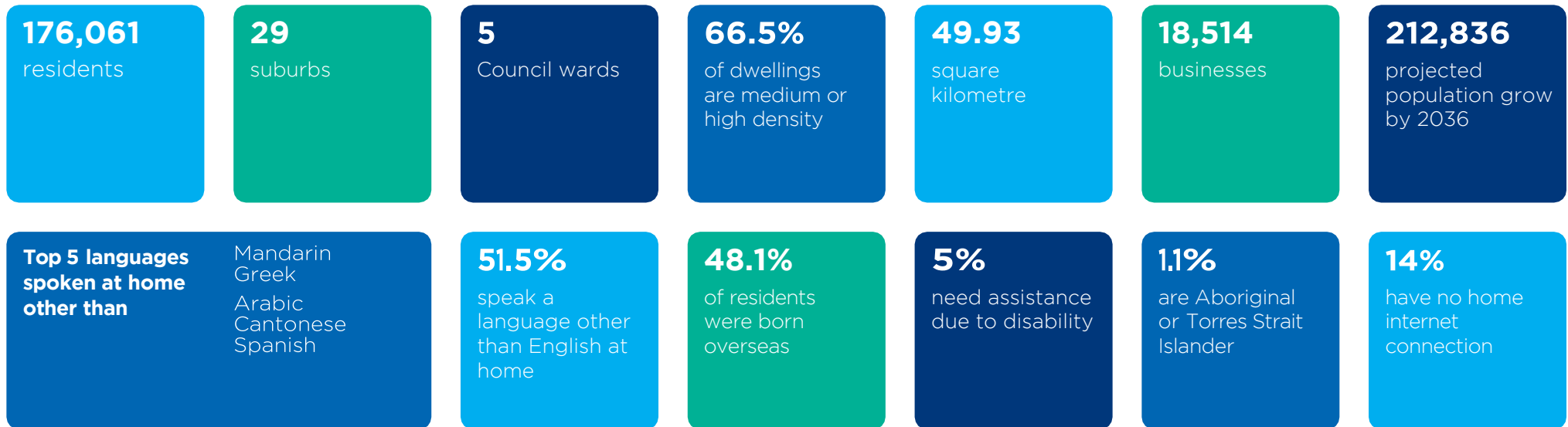
Visit www.profilid.com.au/baysidensw



Languages spoken in Bayside other than English:

	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 Demographics



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 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.

The power of local government is controlled by Acts of State Parliament such as the Local Government Acts.

Local councils are concerned with matters close to our homes, such as building regulations and development, public health, local roads and footpaths, parks and playing fields, libraries, local environmental issues, waste disposal, and many community services.

These tasks would be difficult for a state government to manage because they are local issues. Councils can deliver services adapted to the needs of the community they serve.

Local government areas vary greatly in size and character.

There are 128 Local Government Areas in NSW. A local council area may be called a City, Municipality or Shire Council.



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.

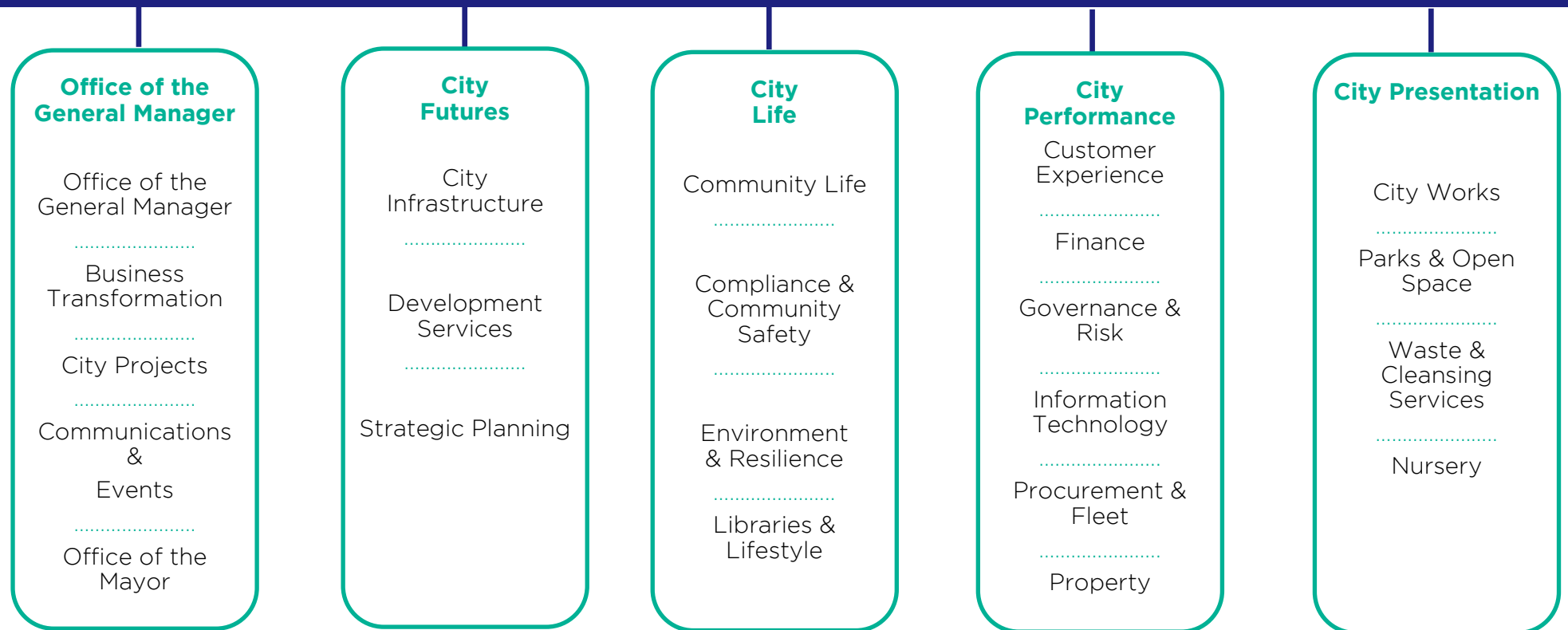


We go above and beyond- delivering an outstanding customer experience every time.

Organisational Structure

Council

General Manager



Reporting

This report is for the period 1 July 2022 to 30 June 2023. It includes the achievements of Council in implementing the 2022/23 Bayside Operational Plan as well as the statutory information required by clause 217 of the Local Government (General Election) Regulation 2021, 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).

Audit Risk & Improvement Committee

The Audit Risk & Improvement 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.

Committee Structure

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

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.

Bayside Traffic Committee

The Committee considers the merit for proposals and ensures that they meet current technical guidelines. It comprises officers and external local experts established under the instrument, *Delegation to Councils - Regulation of Traffic under the Transport Administration Act 1988*.

Your Councillors (as at 30 June 2023)

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



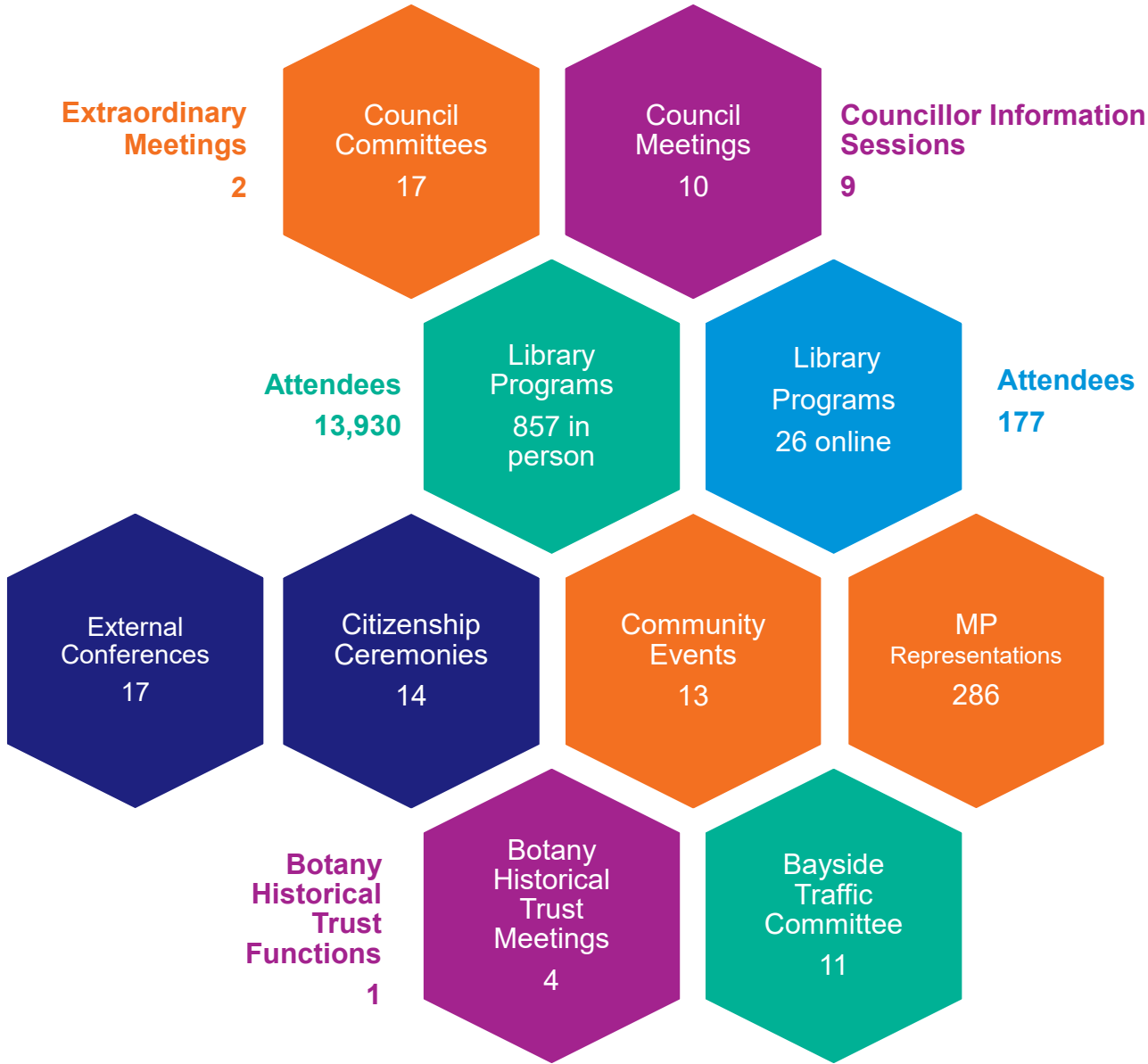
Mark Hanna
Councillor



Paul Sedrak
Councillor

* At Council's meeting of 20 September 2023 Councillor Saravinovski was elected Mayor and Councillor Awada was elected Deputy Mayor

Councillor Activity



PART TWO

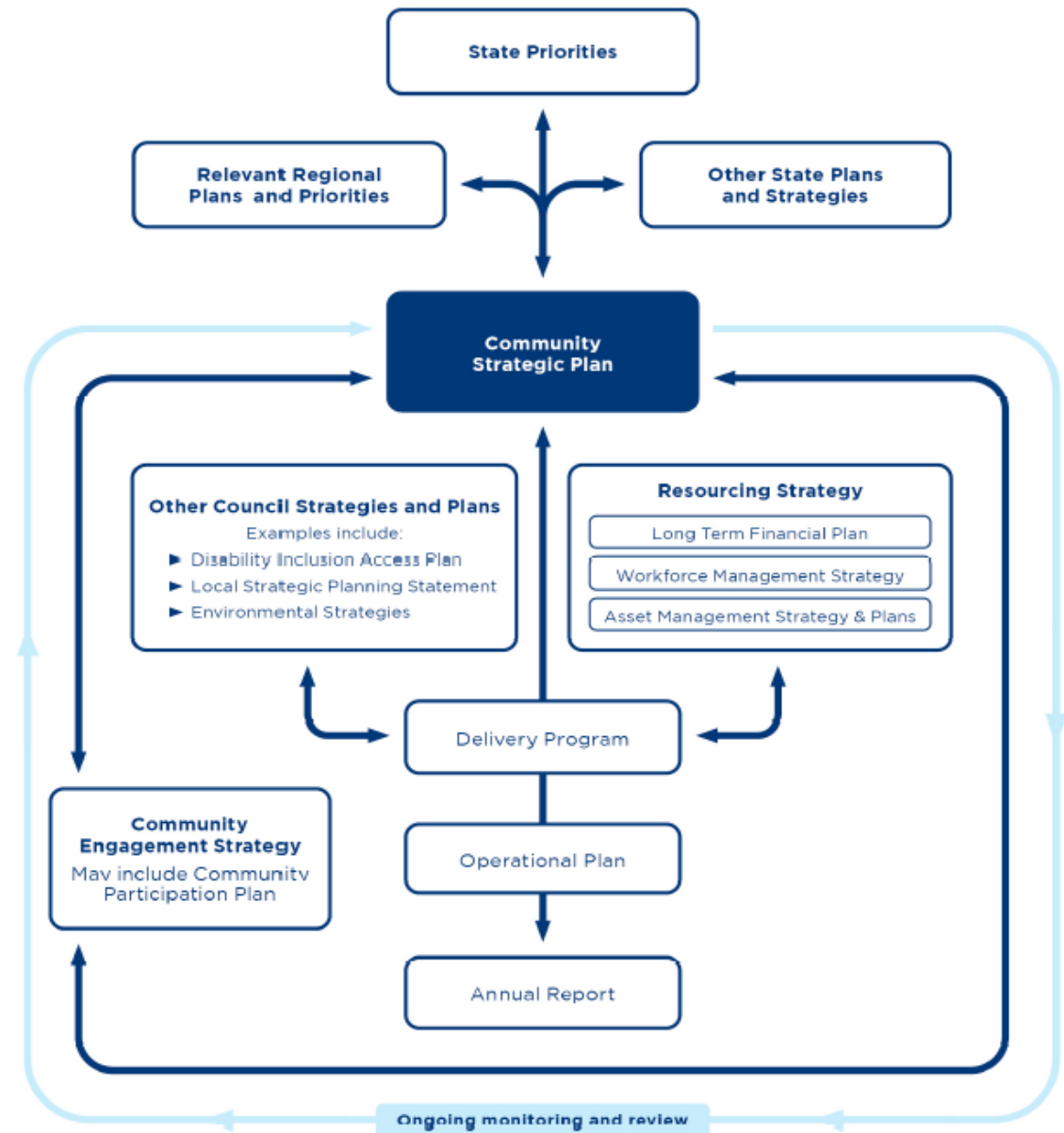


DELIVERY PROGRAM PROGRESS

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 2022-2026 Delivery Program is designed as the single point of reference for activities undertaken throughout the organisation for the four years 2022-2026. 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 2032. All plans, projects, activities, funding, and resource allocations are directly linked to the Delivery Program. The Council's one-year Operational Plan for 2022/2023 sits within the Delivery Program. It spells out the actions and projects that will be undertaken by the Council in 2022/2023 towards achieving the commitments made in the 2022-2026 Delivery Program.



Achievement Highlights

Aboriginal Reconciliation

Council adopted its inaugural Reconciliation Action Plan (RAP), Reflect. After substantial consultation and engagement with our local Aboriginal community. The Plan was adopted by Council in February 2022 and launched in May 2022. The Plan encompasses 15 high level actions with four significant key actions. Council's commitment to reconciliation has seen 56 of 64 (87.5%) deliverables actioned, and others commenced.

- **Reconciliation Working Group**

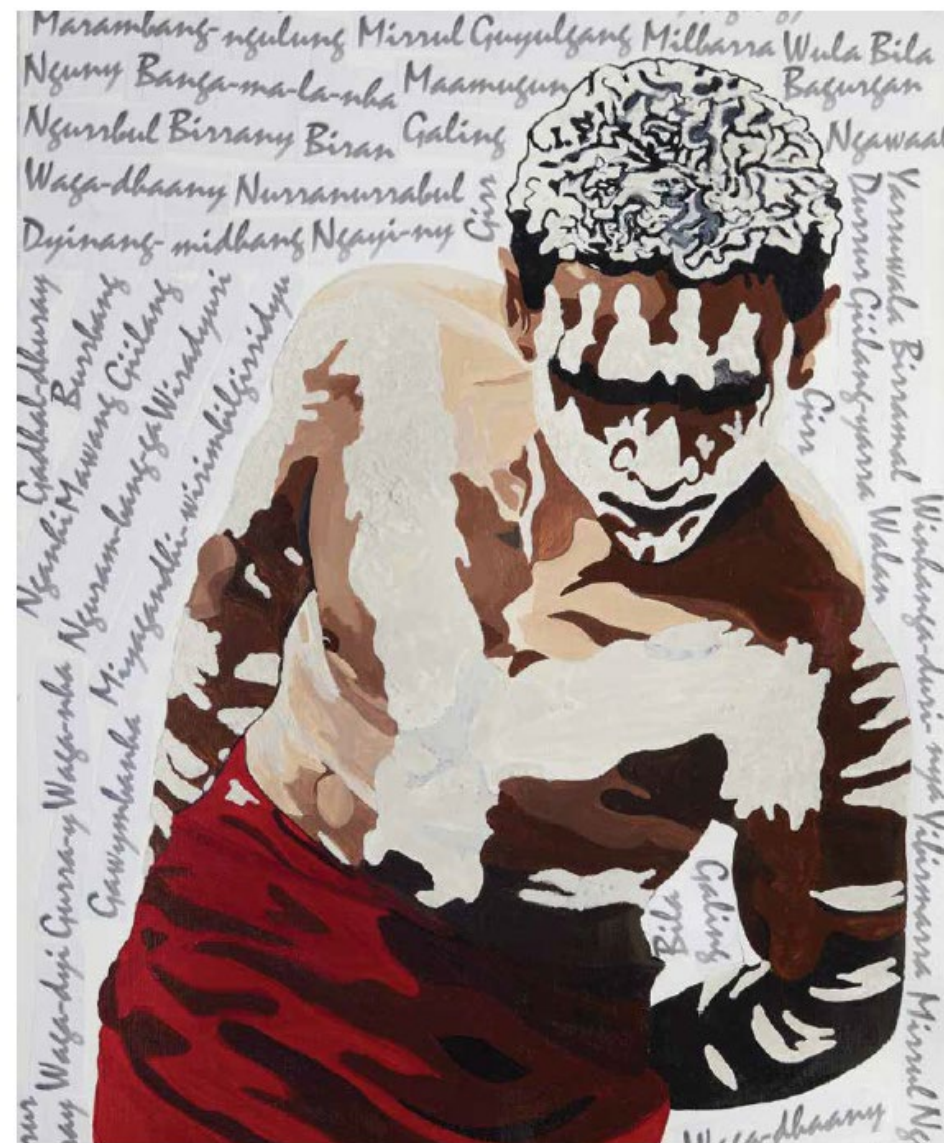
A Reconciliation Action Plan Working Group (RAPWG) was established to work with Council to drive the implementation of the RAP. The RAPWG consists of representatives from Council's First Nations Working Group, First Nations Elders and community and staff as determined in the Terms of Reference. Since October 2022, the RAPWG has met four times, provided an informative walk on Country, and consulted out of session on several occasions.

- **First Nations Working Group**

The establishment of this group has been paramount in our Reflect journey. The First Nations Working Group has met five times, consulted out of session and assisted in working stalls at Council's cultural event. 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**

The Community Development Aboriginal Specialist role converted to a fulltime role in 2022. All new staff on induction are oriented to the importance of implementing the RAP. Council hosted events to inform staff and the Bayside community of the impending referendum and what a constitutionally enshrined Voice to Parliament, would mean for Aboriginal and Torres Strait Islander people and our country. 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 will be introduced in December 2023.



Reflect Reconciliation Action Plan

FEBRUARY 2022 — AUGUST 2023





- **Research and Promote**

A whole of Council approach to celebrate and promote First Nations days of significance and issues of importance has increased staff and community awareness and understanding. Bayside Council acknowledged First Nations cultural history by embarking on dual naming and Aboriginal wayfinding signage opportunities. Council built on First Nations cultural involvement in various inclusive activations such as Harmony Day and Seniors Week - Kamay Koori Kook-Up, that allowed for all communities to learn and celebrate their uniqueness. Council worked closely with community to celebrate Reconciliation Week and NAIDOC Week with arts and cultural activations that provided a safe space for our childcare services to learn and participate in cultural excursion and strengthened the relationship between Council, First Nations community and the broader Bayside Community.

Age Friendly Communities Strategy

Bayside Council commenced the implementation of its Age Friendly Communities Strategy designed to assist residents in Bayside live longer, safer, and healthier as they age. The five key areas of action identified in the 2022 - 2026 plan are:

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

Key achievements during 2022/23 included:

- Enhanced partnership approach with senior groups that meet in the Bayside LGA, to ensure their input into Bayside Council decision making in relation to older people, where they meet, activities on offer and strengthening of the Bayside Seniors Network.
- Bayside Seniors Network in partnership with Bayside Council organized the Young @ Heart Expo in February 23, that showcased senior group activities available across the local government area. The Expo was attended by over 400 seniors, who provided positive feedback and noted the valuable information provided to them on the range of activities on offer in Bayside.
- Key activations and events held by Council included and/or were dedicated to seniors, who co-designed, performed, participated, and were involved and appreciated for their contribution to the Bayside community. These included the continuation of the annual Christmas Party and Senior High Teas, the first Kamay Koori Kook-up @ Kyeemagh to honor our First Nations Elders and the piloting of the Remember when Bus Tour for those living with Dementia, and the inclusion of seniors in Spring Fair and Harmony Day were many seniors shared and enjoyed the rich diversity of the many culturally and linguistically diverse communities residing in Bayside.
- Promotional campaigns and information sessions delivered to seniors throughout the year to inform them on health and wellbeing strategies and services, in relation to a range of topics, including but not limited to managing diabetes, oral health, living with dementia, accessing aged care services, seeking support in the event of elder mistreatment, exercise and keeping active, using digital and smart technology etc. Support of locally based aged care services, and interagency groups, and liaison with the other levels of Government, to advocate for sufficient and effective services to help seniors stay at home safely and have the ability to choose to age in their own house, with the support of community-based service.
- Bayside Council continued to consult widely with seniors to identify, develop, deliver an annual program of events and activities to support health and active ageing. This included the establishment and continuation of classes to seniors, through its library network, such as Tech Savvy Seniors, Chess Club, and Bayside's Home Library Service and the provision of weekly Dance that Walk Exercise classes, and the Lakes Singers Choir.

Age-Friendly Communities Strategy 2022-2026



Draft Environment and Resilience Plan

In the past year Bayside has continued to prioritise environmental sustainability as a key component to the well-being of our community. Through dedicated efforts we have made significant strides in preserving and enhancing our natural environment.

Our natural assets and biodiversity are protected and enhanced through collaborative partnerships, to benefit a healthy environment now and in the future. The community is resilient, and confident in its ability to work together to thrive, adapt and recover from risks and climate events.

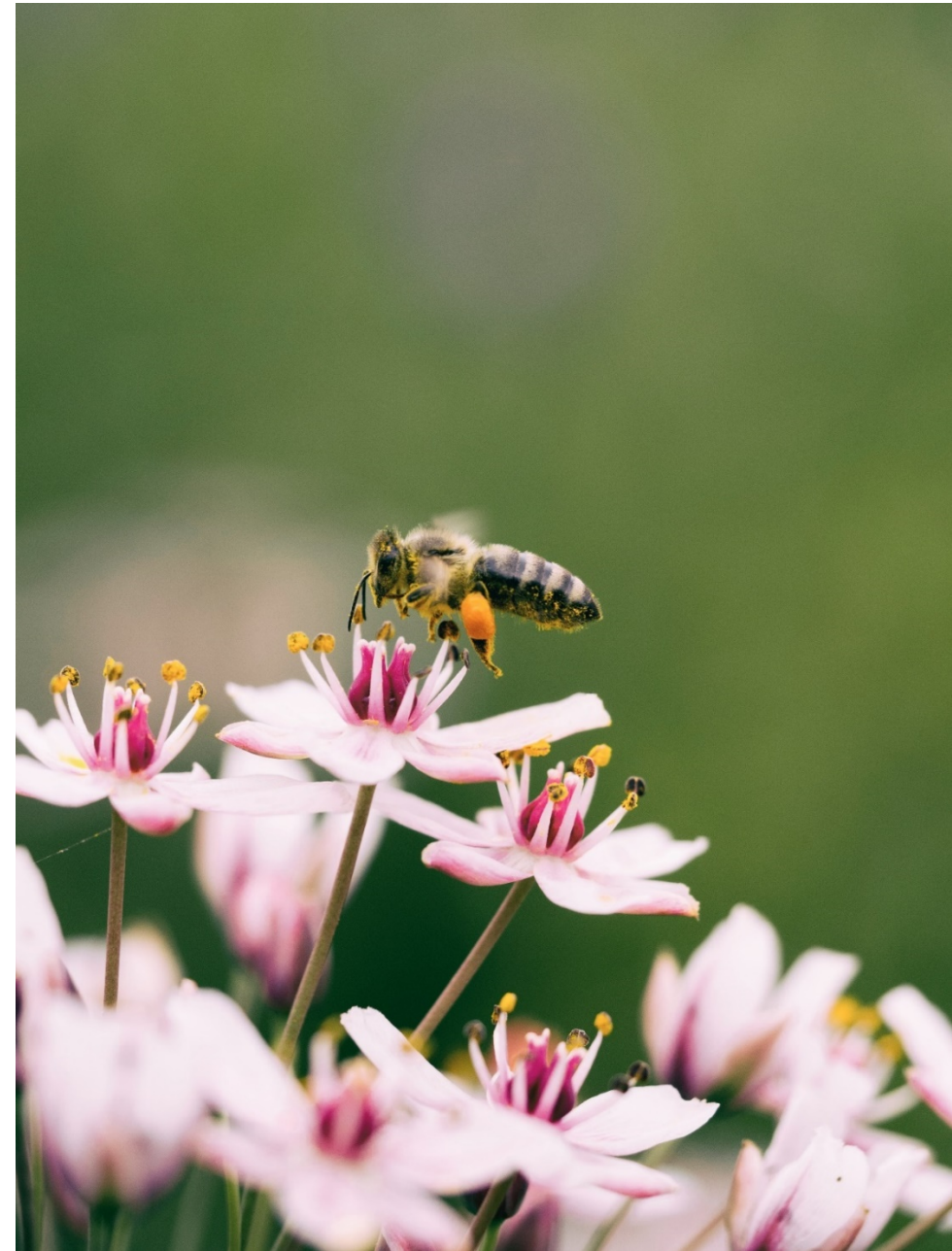
A draft Environment and Resilience Plan has been completed. Public consultation of the Plan will be conducted in the 2023/24 financial year.

Key achievements and initiatives during 2022/23 included:

- Implementation of the community sustainability program via events and workshops including:
- World Environment Day where 2,000 native shrubs and ground cover plants were planted at Sir Joseph Banks Park
- Cook River Clean Up and Paddle Against Plastics to remove harmful plastic and materials from the Cook River and Wolli Creek
- Launch and promote Bayside's Adopt A Tree program
- Clean Up Australia day and Paddle Against Plastics at Scarborough Pond where 67 community members removed over 100kg of harmful materials,
- Community tree planting at 6 events held at Kyeemagh Community Hub to plant 600 native shrubs and create small bird habitat.
- Council investigated and implemented a number of initiatives to reduce overall greenhouse gas emissions including installation of community batteries, solar batteries for high energy users, and transition to electric vehicles and charging stations for public use.
- Bayside Net Zero Pathway is in process of development with baseline data and future targets. This plan includes key actions/measures to achieve future targets.
- Since 1 July 2022, all electricity consumed within Council asset and operations (including streetlighting) is from renewable energy source.
- In 22/23, a total of 2,030 native trees were planted under the current 'Greening Our City' grants across Greater Sydney



- Council also re-launched its 'Adopt A Tree' program which is a partnership between Council and the community to help boost the tree canopy. 'Adopt A Tree' information stalls were held at the Sir Joseph Banks Playground Opening March 23.
- 'Celebrating our Community, Living in Harmony' event at the Eastlakes Community Centre.
- Bayside has continued to work with Cooks River Alliance, Georges Riverkeeper, and South Sydney Coastal Group to develop and implement a number of joint projects and initiatives within the catchment areas. In addition, Bayside continued to work with the community to regenerate and preserve Bayside's waterways and green corridors, and support opportunities for Bushcare volunteers.
- In the last financial year, 180 Bushcare volunteers have provided over 1,700 hours in 5 Bushcare sites in weed removal, planting and wildlife monitoring. Over 1,600 plants were planted including 1,000 on National Tree Day and 600 at Kyeemagh community hub.
- Maintenance of Scarborough Park wetlands at Ramsgate. This is the second most important fish breeding habitat in Botany Bay, providing a breeding area for estuarine yellowfin, bream and sand mullet which move between the wetlands and Botany Bay, and they provide homes to frogs, moorhens, ducks and threatened Mouse-eared Fishing Bat (*Myotis adversus*). These high-conservation wetland and forest areas have been maintained by Council contractors and Bushcare volunteers since the late 1990s.
- In October 2022 Council successfully completed and reported on the program Reducing Illegal Dumping Using Surveillance Technology, Smart Data and Education using \$118,000 of grant funding obtained from the NSW Government through a competitive grant process. Council has also progressed in their planning to harmonise garden organic bin services across Bayside Council in 2024 for which Council is the recipient of a \$1,255,000 contestable grant.
- Promoting Waste Education through:
 - Keep Australia Beautiful (KAB) NSW's Enviro-mentors Program with all primary schools within Bayside offered a wide range of waste education modules. 4,581 students from 15 schools participated in numerous modules over 38 days, raising awareness of the impacts of litter and waste related solutions.
 - Council's alliance with the Sydney Regional Illegal Dumping Squad included 6 operational programs that involved community engagement and education
 - Boosting social media waste education engagement with 40 social media posts earning 914 reactions, 222 comments and 162 shares.
 - Council delivered 15 waste related community or school information sessions, events and workshops, including the Beach Buddies education program during the Summer months.



Key Events and Festivals

2022



JULY

- NAIDOC Week
- National Tree Day
- Winter Holiday Program



AUGUST

- Photography Awards Presentation
- Book Week



SEPTEMBER

- Spring Fair
- National Citizenship Ceremony
- Father's Day Tree Planting
- Dementia Action Week
- Book Week Award Presentation Evening
- Christmas Flag & Card Competition



OCTOBER

- Halloween Movie Night
- Migrant Information Day
- Recycling Drop-off Event
- Transitioning to School session
- Small Business Month



NOVEMBER

- Food & Wine Festival
- 16 DAYS of ACTIVISM -Community Walk against Domestic Violence
- Flag & Card Winners Presentation
- Remembrance Day
- Botany Historical Trust AGM & Christmas Function



DECEMBER

- Seniors Christmas Function
- DISABILITY AWARENESS WEEK
- Christmas Flags & Decorations installed
- Movie & Carols Nights
- Bayside Community Christmas Function



JANUARY

- Australia **Day – Activities**
- Citizen of the Year Announcement



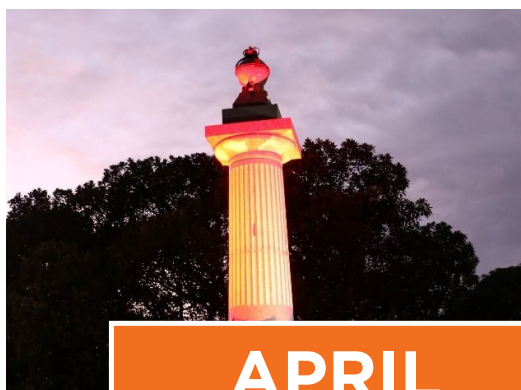
FEBRUARY

- Lunar New Year
- Mardi Gras Street Banners & Billboards



MARCH

- International **Women's Day**
- SENIORS WEEK



APRIL

- **Anzac Day Dawn** Service
- **Ramadan Street** Festival
- YOUTH WEEK
- **Arts & Culture** Festival/Program
- Mascot RSL March



MAY

- Seniors' High Tea Sessions
- Reconciliation Week
- Mother's Day Tree Planting
- Photography Competition



JUNE

- World Environment Day
- Refugee Week
- Community Grant Presentations

Recognition and Awards

Youth Advisory Group

Council launched its Youth Advisory Group to play an important role advising Council on issues that are relevant to young people in Bayside. Youth Advisory Group members will also be consulted on youth issues and initiatives, as well as play a role in planning and organising Council youth events and activities.

A new mural at the Arncliffe Youth Centre created by local young people is helping foster a sense of belonging in the youth space.

The mural dealing with themes of inclusion and cultural diversity was created in partnership with Gymea Community Aid and Information Services (GCAIS), and funded by Multicultural NSW's Compact Grant.

The mural is created around the theme 'Belonging'.

National Waste Management Award

Bayside Council has won the prestigious 2023 National Award for Local Government in the category of Waste Management, beating 537 councils Australia-wide.

The National Awards for Local Government are an annual celebration of local government achievements in Australia that highlight innovative initiatives implemented by local governments that make a difference to their communities.

The award recognises Bayside's ongoing work and achievements stemming from its Circular Economy Strategy and Annual Action Plans, which promote and encourage ways to use waste as a resource, by maximising the amount of reusable or recyclable material to be returned to the economy to benefit communities whilst reducing the amount of material that is sent to landfill.

Bayside Council's circular economy strategy had resulted in many successful achievements including:

- Mandating the use of recycled material in our annual road re-sheeting program, using 600 tonnes of recycled crush glass (equivalent to 3M glass bottles) and 4,500 tonnes of recycled asphalt last year. Council began a new trial to include rubber from tyres in the asphalt mix.



- 18,000 tonnes of organic material is extracted annually from the general waste bins at an advanced treatment facility, and used as compost to rehabilitate an old mine site.
- 22 annual Community Recycling Drop-Off Events for materials such as mattresses, expanded polystyrene, tyres, and bicycles, resulting in over 160,000 kilograms diverted from landfill per annum.
- Smart, solar powered mobile surveillance trailers and interactive education mobile vans assisted in reducing illegal dumping incidences by 10%, and weight of material by 27% per capita.
- Trial garden beds at our off-leash fenced dog parks, where the soil is nourished using a rotational dog poo worm farm and compost bin system.
- Implementing 80 'smart sensor' beach litter bins over 8km of beachfront, preventing 60,000 kilograms per annum of litter from entering our waterways.
- Pollution control devices that help divert 225,000 kilograms of unwanted material annually from entering our waterways.

The journey does not end here, with Bayside rolling out an additional 28,000 Garden Organics mobile bins (240L) to residents in 2024, which will be supported by an NSW EPA grant of \$1.25M.

Planning Awards – Technology and Digital Innovation and Stakeholder Engagement Awards

Bayside Council won the Technology & Digital Innovation Award for the innovative way Council integrated its corporate applications with the NSW Planning Portal leading the way for local government in NSW. Integration means that we have seamless, automated transfer of information between Council's systems and the Portal, which improves efficiency and customer experience.

Bayside Council's child-orientated community engagement around the Sir Joseph Banks Masterplan received the **Stakeholder Engagement Award**. Council shares this Award with Cred Consulting and Collective Impact Arts who were engaged by Council to help deliver the community consultation.



The Award recognises the best practice public engagement and collaborative process Council undertook and the way that the engagement was intentionally focussed on the children that the facility is being provided for. The feedback was so insightful that it allowed our designers to shape and tailor the facility in a very purposeful and meaningful way.

Macquarie-PHA Applied History Award

The Macquarie-PHA Applied History Award encourages historians to produce a creative work of applied history drawing on their research and promotes the value of public history. *A park for the people: Jack Munday and the Eastlakes Green Ban* was a collaborative project which included an exhibition and audio-visual presentation at the George Hanna Museum, social media posts, an interpretative plaque in Jack Munday Reserve, and a scholarly article written by Alison Wishart for a general audience and published on Overland Journal's website.

Ground of the Year Award - Sydney Shires Cricket Competition

Bexley Oval has once again been awarded the Prestigious Ground of the Year Award in the Sydney Shires Cricket Competition. I would like to congratulate Trent Malley who is responsible for preparing the ground throughout the season. Trent has won this award an impressive five times as well as the last three years in a row! Trent acknowledges Bayside Council for providing the resources and staff necessary to make this achievement possible. Cricket pitches require a high level of skill and time to ensure they are kept at a premium standard and Trent employs both his well-developed skills, and dedication to his work, to ensure this pitch is maintained at this very high level.



Capital investment

Category	Cash Investment \$'000	Dedicated and/(or) Contributed Assets
Asset Planning and Systems	232	-
Beaches and Waterways	432	-
Buildings and Property	7,104	6,842
IT and Communications	411	-
Library Resources	549	-
Open Spaces	25,718	579
Operations	42	-
Plant, Fleet and Equipment	5,413	-
Roads and Transport	9,612	1,998
Stormwater Drainage	4,610	343
Town Centres	113	-
Total	54,236	9,762



Capital Projects Program

Capital Projects Progress

Projects that are ongoing have details of progress contained as follows:



Design Phase



Approvals/Procurement



Under Construction

Barton Park Footbridge Replacement



Total
Investment
Value
\$1.4
million

Completed
August
2023



Bayside Council replaced the existing pedestrian bridge over the Spring St drain.

The renewal included:

- a new 18m x 4m wide clear span pedestrian bridge 2m to the west of the pre-existing bridge
- restoration of north and south banks in the vicinity of the pre-existing bridge
- construction of a widened share path to the north of the bridge
- landscaping on the north side of the bridge
- the new bridge formed a connection on a major north-south Regional Cycleway.

Barton Park Recreational Precinct


Total
Investment
Value
**\$41
million**

**Completion
Autumn
2024**



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



The existing grandstand has been demolished to make way for a new grandstand.



New lighting, access roads and carparks including a new roundabout at Bestic Street is also included.

Works commenced in late October 2022 and are 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.



Design Phase

Belmore St Reserve, Arncliffe Playspace renewal


Total
Investment
Value
\$250,000

**Completed
Winter
2022**



Upgrade Belmore St Reserve, Arncliffe playspace. The project provided the community with :

- nature play elements under the existing trees in new mulch
- climbing, spinning, sliding and swinging play items for a range of ages and abilities on wetpour rubber
- retained 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
- drinking fountain.

Bexley Courts Renewal


Total
Investment
Value
**\$1.1
million**

Completed
Winter
2023



As part of Council's commitment to improving sporting facilities within our local government area, we renewed the courts located at 369 Bexley Road, Bexley.

- The renewal works included:
- resurfacing of the 4 courts
 - new fencing
 - new energy efficient lighting
 - re-roofing and improvements to the Club House
 - improvements to the carpark.

Bexley Oval Grandstand remediation works


Total
Investment
Value
\$240,000

Completed
Spring
2022



Bayside Council undertook remediation works to the Bexley Oval Grandstand to extend the life and restore the structural integrity of the building elements while maintaining its visual aesthetic.

Bexley Park is a locally significant heritage item, and the Grandstand was identified as an element of high significance.

The remediation works followed heritage recommendations, and included the following:

- stabilisation of footings
- improvements to stormwater
- repairs to brickwork
- repairs and repainting of some timber elements.

Bexley Park Playspace – tower & nature play renewal



Total
Investment
Value
\$80,500

Completed
Winter
2022



Bayside Council upgraded timber climbing tower and nature play items in the Bexley Park playspace.

The original tower with slide was rebuilt, and lizards, snakes, balance beams and hopping logs were incorporated into the playspace, all made from durable iron bark timber.

Sandstone stepping stones and blocks were also included to be used for both play and seating.

Bonar Street Drainage – stage 2



Total
Investment
Value
\$8.4
million

Completion
Spring
2023



Bonar Street Stage 2 works were constructed as part of the Bonnie Doon Flood Study undertaken in 2011 by WMA Water.

The drainage upgrade project includes:

- installing new drainage infrastructure beneath Bonar Street
- relocating services such as water, sewer, electrical, Telstra/NBN and gas
- upgrading the road and footpath
- Landscaping rectification
- Line marking and signage



Under Construction

Botany Aquatic Centre - stage 1 & 2


 Total Investment Value
\$53.7 million

Completion Summer 2025/26



Bayside Council is committed to redeveloping the much loved Botany Aquatic Centre which is due to progress in winter 2024, and includes:

- adventure waterplay and slides
- 50 metre outdoor competition pool and 25 metre indoor lap pool
- indoor learn to swim/program pool
- a new building entrance, with amenities, gym space, change rooms and kiosk
- new grandstand
- landscaping of the open green space

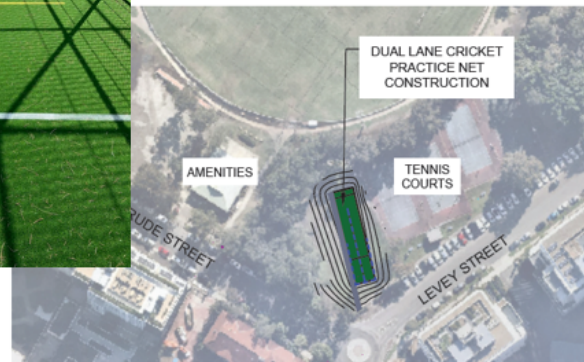


Design Phase

Cahill Park, Wollie Creek – Cricket Practice Net Installation


 Total Investment Value
\$210,000

Completion Spring 2023



Bayside Council is undertaking the construction of a new 2-lane cricket practice facility at Cahill Park, corner of Gertrude and Levey Streets, Wollie Creek.

Works include:

- earthworks and grading
- construction of a 2-lane including netting, synthetic surfacing and access path



Approvals/Procurement

Cook Park - Alterations to sharepath in Carruthers Dr.


Total
Investment
Value
\$100,000

Completed
Summer
2022/23



Bayside Council upgraded the existing cycleway along Carruthers Drive (from Sandringham St to Skinners Ave).

Works included the removal of speed humps that fell within the cycleway area, upgrade of existing line markings for both pedestrians and cyclists and installation of safety bollards and extra wheel stops.



Cook Park, Emmaline St safety improvements - cycleway


Total
Investment
Value
\$91,200

Completed
Summer
2022/23



Bayside Council upgraded an existing section of the cycleway within Cook Park, which runs north into the existing Emmaline St Carpark, Monterey.

This was part of a grant which Council received and created a safer cycleway for the general public to use in this area.



Depena Reserve playspace renewal



Total
Investment
Value
**\$1.1
million**

Completed
August
2022



Bayside Council renewed the existing playspace at Depena Reserve, on Russell Ave near Malua Street, Dolls Point.

The upgrade included 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.

Dowsett Reserve, Kingsgrove Playspace shade



Total
Investment
Value
\$29,250

Completed
Summer
2022 / 23



Council installed a new shade structure over the playground at Dowsett Reserve, Kingsgrove.

The outcome will improve sun-safety and useability of this playspace.

Elliot Place Reserve playspace renewal


Total Investment Value
\$315,000

Completed
October
2022



Bayside Council upgraded the local playground at Elliot Place Reserve, Hillsdale.

This provides the community with improved play opportunities including climbing, sliding and balancing play, rotating play, musical items, nature play and swings catering generally for all ages and abilities.

New seats, tree planting, brightly coloured shade sails, rubber surfacing and a circuit scooter track were also included.

Empress Reserve, Wollie Creek Playground renewal


Total Investment Value
\$275,000

Completion
Summer
2023 /24



The renewal of the existing playspace at Empress Reserve, Arncliffe Street and Allen Street, Wollie Creek will include:

- new equipment largely suitable for children up to 6 years of age
- equipment will include a climbing unit with slide and multiple play elements, swings, spring rider, spinner, sensory panels and nature play;
- colourful new shade sail;
- vibrant new rubber wetpour surfaces
- general improvements including new seating and path connections.



Design Phase

EV Charging stations


Total
Investment
Value
\$80,000

Completed
Summer
2022 /23



Bexley Depot

Rockdale Admin

Ocular

Bayside Council installed 4 Electric vehicle charging units.

3 of these units were installed at Bexley depot and the 4th unit in the basement carpark of the Rockdale Administration building.

Installed to cater for the first Electric cars that Council has purchased for the future.

Evatt Park, Bexley Playspace renewal


Total
Investment
Value
\$278,000

Completed
Winter
2022



Bayside Council upgraded the Evatt Park playspace.

The project aimed to provide the community with better play opportunities which included:

- 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 block seats
- improved pedestrian access to the playspace off the existing path network
- new drinking fountain and bin

Flack Avenue Reserve playspace renewal


Total
Investment
Value
\$235,000

Completed
November
2022



Bayside Council upgraded the local playground at Flack Avenue, Hillsdale to provide younger children in the community with improved play opportunities including climbing, sliding and balancing play, rotating and rocking play, nature and sensory play and swings. New seats, gated entries and colourful finishes were also included.



GB Holt Reserve Playspace renewal


Total
Investment
Value
\$243,000

Completed
Winter
2022



Council upgraded the GB Holt Reserve playspace and provided a new playspace located well out of the low lying land within GB Holt Reserve to provide the community with better play opportunities which included:

- 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

Haig Reserve playspace renewal


Total Investment Value
\$290,000

Completed September 2022



Bayside Council upgraded the local playground at Haig Reserve, Daceyville to provide the community with improved play opportunities including climbing, sliding and balancing play, rotating play, music and nature play and swings catering generally for all ages and abilities on vibrant rubber wetpour surfacing.

- Improvements included:
- new seats
 - tree planting
 - shade sails
 - improvements to the park entries and access.

Heslehurst Reserve, Brighton-Le-Sands – Playground renewal


Total Investment Value
\$280,000

Completion Summer 2023 /24

MOATE AVENUE

LEGEND

- 1 COLOURED PANELS TO FENCE
- 2 PARK ENTRY
- 3 NATURE PLAY
- 4 PLAY EQUIPMENT- MULTIPLAY (3-12 YEAR OLDS)
- 5 PLAY EQUIPMENT- MULTIPLAY (2-4 YEAR OLDS)
- 6 PLAY EQUIPMENT- SENSORY PLAY
- 7 PLAY EQUIPMENT- SPRING RIDER
- 8 PLAY EQUIPMENT- SWINGS
- 9 CHILDRENS TABLE SETTING / GATHERING SPACE
- 10 RECENTLY INSTALLED SHADE SAIL ABOVE
- 11 BENCH SEATING
- 12 LANDSCAPING
- 13 RUBBISH BIN

CONCEPT PLAN

INDICATIVE ARTS / IMPRESSIONS

The renewal of the playground at Heslehurst Reserve, corner of Moate Avenue and Princess Street, Brighton-Le-Sands will include :

- replacement of existing play equipment with new equipment suitable for children up to 12 years of age
- new play equipment will include swings, a climbing unit with slide and play elements, spring rider, nature and sensory play
- vibrant new rubber wetpour playground surfacing
- seating, bin, drinking fountain and landscaping.



Design Phase

Jellicoe Park Upgrades


Total Investment Value
\$500,000

Completed June 2023



Bayside Council upgraded Jellicoe Park and its amenities. The improvements include:

- new BBQ Shelter
- new storage enclosure
- new solar power system to existing amenities building
- new rainwater tank connected to existing amenities building
- replacement of old light fixtures with LED to provide energy efficient light to the sports field
- tree planting; and
- full fence replacement.

This project aims to provide upgraded facilities for the sporting clubs as well as providing improved amenities for the community and park visitors.

Kingsgrove Ave Reserve Amenities upgrade


Total Investment Value
\$1.95 million

Completion Summer 2024 / 25



Bayside Council is undertaking an upgrade of the amenities building at Kingsgrove Ave Reserve. This project aims to provide upgraded facilities for the sporting clubs as well as providing public amenities for the community. Construction is anticipated to commence in 2024.



Design Phase

Kingsgrove Memorial Reserve playspace renewal



Total
Investment
Value

\$185,000

Completed
August
2022



Bayside Council upgraded the local playground at Kingsgrove Memorial Reserve to provide the community with improved play opportunities including climbing, sliding and balancing play, nature play and swings catering generally for all ages and abilities.

Kookaburra Reserve Playspace renewal



Total
Investment
Value

\$243,000

Completed
Winter
2022



Bayside Council upgraded the Kookaburra Reserve playspace.

The project aimed to provide the community with better play opportunities which included:

- climbing, sliding and swinging play items on wetpour rubber
- shade structure over main playspace
- sandstone rock seats and additional bench seats
- new picnic table
- drinking fountain and bin

Kyeemagh Boat Ramp Lighting Upgrade


Total
Investment
Value
\$365,000

Completed
Spring
2022



Bayside Council (in conjunction with the NSW Government) upgraded the lighting of the car park within Kyeemagh Boat Ramp Reserve.

The existing five lights were removed and replaced with eighteen new lights.

The lights were installed in response to community feedback, to discourage anti-social behaviour in the area. They increase visibility through the car park and improve safety of both vehicles and pedestrians in the area at night.

Proudly funded by



Kyeemagh Boat Ramp Playspace shade


Total
Investment
Value
\$29,250

Completed
Summer
2022 / 23



Council installed a new shade structure over the playground at Kyeemagh Boat Ramp.

The outcome will improve sun-safety and useability of these playspaces.


Le Beach Hut Café, Dolls Point


Total
Investment
Value
\$3.8
million

**Completion
2025**



ARTIST IMPRESSION - VIEW FROM STREET



FLOOR PLAN

Bayside Council is in the process of designing a new café and its connections into and around Depena Reserve, Dolls Point.

The concept design has now been updated in response to feedback received from Councillors, community and internal stakeholders.

The new building will include the following improvements:

- new café/restaurant building including outdoor seating
- a family toilet including child size toilet pan and baby change table
- accessible toilet
- new connecting paths into the park.

Bayside Council is also undertaking a redesign of the carpark at Depena Reserve, including along Russell Avenue.



Design Phase

Morgan Street Reserve playspace renewal


Total
Investment
Value
\$165,000

**Completed
August
2022**





Bayside Council upgraded the small local playground at Morgan Street, Botany to provide the community with improved play opportunities including swings and nature play catering generally for younger ages and abilities.


New seats, colourful rubber surfacing and closure, low fencing and a colourful new wall mural were also included.

Noel Seiffert Reserve, Sans Souci Playground renewal



Total Investment Value
\$275,000

Completion
Autumn
2024



The renewal of the existing playspace at Noel Seiffert Reserve, on Russell Avenue, Sans will include the following improvements:

- replacement of existing play equipment suitable for children up to 12 years of age (swings, climbing unit with slide and play elements and a rotating platform)
- colourful new shade sail and vibrant new rubber wetpour playground surfacing
- seating, scooter track and path connections
- landscaping and tree planting.



Design Phase

Patricia Carlon Reserve, Bexley Playground renewal



Total Investment Value
\$310,000

Completion
Autumn
2024



The renewal of the existing playspace at Patricia Carlon Reserve, corner of Albert Street and Westbourne Street, Bexley will include:

- replacement of existing play equipment suitable for children up to 12 years of age
- new play equipment will include swings, a climbing unit with slide and play elements, spinner, rockers and nature and sensory play
- vibrant new rubber wetpour playground surfacing
- access paths, scooter track, seating and tree planting.



Design Phase

Riverside Drive Solar lighting renewal



Total
Investment
Value
\$92,000

Completed
Winter
2022



Bayside Council replaced the fifteen solar lights along the Riverside Drive shared path.

Some of the existing lights had already been removed as the rusted poles had become a hazard.

The new lights are much brighter than the old lights, making the shared path safer at night.

Road Safety Program – Traffic facilities



Total
Investment
Value
\$200,000

Completed
Winter
2022



Arncliffe

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



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


Total
Investment
Value
\$700,000

Completed
Winter
2022


Total
Investment
Value
\$530,000



Eastlakes

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



Kogarah

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

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

Road Safety Program – Traffic facilities


Total
Investment
Value
\$400,000

Completed
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 FY23/24



ARTIST IMPRESSION - VIEW FROM BRYANT STREET



SITE PLAN



ARTIST IMPRESSION - VIEW OF NEW PARK SPACE

This exciting new project will transform an old Council building in the heart of Rockdale into a contemporary, multi-purpose Community and Cultural Centre. This new facility will host a range of arts and cultural events and programs and includes:

- a new Community and Cultural Centre with flexible multi-purpose spaces with the potential for hire
- facilities for art exhibitions, performances and cultural events with supporting infrastructure (high-quality IT and audio-visual capabilities)
- a new community park and public plaza.



Design Phase

Rosebery Town Centre upgrade


 Total Investment Value
\$2.3 million

Completed Winter 2023



Bayside Council upgraded Rosebery Town Centre. The works included:

- replacement of uneven brick paved footpath with high quality concrete pavers along Gardeners Road, extending the full length of the commercial centre from Maloney Street to Tramway Street
- new street furniture
- landscaping comprising of tree pits and planter beds along the footpath and larger trees in side streets to provide green canopy coverage and shade.

Scarborough Park Central Field Rehab & Renewal


Total
Investment
Value
\$650,000

**Completed
Spring
2023**



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 tank infrastructure was installed near the existing amenities block closest to Barton Street to operate the irrigation sprinklers on the field.

Scarborough Park Courts upgrade


Total
Investment
Value
**\$2.53
million**

**Completion
Autumn
2024**



Bayside Council are undertaking upgrade works to the Scarborough Park Courts, ensuring that they are safe, accessible and operational.

The works include:

- demolition of existing courts and infrastructure
- construction of 6 new courts, including ground & drainage works
- new player / spectator shelters
- new compliant sports fencing
- new Sporting infrastructure such as netting, posts and goals
- new accessible connecting paths.



Approvals/Procurement

Scarborough Park Picnic Shelter upgrade


Total Investment Value
\$145,000

Completed Summer 2023



Bayside Council constructed a new picnic shelter and storage facility in Scarborough Park.

The new works included a table and seating setting.

The project included the demolition of the old amenities block which was in poor condition and no longer functional.

Shepherd Parade Reserve Playspace renewal


Total Investment Value
\$315,000

Completed Winter 2022



Council upgraded the Shepherd Parade Reserve Playspace. The project aimed to provide the community with better play opportunities which included:

- 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 Road
- new picnic table with shelter
- new seats, table-seat
- drinking fountain and bin.

Sir Joseph Banks Park new and renewed playspaces


 Total Investment Value
\$3.5 million

Completed Autumn / Winter 2023



- A new adventure playspace and upgraded playspace in this regional bushland park at Botany included:
- new play equipment (a feature play tower with 2 high slides, bridges, various climbing tunnel elements and sensory play inclusions)
 - a tandem flying fox, various swings with all-abilities seats and a pendulum swing.
 - mound slides, trampolines, an inclusive carousel and various types of agility, obstacle and balance type equipment
 - sandstone art, sensory and musical play, adventure trails and nature play equipment
 - new seating opportunities, picnic tables, BBQ, shelters, bike racks, drinking fountains, shade sails, a variety of surfacing types, improved pathways and wayfinding
 - the playspaces build on the natural setting and are inclusive and cater to a variety of ages and abilities.



Todd Reserve playspace renewal


 Total Investment Value
\$545,000

Completed August 2022



Bayside Council upgraded the neighbourhood playground at Todd Reserve, Mascot to provide the community with improved play opportunities including climbing, sliding and balancing play, bounce, spring and rotating play, music and nature play and swings catering generally for all ages and abilities.

New seats, landscaping, a picnic shelter, shade sails and fitness equipment were also included.



Tonbridge Reserve, Ramsgate – Cricket Practice Net Renewal


Total Investment Value
\$320,000

Completion
Spring
2023



The renewal of the existing 3-lane cricket practice facility at Tonbridge Reserve, Ramsgate will include:

- demolition of the existing practice nets and small trees around the edges of the nets
- minor earthworks and grading
- construction of a new 3-lane practice area in the same location but re-oriented to bat away from the playing field for public safety
- new netting and synthetic carpet
- replacement tree planting



Approvals/Procurement

Valda Ave Reserve upgrade


Total Investment Value
\$230,000

Completed
Summer
2022



The upgrade to the playground at Valda Avenue Reserve provides 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 was installed over the main equipment, with the space also benefiting from existing tree canopy shade. New seats, sandstone block seating and bike racks were also included.

Vera Lever Hillsdale Childcare Centre – Roof remediation



Total
Investment
Value
\$233,000

Completed
Summer
2023



Bayside Council appointed Sullivans Construction Pty Ltd who undertook essential roof works at the Vera Lever Child Care.

The works included the replacement of the existing tiles and replacement of the dormer windows with skylights.

The works were undertaken in compliance with Work Health and Safety regulations.

Wall Reserve playspace renewal



Total
Investment
Value
\$165,000

Completed
August
2022



Bayside Council upgraded the small local playground at Wall Reserve, Botany to provide the community with improved play opportunities including climbing, sliding, rotating and swinging items as well as imaginative play catering generally for the younger range of ages and abilities.

The upgrade included:

- new seats,
- landscaping,
- colourful fence panels
- rubber surfacing
- closure of the corner entry on the busy intersection also took place.

4 Guess Ave, Wollu Creek – New Town Park


Total Investment Value
\$2.25 million

Completion Summer 2023



Bayside Council is constructing a new town park, designed to service the recreational needs of the local community in an area of high-density development

The development will feature:

- grassed open space for picnicking and play
- multi-purpose active space including ping pong table and fitness equipment
- variety of shaded playspaces
- range of seating and a picnic shelter
- new tree and mass plantings for shade and habitat
- pedestrian lighting through the park.

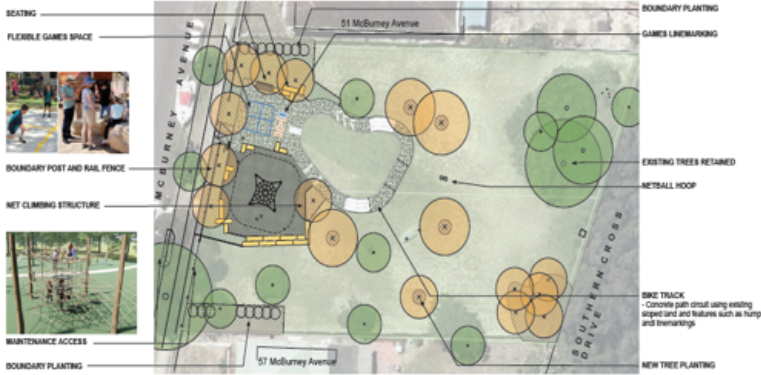


Under Construction

55 McBurney Avenue Reserve, Mascot – Park upgrade



Total Investment Value
\$2.25 million

Completion Summer 2023



Bayside Council is upgrading the existing park at 55 McBurney Avenue which will include the following improvements:

- a small loop bike/scooter track
- a net climbing structure
- a netball hoop with rings at two heights
- a painted hard surface for games
- landscaping and new trees for shade
- park seating encouraging social interaction for families and friends.




Approvals/Procurement



Bayside 2032

Delivery Program 2022-2026

Operational Plan & Budget
2022/23

Annual Progress Report
January to June 2023



Bayside Council
Serving Our Community

Contents

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- 4** How to read this report
- 6** Overall performance
- 7** **Theme One** - In 2032 Bayside we will be a vibrant place
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- 9** **Theme Three** - In 2032 Bayside we will be green, resilient, and sustainable
- 10** **Theme Four** - In 2032 we will be a prosperous community
- 11** Appendix - Detailed progress of Delivery Program/Operational Plan

Integrated Planning & Reporting

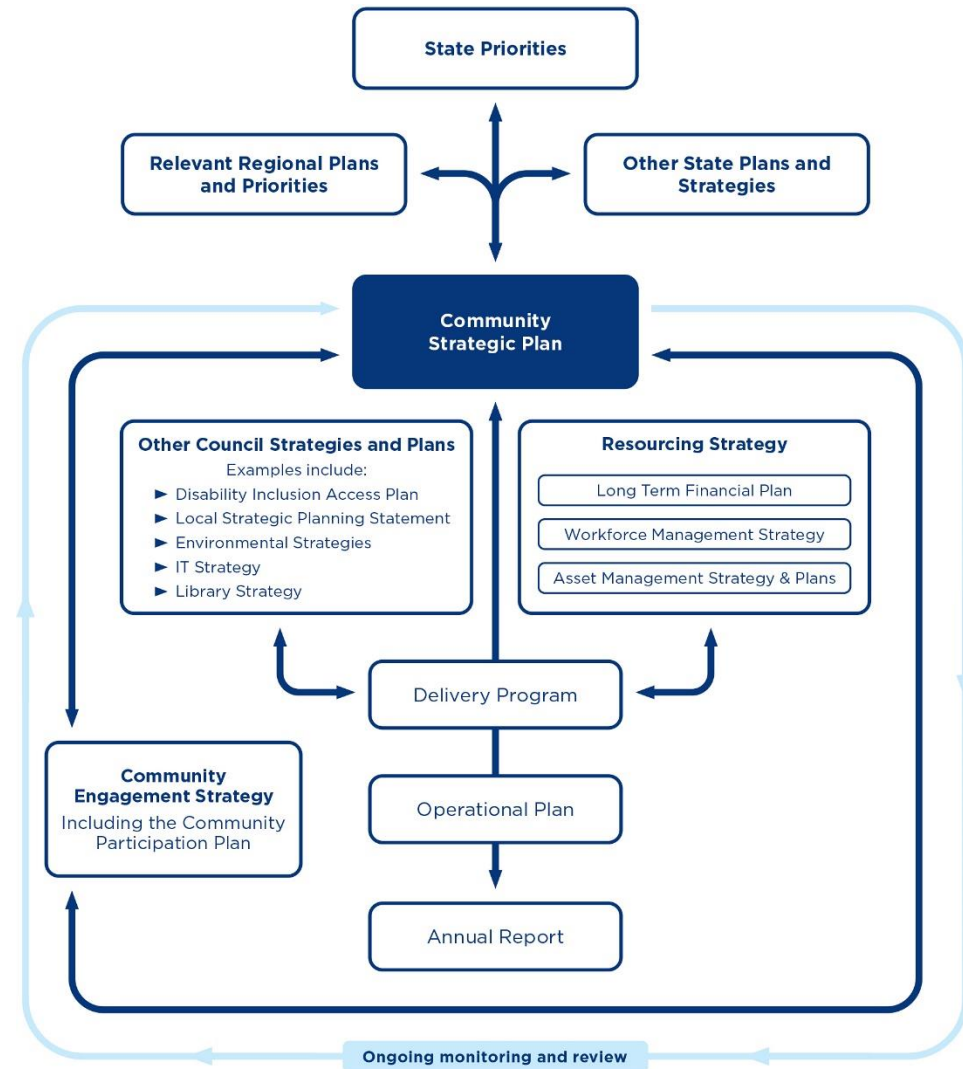
The Integrated Planning and Reporting framework guides our planning and reporting activities. The Community Strategic Plan (CSP), Bayside 2032, is Council’s highest-level plan and identifies our community’s main priorities and aspirations for the future.

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-month progress report sets out how all the projects and activities in the OP 2022/23 are tracking and therefore contributing to the priorities identified in the DP 2022-2026.

This document is structured on the four themes being informed by the CSP and DP with 168 Actions of the Operational Plan as:



Measuring progress

High level summaries are presented for overall progress and 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.

Each Action has

- The Percentage Complete - this is the progress of work planned for 2022/23 as of 30 June 2023.
- Measures and Targets where applicable are reported.
- The Status of each action is colour coded as follows:
-



Completed



Substantially
Completed



On
Hold/Discontinued







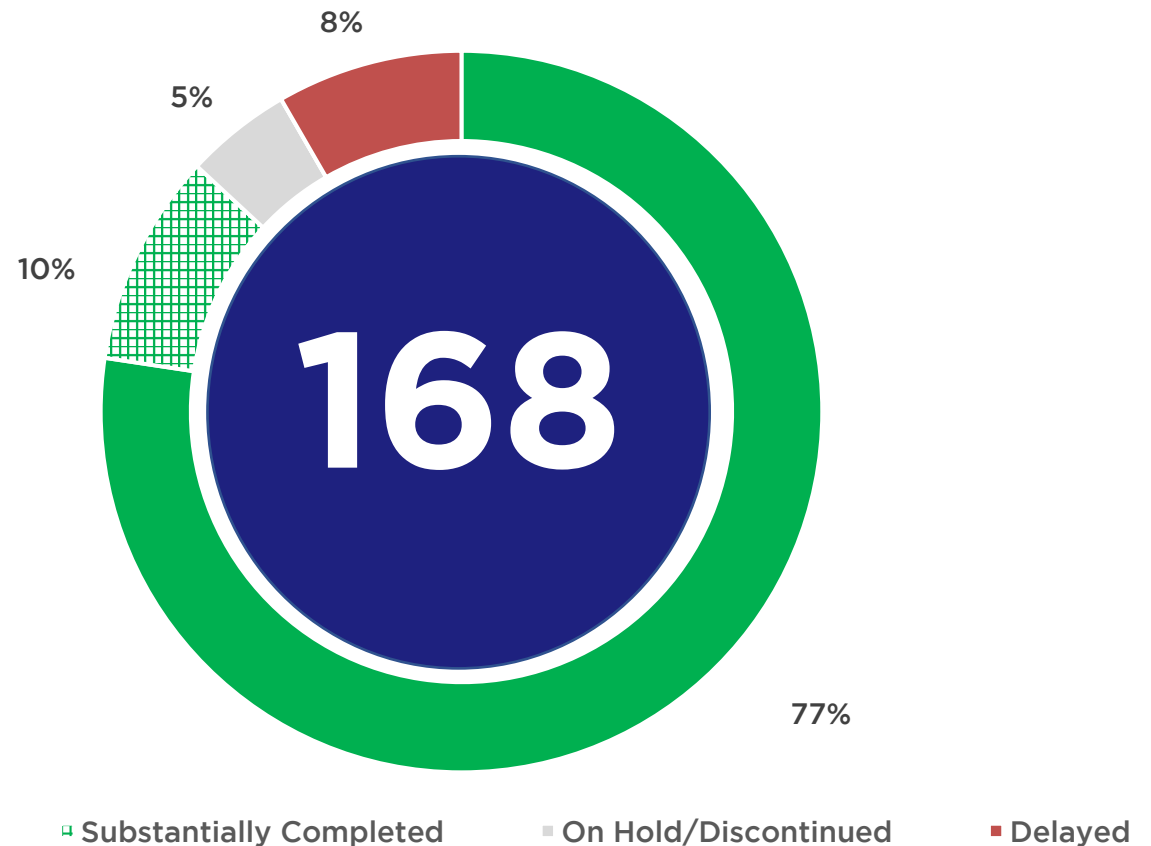
Delayed

Overall Performance

We have now completed the first year of the current DP 2022-26. The OP 2022/23 includes 168 actions across four themes. Of these, 76 % have been Completed, 19% are Delayed and 5% on hold/discontinued.

Action Status Summary as of 30 June 2023

	Completed	129
	Substantially Completed	16
	On Hold/Discontinued	8
	Delayed	15







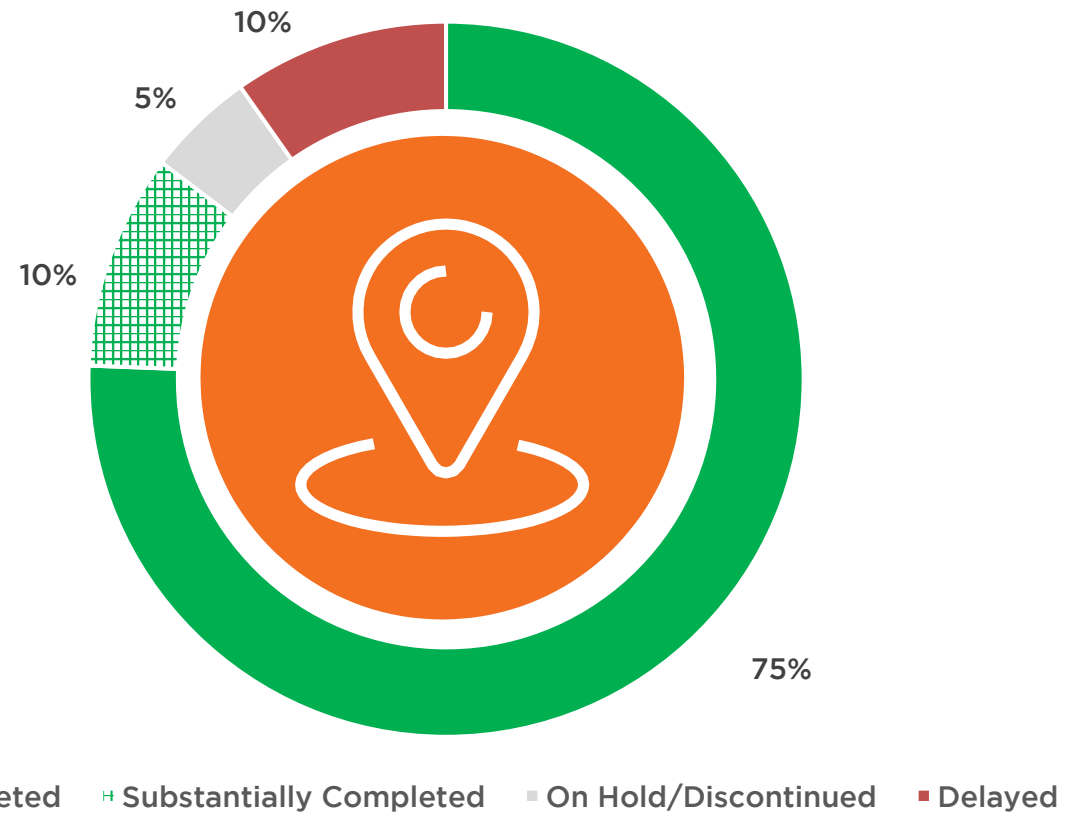
Theme One

In 2032 Bayside will be a vibrant place

Neighbours, visitors, and businesses are connected in dynamic urban environments. People are proud of living and working in bayside. Built forms focus are sympathetic to the natural landscape and make our area a great place to live.

Action Status as of 30 June 2023

	Completed	31
	Substantially Completed	4
	On Hold/Discontinued	2
	Delayed	4







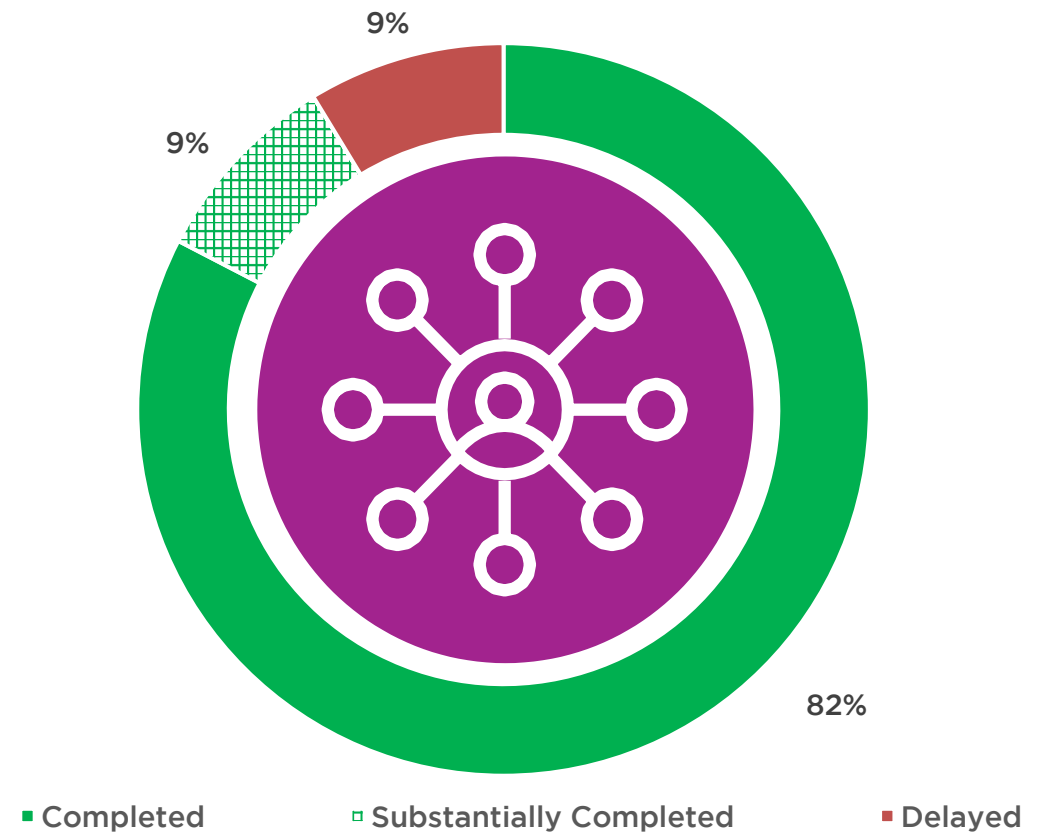
Theme Two

In 2032 our people will be connected in a creative City

Knowledge sharing and collaboration ensure that we have the expertise and relationships to lead with integrity, adapt to change, connect vulnerable people to community, build resilience and effectively respond in times of adversity and stress. Our strong connections help our diverse community to feel equally valued.

Action Status as of 30 June 2023

	Completed	19
	Substantially Completed	2
	On Hold/Discontinued	0
	Delayed	2







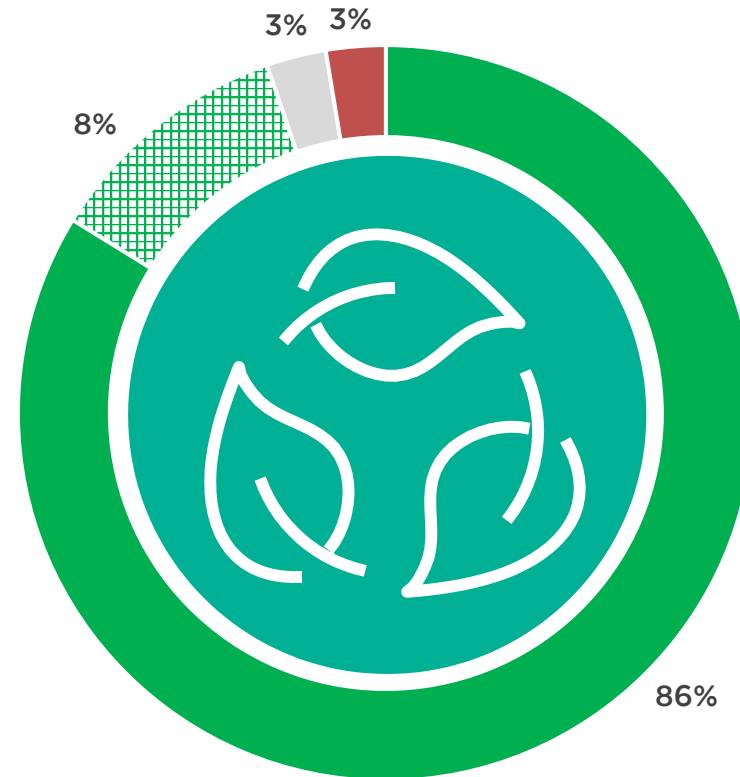
In 2032 Bayside will be green, resilient, and sustainable

Theme Three

Our natural assets and biodiversity are protected and enhanced through collaborative partnerships, to benefit a healthy environment now and in the future. The community is resilient, and confident in its ability to work together to thrive, adapt and recover from risks and climate events. Energy, resources, and waste are managed sustainably.

Action Status as of 30 June 2023

	Completed	32
	Substantially Completed	3
	On Hold/Discontinued	1
	Delayed	1







■ Completed + Substantially Completed ■ On Hold ■ Delayed

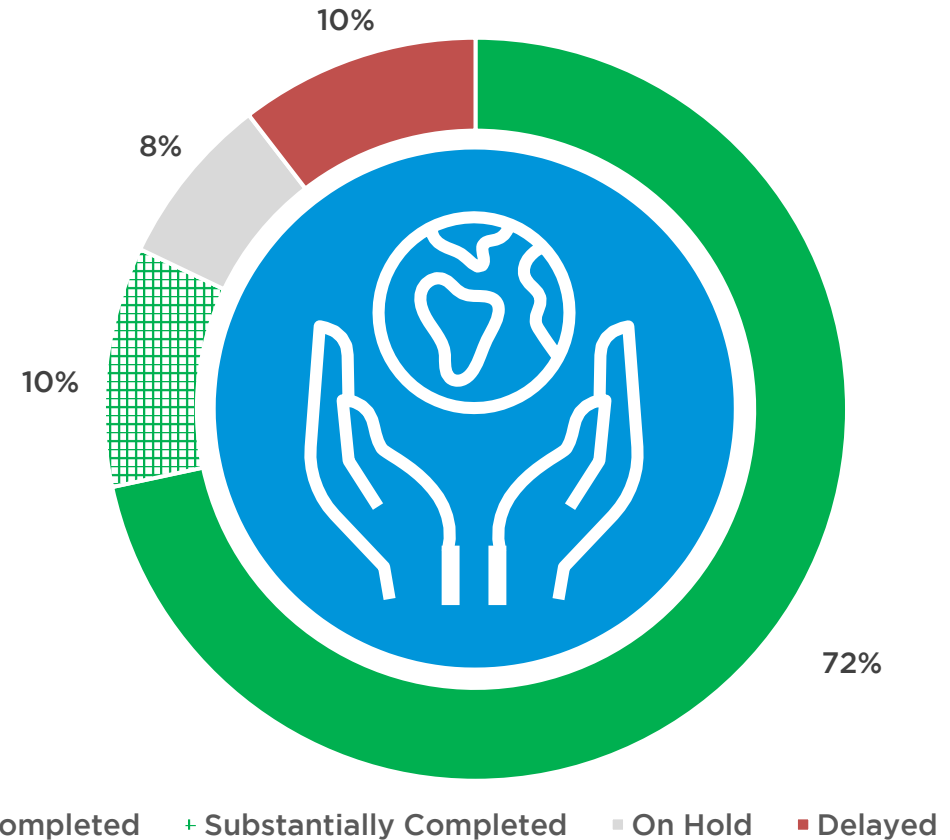
In 2032 Bayside will be a prosperous community

Business innovation, technology, flourishing urban spaces and efficient transport attract diverse business, skilled employees and generate home-based business. Growth in services to the local community generate employment support, a thriving community, and livelihoods. Council is viable across its quadruple bottom line: social, environmental, economic, and civic leadership.

Theme Four

Action Status as of 30 June 2023

	Completed	48
	Substantially Completed	7
	On Hold/Discontinued	5
	Delayed	7





APPENDIX

Theme One




In 2032 Bayside will be a vibrant place






Neighbours, visitors, and businesses are connected in dynamic urban environments. People are proud of living and working in bayside. Built forms focus are sympathetic to the natural landscape and make our area a great place to live.









Community Outcome -1.1: Bayside’s places are accessible to all

Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Comment	Directorate
1.1.1 Create spaces, places and interactions that are safe, accessible, and engaging (Deliver)	1.1.1.1	Conduct annual inspections of food, skin penetration and hairdressing businesses	Concept options are prepared for discussion with Councillors Target: June 23 Actual: June 2023	85		All skin penetration and hairdressing businesses inspected. Annual inspections of food currently being undertaken - on track for completion by end of 2022/23.	City Life
	1.1.1.2	Delivery of City Projects Program on time and on budget	Botany Aquatic Centre - completion of Stage 1 Target: December 2022 Actual: Deferred to be delivered with Stage 2 Notes: Stage 1 deferred to be delivered as one project rather than splitting into stages. Barton Park Target: December 2023 Actual: April 2024 Notes: Construction well underway and as per the agreed program completion is scheduled for April 2024. Sir Joseph Banks Park Target: December 2022 Actual: March 2023 Notes: Adventure playspace officially opened to the public in April 2023	100		The City Projects Program is on track and on budget for delivery and is reported regularly to Project Sponsors and the Executive Team.	Office of the General Manager
	1.1.1.3	Develop and maintain key partnerships to improve community safety	# Police meetings attended Target: Report 6 monthly Actual: Community Safety Precinct Committee meeting	100		Community Safety Precinct Committee meetings are held every quarter and has been represented by officers from Council throughout the	City Life




		<p>attended every quarterly, 4 meetings attended Notes: Council conduct regular meeting with St George Police Area Command and South Sydney Police Area command to reduce crime and improve community safety.</p> <p># DFV Partnerships attended Target: Report 6 monthly Actual: Domestic and Family Violence (DFV) network meetings attended twice a month. Notes: Regular meetings attended.</p>			<p>year. Councils Community Safety Officer has regular communication and contact with the St George Police Area Command and South Sydney Police Area command to ensure community safety, in particularly anti-social behaviour is dealt with accordingly around the Bayside LGA. Attendance at Domestic and Family Violence (DFV) network meetings.</p>	
1.1.1.4	Implement the Community Safety Strategy 2022-2026	Develop a Child Safe Policy and implement the Child Safety Standards Target: June 2023	50		Bayside Council's Child Safe Policy is in draft to be formalised and implemented during 23/24.	City Life
1.1.1.5	Respond to community complaints about unauthorised development, uses or unsafe structures	% responded to within agreed timeframes Target: 97% Actual: Target met unless escalated to legal action.	100		<p>Compliance Officers respond to community complaints to resolve matters regarding unauthorised development or uses and unsafe structures.</p> <p>Customers are acknowledged within 3 working days, and investigation commenced in accordance with priority/risk of issue.</p>	City Life
1.1.1.6	Roll out opportunities for smart cameras and License Plate Recognition technology to combat illegal parking, anti-social behaviour and increase community safety	LPR program implemented Target: June 23 Actual: On track Notes: Fixed LPR expansion in Sanoni Avenue, Sandringham refined and Mobile LPR program expanded to incorporate the entire LGA.	100		The expansion of Council's Smart CCTV Network and License Plate Recognition technology at Sanoni Avenue, Sandringham continues to be refined to facilitate future expansions within the LGA. A further expansion of Council's CCTV network in Brighton Le Sands has seen the installation of 35 new cameras (in 11 different locations) was completed in May 2023, providing improved coverage in key areas such as Kyeemagh Boat Ramp, Cooks Park and Brighton Le Sands beachfront/foreshore and incorporates Smart CCTV elements of people counting and asset utilisation. Council's use of Mobile Licence Plate Recognition has been expanded, with street sign mapping	Office of the General Manager

						undertaken for all timed parking across the entire LGA and known 'No Stopping' hotspots, improving parking turnover, public safety and the safety of Council Staff.	
	1.1.1.7	Complete the Rockdale Centre Masterplan	Concept options are prepared for discussion with Councillors Target: June 23 Actual : June 2023	100		Several Design Options have been completed for discussion with Councilor's in July 2023.	City Futures
1.1.2 Improve availability of parking for residents (Deliver, Advocate)	1.1.2.1	Analyse data and develop strategies around shopping centres and the foreshore to ensure maximum parking availability and safety	Bayside Parking Strategy developed Target: June 23	0		Analysis undertaken of metered paid parking options compared with the increased use of licence plate recognition enforcement to achieve parking turn over. Report for consideration of Council in August 2023.	City Futures
	1.1.2.2	Enforce NSW Road Rules School Parking Patrol Program for 44 schools within the LGA	# school patrols per annum Target: 500 Actual: 614 Schools Patrol conducted Notes: Required 504 as per Yearly Performance indicator	100		Councils' parking patrols and actions in and around schools, highlights commitment to providing road safety and education to the public around children and is generally well received. The number of patrols conducted around schools for this financial year was in excess of 600 patrols, which exceeds Councils yearly performance target of 500	City Life
	1.1.2.3	Redevelopment of the Boulevard Carpark project	Preferred Option Determined Target: August 22 Actual: June 2022 Detailed design and scope developed Target: March 23 Actual: Ongoing	45		The Preferred Option was presented to the Executive Committee March 23. Due to the size of the Project, approval of the Preferred Option is required from the Office of Local Government (OLG). Approval anticipated by December 23.	City Performance
1.1.3 Promote the provision of affordable housing for those who need it (Partner, Advocate)	1.1.3.1	Prepare the implementation plan for the Bayside Local Housing Strategy	Plan developed Target: June 23 Actual: March 2023	100		Council endorsed the Bayside Local Housing Strategy Implementation and Delivery Plan on 22 March 2023, for submission to the NSW Department of Planning and Environment.	City Futures

1.1.4 Provide safe accessible open space with a range of active and passive recreation opportunities to match Bayside's growing community	1.1.4.1	Ensure all active and passive parks are well maintained and fit for purpose	All parks maintained on a weekly to monthly schedule, depending on usage Target: $\geq 95\%$ Actual: 95	100		Scheduled weekly, fortnightly & monthly maintenance of all parks was conducted, along with selective herbicide application in Spring & Autumn. All services delivered as per schedules, albeit, minor delays within the schedules occurring due to wet weather, mechanical breakdowns.	City Presentation
	1.1.4.2	Finalise Masterplan for Studdert Reserve	Masterplan endorsed Target: December 22	95		Masterplan was endorsed by the City Planning & Environment Committee and will be considered for adoption by Council in August 2023.	City Futures
	1.1.4.3	Review, update and implement Bayside Park and Reserves Plan of Management	Crown Land Approval Target: December 22 Actual: Not completed	90		Public Exhibition conducted. Report ready for Committee review.	City Performance
	1.1.4.4	Undertake annual Playspace Renewal & Shade Improvement Program	Report on progress Target: 6 monthly Actual: On track	65		Playspace renewal is on track for delivery.	Office of the General Manager
	1.1.4.5	Undertake seasonal sportsfield renovation works program	Program completed as per schedule Target: $\geq 95\%$ Actual: 100	100		All annual programmed sportsfield (24.6ha) renovation works have been completed for 22/23 Spring: Soil Test, Scarify, Aeration, Topdressing soil (2,000ton), Fertilising (3,450kg) Turf Replacement (1,000m ²) Summer: Fertilising (3,450kg) Autumn: Oversow Ryegrass, Fertilising (3,450kg) Scheduled weekly, fortnightly & monthly maintenance of all parks was conducted, along with selective herbicide application in Spring & Autumn.	City Presentation
1.1.5 Welcome visitors and tourists to Bayside (Partner)	1.1.5.1	Partner with NSW Government Tourist organisations to promote Bayside as a place of interest for Tourists	Report on activity Target: 6 monthly Actual: Annual	100		Council joined the newly formed Eastern Harbour City South District Local Council visitor Economy Group. The EHC group is coordinated by Destination NSW its members include: Bayside, City of Sydney, Strathfield, Waverley, Inner West, Canada Bay, Sutherland, Burwood councils. Attended by economic development representatives the group will meet quarterly to share and collaborate in achieving the NSW vision to be the premier visitor economy in the Asia	City Life



						<p>pacific.</p> <p>We continued our participation with Committee for Sydney and attended conference on art and culture as a placemaking tool to booster the visitor economy.</p> <p>Partnered with Spendmapp to target visitor marketing strategies and understand movement and spending habits.</p>	
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Community Outcome -1.2: Bayside's places are dynamic and connected

Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Comment	Directorate
1.2.1 Create green and welcoming streetscapes (Deliver)	1.2.1.1	Maintain all garden areas on council assets within LGA	Regular maintenance (weather permitting) Target: 8 times a year	100		Landscape maintenance services carried out general maintenance within the schedule timeframes. Included upgrades and plant replacements that included planting of 14,000 new plants and shrubs across Bayside. This is inclusive of 5 new gardens areas promoting the Bayside branding.	City Presentation
1.2.2 Ensure public buildings are well maintained as important community hubs with the opportunity for shared and multiple use of facilities (Deliver, Advocate)	1.2.2.1	Promote and increase usage of community facilities (town halls, community halls, centres, and meeting rooms)	Utilisation of facilities - #hours booked (Baseline year) Target: Report 6 monthly Actual: 25439.5 hours (54.26%)	100		Community Facility bookings increased from 31.33% (2021/2022) to 54.26% (2023/24). Rockdale Town Hall, Rockdale Seniors and Alf Kay were the most utilised venues. Peak usage times were from 4pm and weekends.	City Life
	1.2.2.2	Review of the management options for the Angelo Anestis Aquatic Centre	Council to determine the management option Target: August 22	100		In November Bayside Council determined to assume management of Angelo Anestis Aquatic Centre when the BlueFits management agreement expired. A Centre Manager was appointed and Larcan Aquatic Specialist consultants engaged in May 2023 to assist in project management and delivery of the transition. Over 300 tasks were completed including recruitment, purchase of equipment and IT, maintenance and a new learn to swim program. The Centre was successfully handed over on 30 June 2023 and opened to the public on 15 July 2023.	City Life



1.2.3 Facilitate greater connectivity through active transport (Deliver, Partner, Advocate)	1.2.3.1	Advocate for better cycling connections and investigate ways to incorporate active transport into existing decision making	Partner with local active transport groups to encourage participation Target: Report 6 monthly Actual: monthly Incorporate Active Transport issues into the existing Traffic Committee Target: Report 6 monthly Actual: 6 monthly	100	●	Council maintains regular contact with local Bike Advocacy groups BikeEast, BicycleNSW, BikeSydney with the aim of delivering walking and cycling infrastructure that provides access to key destinations. These actions are in response to increased community demand and safety concerns.	City Futures
	1.2.3.2	Implement the annual Footpath Program	Report on progress Target: 6 monthly Actual: 1,514 Notes: Report on progress Target: 6 monthly Actual: 1,514 customer requests (Jan-June) Notes: 3,231 locations total for 22/23.	100	●	3,231 Customer Requests were completed for footpath maintenance across the Bayside LGA in 22/23 - including footpath contractor packages, defect register maintenance locations and the new/renew capital footpath program. This equates to approximately 8,600m2 of footpath construction across the Bayside LGA.	City Presentation
1.2.4 Support and deliver cultural and arts facilities, programs, events, and opportunities (Deliver, Partner, Advocate)	1.2.4.1	Deliver Bayside Council Annual Events Program which adds value to our community and City, activates public spaces and invigorates town centres	# events - report on totals Target: Report 6 monthly Actual: 18 in 12 months Notes: Notes: Seven major events completed between January and June 2023 # participants - report on totals Target: Report 6 monthly Actual: Attendance varies depending on event Notes: Notes: Attendance at all events increased, particularly at the Australia Day at the pool and the Dawn Service.	100	●	The events program for 2023 began with a celebration for Australia Day. A Citizenship Ceremony was held in Rockdale Town and Council also announced Bayside's City of the Year. A family fun was held at the Botany Aquatic Centre with a strong focus on celebrating our First Nations culture. Council supported a number of Anzac Day events including the Dawn Service at Booralee Park. The importance of Council's senior residents was acknowledged and celebrated through hosting 4 High Teas with entertainment. The 4 sessions held in the Rockdale and Botany Town Halls, proved successful and well attended. Council's annual events program continues to grow and mature as it is redefined to reach out and engage with residents right across the Local Government Area. Council also delivered a number of smaller events such as the opening of the new Sir Joseph Banks Playground	Office of the General Manager

Community Outcome -1.3: Bayside's places are people focussed






Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Directorate	
1.3.1 Activate local areas and town centres with facilities valued by the community (Deliver, Partner)	1.3.1.1	Deliver a range of library programs and initiatives that supports our community	<p># attendees Target: Report 6 monthly Actual: completed Notes: 674 total attendees for 6 months January to June</p> <p># programs delivered Target: Report 6 monthly Actual: completed Notes: 393 total events for 6 months January to June</p> <p># home library members Target: Report 6 monthly Actual: completed Notes: 75 current individual and institutional members</p>	100		Bayside libraries delivered a total of 785 community sessions in 22/23. These programs covered a wide variety of activities tailored to the needs and interests of our community including programs for children, teenagers, multicultural communities, seniors and those seeking to take part in creative and literary activities. This year also saw the return of popular science programs for children and author talks in other languages, including Chinese, Spanish and Bengali, as well as the introduction of a chess club at Mascot Library, Be Connected one-on-one technology classes at Sans Souci Library and a writers workshop for teens at Rockdale Library. The Home Library Service memberships have increased again since the tumult caused by COVID, particularly for members who live in nursing homes. As the year progressed, we have seen 13 new members join the Home Library Service.	City Life
	1.3.1.2	Promote and maximise the use of library spaces and facilities (including public PC's, study spaces and meetings rooms)	<p># Facilities bookings Target: Report 6 monthly Actual: completed Notes: 2889 bookings in 12 months</p> <p># of hrs of PC bookings Target: Report 6 monthly Actual: completed Notes: 7,763 sessions and 5,444:26 hours:mins used in 12 months</p> <p># Physical visits to libraries Target: Report 6 monthly Actual: 220 913 people visited the libraries in the 6 months January to June</p>	100		Meeting rooms at Eastgardens, Rockdale and Sans Souci have been well used by the community for a variety of purposes from strata meetings to yoga classes. Study rooms continue to be popular for private study, people sitting online exams and Justice of the Peace services. Visits to libraries steadily increased over the year. March 2023 was the busiest month with 43,076 visitors and in 22/23 there were a total of 422,844 people through the doors.	City Life

1.3.2 Create and maintain vibrant, visually appealing, and welcoming places with their own village atmosphere and sense of identity (Deliver, Partner, Advocate)	1.3.2.1	Deliver an efficient street sweeping program across the Bayside Local Government area	All streets mechanically swept twice per month (weather permitting) Target: 95% Actual: 95% Notes: Report on tonnage collected Target: 6 monthly Actual: 921 Notes: 921 tonnes collected in Jan-June. 2,033 tonnes total for the FY. Report on % street waste recycled Target: 6 monthly Actual: 90% Notes: Council continues to investigate and incorporate avenues of recycling to develop a circular economy	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 2,033 tonnes of litter being removed from the streets within Bayside.	City Presentation
	1.3.2.2	Manage removal of Graffiti on Council owned assets	% of incidents responded to within agreed standard of service Target: 95% Actual: 95%	100	●	Graffiti is removed on Council controlled areas as soon as practicable once a report is received and referred to other agencies where they control the affected property. Work has been done to consolidate reporting across the LGA to improve response times.	City Life
	1.3.2.3	Progress planning for the upgrade for Le Beach Hut Dolls Point	Facilities delivered Target: 2024 Actual: 2025 Notes: Approvals underway	65	●	A Planning Proposal and Development Approval are required prior to this project commencing construction. Approvals are currently underway and require Gateway Planning Approval, this has delayed the project. Once approvals are in place, the project will be tendered for construction, with construction anticipated to commence in 2024 and be completed in 2025.	Office of the General Manager
	1.3.2.4	Promote and oversee the use of footways for outdoor dining and retailing	# of footway licences Target: Maintain or increase Actual: 162 current Notes:	100	●	Renewal are being issued and the promotion of footway trading as accorded on the eastern side with an increase of permits being issued.	City Life
	1.3.2.5	Provide an effective and responsive cleaning program of town centres	Cleaning to be completed at least weekly Target: 95% Actual: 100%	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	City Presentation

						reactive services were provided in 22/23. This includes providing a secondary 'in-house' toilet maintenance service to public amenities buildings that supported the primary cleaning service	
1.3.3 Promote innovative and well-designed local developments which incorporate open space and put people first (Deliver, Partner, Advocate)	1.3.3.1	Manage the Design Review Panel for Development Applications in accordance with legislative requirements	Wait time to application assessment due to outstanding applications Target: No delays Actual: Completed Notes: A total of 17 Design Review Panel (DRP) meetings were held over the last 12 months. 6 of those meetings were organised as 'extraordinary' meetings to minimise unnecessary delays to DA determination timeframes. New Panel members were selected and endorsed at an Executive Committee Meeting held in February 2023 with updated DRP Terms of Reference and Design Excellence Guidelines adopted. Face-to-face meetings with the Panel, Council and the Applicant recommenced from March 2023 with the ability for Applicants' to join via Teams if unavailable to be physically present at the meeting.	100	●	Design Review Panel meetings are scheduled 11 times per year. With the number of applications requiring consideration by the Panel, an additional 6 'extraordinary' meetings were created to ensure that there were no unnecessary delays caused to the determination of development applications. A new Panel was endorsed in February 2023 with an updated DRP Terms of Reference and Design Excellence Guidelines adopted. The new Panel commenced from 1 March 2023 with face-to-face meetings recommencing, resulting in improved communication and resolution.	City Futures
	1.3.3.2	Manage the Design Review Panel for Development Applications in accordance with legislative requirements	DRP meetings are available for referral Target: No delays Actual: Completed Notes: A total of 17 Design Review Panel meetings were held over the last 12 months. A total of 6 meetings were 'extraordinary' meetings to ensure that planning proposals progress in a timely manner with clear guidance provided from the Panel to staff. There were a total of 3 meetings where planning proposals were considered by the Panel in the last 12 months	100	●	Design Review Panel (DRP) meetings are scheduled 11 times per year. With the number of applications requiring consideration by the Panel, an additional 6 extraordinary meetings were created to ensure that there was no unnecessary delays caused to the finalisation of planning proposals.	City Futures

	1.3.3.3	Prepare submissions and reporting to Council on state significant developments	DRP meetings are available for referral Target: No delays Actual: Submissions lodged within timeframes	100		Council made a number of submissions, and provided preliminary comments, to the NSW Department of Planning and Environment on State Significant Development Applications (SSDAs) which are either in, or near, Bayside, many relating to Multi-Level Warehouses to accommodate logistics and warehousing businesses around Port Botany or Sydney Airport. Sites subject to comments/submissions on SSDAs for Multi-Level Warehouses included 1-3 Burrows Road, St Peters; 2-8 Baker Street, Banksmeadow; and 350 King Street, Mascot.	City Futures
	1.3.3.4	Provide an effective Development Assessment service	DRP meetings are available for referral Target: No delays Actual: Submissions lodged within timeframes	100		Council made a number of submissions, and provided preliminary comments, to the NSW Department of Planning and Environment on State Significant Development Applications (SSDAs) which are either in, or near, Bayside, many relating to Multi-Level Warehouses to accommodate logistics and warehousing businesses around Port Botany or Sydney Airport. Sites subject to comments/submissions on SSDAs for Multi-Level Warehouses included 1-3 Burrows Road, St Peters; 2-8 Baker Street, Banksmeadow; and 350 King Street, Mascot.	City Futures

Community Outcome -1.4: Bayside's transport system works

Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Comment	Directorate
1.4.1 Promote adequate, accessible, reliable public transport for ease of travel to work and leisure (Advocate)	1.4.1.1	Advocate for improvements in transport	Opportunities to make submissions and advocate are identified Target: submissions made within time allowed and report to next available Council meeting for endorsement Actual: monthly	100		Council has made submissions to TfNSW in relation to the proposed clearways along The Grand Parade and has extensive discussions with TfNSW and the contractors in relation to the built form, landscape and traffic outcomes that will eventuate from the completion of Stage 1 of the M6 motorway. Council has also made submissions in relation to changes to bus timetables and transport projects such as Sydney Gateway and the Port Botany rail Duplication.	City Futures
1.4.2 Promote Bayside as a 30-minute City where residents do not have to travel for more than 30 minutes to work (Advocate)	1.4.2.1	Advocate and partner with local, state, and national organisations to facilitate and achieve shared objectives that directly benefit our community	# Initiatives or campaigns we participate in Target: Report 6 monthly Actual: Report 6 monthly	100		Staff have attended and provided input to workshops in relation to the review of the Metropolitan Plan (Six Cities Discussion Paper) and the Eastern Harbour City District Plan review. Council staff have also met with Randwick City Council in relation to the upcoming review of the Maroubra-Eastgardens Strategic Centre, Georges River Council in relation to the Kogarah Collaboration Area and major Planning Proposals. Regular and project based meetings, emails and conversations are undertaken between state government agencies including TfNSW, DPE, Department Education and NPWS.	City Futures
	1.4.2.2	Prepare and finalise Bayside Development Control Plan	DCP adopted Target: December 22 Actual: 22 March 2023	100		The Bayside Development Control Plan (DCP) 2022 was adopted by Council on 22 March 2023.	
1.4.3 Support an effective and efficient local road network through investment in maintenance and reduced traffic	1.4.3.1	Administer Bayside Council's Traffic Committee	Report on progress Target: 6 monthly	100		11 Bayside Local Traffic committee meetings held throughout the year.	City Futures
	1.4.3.2	Implement the Road Safety Program with annual matching funding from NSW Roads and Maritime Services	Road Safety Program Delivered Target: Annually	0		Project based initiatives under this program will be investigated once the new Senior traffic and road safety engineer commences. Currently Council has withdrawn from the Road Safety program and reallocated what	City Futures

issues in Bayside (Deliver, Partner, Advocate)						was a part-funded Road Safety Officer role primarily focussed on administration of TfNSW programs to focus on Bayside priorities that arise from the Bayside Traffic Committee and customer requests. Any future Road Safety program initiatives will need to be applied for and will be funded on a per program basis.	
	1.4.3.3	Improve road safety and pathways by responding to issues raised with the Traffic Committee	Report on progress Target: 6 monthly	100	●	6 Local Traffic Committees held during the period and actions arising from these committees actioned as appropriate	City Futures
	1.4.3.4	Maintain Council's civil assets being roads, drainage, kerb and gutter and footpaths	Customer requests actioned to agreed asset condition rating Target: ≥ 95% Actual: 95% Notes: 100% was not achieved as some locations outstanding due to proximity to building sites, future tree removals and root pruning.	100	●	Council's roads, drains and footpaths were maintained to agreed service levels. During the 22/23 financial year Council attended to approximately 2,893 customer requests including completing 2,033 footpath repairs, 610 pothole repairs, and 250 kerb and gutter repairs.	City Presentation

Theme Two

In 2032 our people will be connected in a creative City



Knowledge sharing and collaboration ensure that we have the expertise and relationships to lead with integrity, adapt to change, connect vulnerable people to community, build resilience and effectively respond in times of adversity and stress. Our strong connections help our diverse community to feel equally valued





Community Outcome – 2.1: Bayside celebrates and respects our diverse community


Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Comment	Directorate
2.1.1 Reflect and celebrate cultural diversity in Bayside's activities (Deliver, Partner)	2.1.1.1	Support and celebrate our culturally diverse community by being an active participant in the Local Government Migrant Network	# Meetings attended Target: Report 6 monthly Actual: 5	100	●	Network meetings are always attended by a Bayside representative. In addition, activities to support new arrivals in Bayside have been held through the reporting period. This includes a Harmony Day event for people living in Eastlakes housing estates, and a basket weaving workshop for refugee women Q4 in partnership with Sydney Multicultural Services (see image)	City Life
2.1.2 Support cultural and arts events that reflect and involve community (Deliver, Partner)	2.1.2.1	Continue to support the annual Summer Foreshores Program (1 November - Easter long weekend)	Foreshore Program delivered Target: May 23	100	●	The 22/23 Summer Foreshore Program (SFP) is now complete. Insights from this will be implemented in to the planning of the 23/24 SFP. This successful SFP program titled #leave only footprints included the popular Beach Buddies program and coordination of services across council, working directly with TfNSW Marine command and NSW police. The program included new signage and worked with business on the introduction of the single use plastic ban. It also highlighted the work done across council to maintain the foreshore such as the beach rake and the work of rangers.	City Life

	2.1.2.2	Partner with community organisations to deliver a wide range of key community events & activities	Measure: Deliver the following events: - Seniors Week - Youth Week - Reconciliation Week - NAIDOC Week - Disability Awareness Week Target: Report 6 monthly	100	●	In this reporting period the following events took place: - NAIDOC Week - 16 Days of Activism Against Gender Violence - Disability Awareness Week - Seniors Week - Harmony Week - Youth Week - Reconciliation Week Activities occur across all Council's business units, including Community Life, Communications and Events, Libraries and Lifestyle, Environment and Resilience.	City Life
2.1.3 Treat community members with dignity and respect (Deliver, Partner, Advocate)	2.1.3.1	Implement the Disability Inclusion Action Plan 2022-2026	Council staff to undertake Disability Awareness Training Target: June 23	100	●	Actions completed April 2023	City Life
2.1.4 Value, respect and celebrate Bayside's shared heritage and history (Deliver, Partner, Advocate)	2.1.4.1	Implement Bayside's Local History Collection Management & Access Improvement Plan	Report on progress Target: 6 monthly Actual: Completed	100	●	Materials that were previously stored at AMAC house where they were inaccessible to the public can now be accessed, including: 73 boxes of archive material which was reboxed in new archive boxes and is now stored at Rockdale Library; 81 boxes of the Botany Municipal Archives Collection have been rehoused to ensure their physical preservation; 27 boxes of Botany Historical Trust records were removed from AMAC House and sorted for e-filing and archiving; 119 maps and plans were re-located to Mascot Library's new map cabinets. Digitisation of physical collections including reel to reel film, cassettes, maps, photographs and newspapers is currently underway. These will all be added to the public access catalogue. Displays serve to highlight items in the collection and make them accessible to the community. In April Mascot Library showcased materials relating to the Benham brothers,	City Life


						former Botany locals, who enlisted in the Australian Imperial Forces in World War I.	
	2.1.4.2	Implement the Reconciliation Action Plan 2022- 26 - Stage 1 - REFLECT	Report on progress Target: 6 monthly	80		50 of 62 actions in the Reflect Reconciliation Action Plan (RAP) have been achieved. This places Council in a very solid position to begin the process of developing the next RAP - Innovate.	
	2.1.4.3	Install Heritage Interpretation signage	Signage installed Target: June 23	50		The Library is working with Council's Community Development Aboriginal Specialist and the City Infrastructure team to deliver an interpretive sign in Coolibah Reserve.	City Life

Community Outcome – 2.2: Bayside utilises and benefits from technology

Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Comment	Directorate
2.2.1 Harness technological changes and ensure benefits are shared across Bayside (Deliver, Advocate)	2.2.1.1	Action the initiatives contained in the 3-year IT Strategy	Report on progress Target: 6 monthly Action: Completed	100		A major initiative for 2022/23 was implementation of the new IT Operating model. With the appointment of the CIO in December, this process was slightly delayed but is now well underway and is expected to be finalised over the next couple of months. Other initiatives are in the early planning stages and will be implemented as per the technology roadmap.	City Performance
2.2.2 Promote smart use of technologies to make life better (Advocate, Deliver)	2.2.2.1	Implement online services and smart forms for the community	Online services and smart forms delivered Target: June 23 Actual: On track Notes: 14 online services deployed in 23/24. Scope expanded to encompass a further 12 services to be deployed in 23/24.	80		Business owners are now able to undertake all business registrations for food businesses (Food Business Registration, Temporary Food Business Registration and Home Based Food Business Registration) and regulated business premises (Cooling Towers Registration, Mortuary Registration, Public Swimming Pool Registration, Shared Accommodation Registration, Skin Penetration Registration and Underground Petroleum Storage System Registration) and business footway occupancy (A Frame Display Registration and Footway Dining Registration) online. Additionally,	Office of the General Manager

						access to information applications (Informal Access to Information Request, Formal Access to Information Request and Dividing Fence Information) can be facilitated online. Scope has expanded to facilitate online engineering applications, which will be deployed in 23/24.	
2.2.3 Provide accessible information and services online and through social media (Deliver)	2.2.3.1	Ensure Council communicates with community in diverse ways to maximise reach	# newsletters - physical Target: 4 Actual: 3 from July to June Notes: # Bayside e-newsletters Target: Fortnightly Actual: Fortnightly Notes: Online and e-news preferred means of communication Social Media followers Target: 5% increase Actual: 17,000 Notes: 5% target reached Website statistics Target: Report 6 monthly Actual: Notes: 13,049 hits from 587 users	100		Bayside continues to communicate regularly with its residents and key stakeholders across several platforms including print, online and social media. The number of print based newsletters reduced as the popularity of the fortnightly e-newsletter, Talking Bayside, grows. Facebook continues as the preferred social media platform with audience growth reaching the target increase of 5% with followers now exceeding 17,000.	Office of the General Manager

Community Outcome – 2.3: The community feels valued and supported

Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Comment	Directorate
2.3.1 Engage and communicate with all community members (Deliver)	2.3.1.1	Review and update the Engagement & Communications Strategy 2019	Strategy adopted Target: Dec 22 Actual: November 2022	100		Completed November 2022	City Life


2.3.2 Promote access to active recreation, health care and education services to support a healthy community (Deliver, Partner, Advocate)	2.3.2.1	Conduct Food handling workshops with food shops across our Local Government Area	# completed Target: minimum 4 Actual: 4 workshops completed	100	●	The target to conduct 4 Food Handling Workshops was met Q4 by delivering 2 workshops at both Rockdale and Eastgardens	City Life
	2.3.2.2	Deliver Sport and Recreation services to the Community through Council's Aquatic Centres, Golf Courses, Tennis Courts & Arncliffe Youth Centre	Utilisation of facilities - # patrons (Baseline year) Target: Report 6 monthly Actual: 85,000 Botany Aquatic Patrons	100	●	Botany Aquatic Centre was well attended during the 2023/24 Season with over 85,000 patrons attending the centre. The Centre hosted the NSW RSL Amateur Swimming Championships and 26 school carnivals, 3 movie nights, ActiveFest and Australia Day events. There were 5,315 bookings at Aloha and Cahill Park Tennis Courts venues. Botany Golf Course continues to be popular with our local community and social groups. The Course hosted a free golf day with Golf NSW as part of the Active Fest event funded by NSW Office of Sport. Arncliffe Youth Centre had 2,115 bookings for a diverse range of activities including basketballs, school sport, functions and volleyball.	City Life
2.3.3 Provide services and facilities which ensure all community members feel a sense of belonging, including children, families, young people, and seniors (Deliver, Advocate)	2.3.3.1	Implement Year 1 of the 3-year Action Plan from the Bayside Library Strategy 2022	Report on progress Target: 6 monthly	30	●	The formal adoption of the Library Strategy has been delayed until 23/24. However, Library improvements have progressed including a more diverse range of programs and activities, increased participation in events, new furniture and progressing the digitisation of our Local History Collection	City Life
	2.3.3.2	Support local youth through provision of youth drop-in and school holiday activities	Youth drop-in services will be held regularly at: - Eastlakes - Hillsdale - School holiday program activities will be delivered each school holidays for Bayside youth Target: Report 6 monthly Youth outreach activities held annually in different outdoor/park locations Target: 4	100	●	January and April school holiday program was delivered and all activities and excursions were booked out and well attended. Arncliffe and Hillsdale Drop-In services were delivered weekly with Arncliffe Drop In reaching 102 young people in attendance. The Young People team have continued to provide outreach services at Mutch Park and Ador Reserve skate parks weekly. The team has also attended local high schools wellbeing days where they have provided an outreach service.	City Life

2.3.4 Value and acknowledge our pets, and welcome them across Bayside (Deliver, Advocate)	2.3.4.1	Enforce the Companion Animals Act 1988	Time to respond to requests Target: 100% within 72 hours Actual: 100% within 72 hours	100	●	All reports relating to animal welfare are responded to within 72 hours. Training for new staff is planned in Q1 to enhance capability and improve safety.	City Life
2.3.5 Work with our partners to ensure flexible care/ support arrangements for seniors, children, people with disability and vulnerable members of our community are available across Bayside (Partner, Advocate)	2.3.5.1	Implement the Age-Friendly Communities Strategy 2022-2026	An annual calendar of events for older people is produced and implemented Target: June 23	100	●	Council has created an annual calendar of events to show appreciation of Seniors such as: - Mayor's Seniors Christmas party - Seniors Week initiatives in partnership with the Bayside Seniors Network - Seniors High Tea events at both Rockdale and Botany - Activities held in Dementia Week for people with dementia and their carers This is in addition to the program of Seniors-related activities in the Age Friendly Communities Plan.	City Life

Community Outcome – 2.4: The community is united and proud to live in Bayside

Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Comment	Directorate
2.4.1 Develop and support community connections and networks which enhance resilience (Partner, Advocate)	2.4.1.1	Implement the Safe as Houses Project - funded by the NSW State Government	Implementation complete Target: September 23 Actual: Dec 2022	100	●	Project completed December 2022 through the development and distribution of an Emergency Preparedness Handbook for public housing estates in Maloney Street and Florence Avenue Eastlakes.	City Life
2.4.2 Develop and support emerging community leadership (Partner)	2.4.2.1	Continue to support and explore initiatives that encourage emerging leaders' participation in decision making	Deliver - Mayoral Student Program - Bounce at Arncliffe Youth Centre - Duke of Edinburgh Target: Report 6 monthly	100	●	The Young People Team in collaboration with the GM and Mayor facilitated a Youth Forum with student leaders from local primary and high schools. The team also completed the expression of interest for young people to join the Youth Advisory Group with the first meeting scheduled to take place in Q1 24. A	City Life

						Podcasting Workshop focusing on emerging leaders addressing anti-racism was facilitated in collaboration with Gynea Community Aid and Information Services. Youth Workers supported a student completing the Duke of Edinburgh through a physical activity component.	
2.4.3 Ensure Council's decisions reflects community objectives and desires (Deliver)	2.4.3.1	Ensure diverse representation in engagement to reflect community demographics	Engagement participant profiles reflect community demographics Target: Engagement Reports	100	●	Engagement Team are now using community demographic data to target specific community groups, and are distributing engagement opportunities in partnership with Community Support & Programs Team, Youth Services, and Sport and Recreation Teams to ensure engagement opportunities are reaching diverse community members. This is successfully reflected in engagement statistics with an increase in the responses by people with disability, Aboriginal and Torres Strait Islander people, and young people in particular.	City Life
2.4.4 Engage effectively with community and provide information in a timely manner (Deliver)	2.4.4.1	Ensure the Events Calendar is published on Council's website and is accurate and up to date for Council run events	Calendar updated Target: Report 6 monthly Actual: Via website	100	●	Council is no-longer printing a quarterly events calendar. Major events are highlighted on the website. The website is being updated with a micro site which will capture all events, programs and activities as well highlight major events.	Office of the General Manager
2.4.5 Foster a sense of community pride in and satisfaction with Bayside (Deliver, Partner, Advocate)	2.4.5.1	Deliver and promote regular citizenship ceremonies that welcomes people to Bayside	# ceremonies Target: Report 6 monthly Actual: 20 ceremonies held from July to June Notes: Monthly ceremonies often doubles Participation Target: Report 6 monthly Actual: 2100 completed from June 22 to July 23	100	●	The number of Citizenship ceremonies doubled to reduce the large waiting lists that grew during the pandemic. Council hosted monthly ceremonies, often doing double ceremonies on the day. Council also held two Super Saturday ceremonies which saw 300 candidates sworn in on the 1 day. Overall helped over 2100 conferees to complete their citizenship journey.	Office of the General Manager

<p>2.4.6 Support community to play their part and imagine the future together (Partner, Advocate)</p>	<p>2.4.6.1</p>	<p>Encourage attendance at Council and Committee Meetings and encourage volunteerism</p>	<p>Attendance Target: 6 monthly reporting</p>	<p>100</p>		<p>Communication about upcoming Council meetings and agenda items are distributed through Community Life team's network each month. There is also a standing highlight button on the Have Your Say page where community members can register to speak at Council and information about attending Council meetings.</p>	<p>City Life</p>
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Theme Three

In 2032 Bayside will be green, resilient, and sustainable

Our natural assets and biodiversity are protected and enhanced through collaborative partnerships, to benefit a healthy environment now and in the future. The community is resilient, and confident in its ability to work together to thrive, adapt and recover from risks and climate events. Energy, resources, and waste are managed sustainably.



Community Outcome – 3.1: Bayside is resilient to economic, social, and environmental impacts

Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Comment	Directorate
3.1.1 Build community capacity and resilience to prepare for, cope with, adapt to and recover from economic, social, and environmental impacts (Deliver, Partner, Advocate)	3.1.1.1	Finalise Bayside West Floodplain Risk Management Study	Study complete Target: September 23 Actual: June 2023	100	●	The draft report is currently on public exhibition, ending on the 31 January 2023. The results of the engagement will be reported and will seek Council endorsement by April 2023. The grant acquittal report is due Sep 2023.	City Futures
	3.1.1.2	Develop the Climate Mitigation & Adaptation Plan as part of the Environmental Strategy	Plan developed and adopted Target: June 23	50	●	A new Environment and Resilience Plan which incorporates climate change mitigation and adaptation will be developed in 23/24	City Life
3.1.2 Engage with community to provide an appropriate response to threats and adverse events (Deliver, Partner)	3.1.2.1	Chair and support Bayside Local Emergency Management Committee and provide assistance to Emergency agencies	Scheduling and attendance at LEMC meetings Target: 4 meetings Actual: 4 meetings held Attendance at REMC mtgs Target: 100% Actual: 100%	100	●	The Botany Bay Emergency Management Plan (EMP) was endorsed by the Local Emergency Management Committee (LEMC) and adopted by the Regional Emergency Management Committee (REMC) in December 2022. 4 LEMC meetings and 3 REMC meetings were held	City Presentation
3.1.3 Promote education about climate change so that the community understands the potential impacts (Deliver, Partner, Advocate)	3.1.3.1	Provide flood level advice to the community	Turnaround time to provide advice Target: 28 days Actual: 10-15 days	100	●	All requests for flood advice letters were completed within 10 to 15 days from the date of the lodgment.	City Futures

3.1.4 Support and promote local climate and resilience leadership and initiatives (Partner, Advocate)	3.1.4.1	Develop Bayside Resilience Plan as part of the Environmental Strategy	Plan developed Target: June 23	100		A draft Environment and Resilience Plan has been completed. Public consultation of the Plan will be conducted in the 2023/24 financial year.	City Life
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Community Outcome – 3.2: Bayside’s use of renewable energy is increasing





Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Comment	Directorate
3.2.1 Promote and facilitate emerging transport technologies for greener transportation and to meet the community’s changing needs (Partner, Advocate)	3.2.1.1	Trial the Introduction of electric vehicles to Council’s fleet	Purchase of EV Vehicles for fleet milestone and charging infrastructure Target: Report 6 monthly	100		Council purchased 7 Electric Vehicles and 7 charging stations for operational purposes. Future analysis is on-going to identify suitable additional vehicles and plant.	City Performance
3.2.2 Promote the use of renewable energy through community education (Deliver, Partner, Advocate)	3.2.2.1	Implement the community sustainability program via events and workshops	# Workshops and events held (subject to public health restrictions permitting) Target: Report 6 monthly Actual: Completed Notes: 6 events held: and create small bird habitat. The plants were installed by Greater Sydney Landcare, Bayside Council Councillor, Fix It Sisters, volunteers, and Bayside Environment & Resilience staff.	100		In 22/23 a total of 6 community events were held as part of the community sustainability program including; - World Environment Day where 2,000 native shrubs and ground cover plants were planted at Sir Joseph Banks Park, - Cook River Clean Up and Paddle Against Plastics to remove harmful plastic and materials from the Cook River and Wolli Creek, - Launch and promote Bayside’s Adopt A Tree program, - Clean Up Australia day and Paddle Against Plastics at Scarborough Pond where 67 community members removed over 100kg of harmful materials, - community tree planting at 6 events	City Life

						held at Kyeemagh Community Hub to plant 600 native shrubs and create small bird habitat.	
3.2.3 Prioritise renewable energy use by Council where possible to reduce greenhouse gas emissions, and report publicly on benefits (Deliver, Advocate)	3.2.3.1	Develop Environmentally Sustainable Development Policy and targets for Council facilities	Switch to 100% renewable electricity contract Target: December 22	100	●	From 1 July 2022, 100% electricity consumed within Council's asset and operations are from renewable energy source.	City Life
	3.2.3.2	Installation of water and energy efficiency initiatives in community and administrative buildings	Report on progress Target: 6 monthly Actual: On track	100	●	All Projects are reviewed for inclusion of water and energy efficient initiatives.	Office of the General Manager
	3.2.3.3	Investigate ways Council can reduce and offset carbon emissions by establishing baseline measures, future targets, and actions to work towards achieving them as part of developing a Climate Change Mitigation and Adaptation Plan	Plan developed Target: Report 6 monthly Actual: Progressing Report baselines Target: Report 6 monthly Actual: Progressing Establish future targets that are adopted by Council Target: Report 6 monthly Actual: Progressing	80	●	Council investigated and implemented a number of initiatives to reduce overall greenhouse gas emissions including installation of community batteries, solar batteries for high energy users, and transition to electric vehicles and charging stations for public use. Bayside Net Zero Pathway is in process of development with baseline data and future targets. This plan includes key actions/measures to achieve future targets.	City Life

Community Outcome – 3.3: Bayside’s waterways and green corridors are regenerated and preserved

Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Comment	Directorate
3.3.1 Capture and re-use rainwater at Council facilities where feasible (Deliver)	3.3.1.1	Incorporate rainwater harvesting, storage and reuse in the design and construction of Council facilities when they are being built or renewed where this is practical and cost effective	Report on progress Target: 6 monthly Plan developed Target: June 23	100	●	Rainwater harvesting facilities continue to be specified, investigated and installed on renewal projects where practical - recently Jellicoe Park had a 10,000L rainwater tank installed and connected to the existing amenities building and 2 x 5,000L Rainwater tanks were installed at Le Strange as part of the amenities upgrade. Upcoming projects including Barton Park of Grandstand and Football Club (2 x 3,000L tanks) and Kingsgrove Avenue Reserve Amenities Building Upgrade (5,000L tank) have rainwater harvesting specified and designed as part of these projects.	City Futures

						Rainwater harvesting is planned at the Green Street depot upgrade.	
3.3.2 Enhance and extend green grid corridors (Deliver, Partner, Advocate)	3.3.2.1	Work with Sydney Water for completion of the naturalisation of Muddy Creek	Participate as required by Sydney Water Target: Report 6 monthly	100	●	Sydney Water are leading this project - Council continues to engage through the monthly meetings that are held. Current scheduled completion is March 2024. Council will ensure adequate restoration and improved outcomes are achieved on Council land that will be returned at the completion of these works.	City Futures
3.3.3 Increase Bayside's tree canopy (Deliver)	3.3.3.1	Develop an Urban Forest Plan as part of the Environmental Strategy	Plan developed Target: June 23	85	●	A consultant has been engaged to work with the Environment team in developing the Urban Forest Strategy and Action Plan. The draft of the strategy is planned to be completed by November 2023.	City Life
	3.3.3.2	Improve the tree canopy across the LGA by undertaking tree planting in the public domain & open space Plan as part of the Environmental Strategy	Completion of the annual Street Planting Project as allocated by Strategic Planning Target: 100% Actual: Completed	100	●	The tree canopy across the Bayside LGA has been improved by undertaking tree planting in the Public domain. In 22/23, at total of 2,030 native trees were planted under the current 'Greening Our City' grants across Greater Sydney. Council also re-launched it's 'Adopt A Tree' program which is a partnership between Council and the community to help boost the tree canopy. 'Adopt A Tree' information stalls were held at the Sir Joseph Banks Playground Opening March 23, and 'Celebrating our Community, Living in Harmony' event at the Eastlakes Community Centre March 23.	City Life
	3.3.3.3	Manage and maintain all trees within the LGA	Tree plantings vs tree removals Target: Net positive Actual: 1176 trees removed. 2711 trees replaced Notes: Replacement ratio of 1:2.31 removed/replaced	100	●	The number of Development Applications received within 22/23 period is consistent with previous years. 1176 trees removed. 2711 trees planted. 57% additional trees planted over the targeted 2:1 ratio	City Presentation
3.3.4 Involve community in the preservation of natural areas (Deliver, Partner)	3.3.4.1	Continue to support opportunities for volunteers to preserve our natural areas		100	●	Bayside has continued to work with Cooks River Alliance, Georges Riverkeeper, and South Sydney Coastal Group to develop and implement a number of joint projects and initiatives within the catchment areas. In addition, Bayside continued to work with the community to regenerate and preserve Bayside's	City Life

						waterways and green corridors, and support opportunities for bushcare volunteers. In the last financial year, 180 bushcare volunteers have provided over 1,700 hours in 5 bushcare sites in weed removal, planting and wildlife monitoring. Over 1,600 plants were planted including 1,000 on National Tree Day and 600 at Kyeemagh community hub.	
3.3.5 Respect, manage and protect the natural environment and biodiversity (Deliver, Partner)	3.3.5.1	Complete Bonar Street Stormwater Project - Stage 2	Project complete Target: September 22 Actual: September 2023 Notes: On track for September completion. Project has experienced delays.	80		The most challenging component of the works being the installation of culverts under Bonar Street is near complete. However, excessive ground water was encountered in the final 15 meters of the excavation. Onsite treatment and dewatering plant has been installed to lower the water table to enable works to proceed.	Office of the General Manager
	3.3.5.2	Continue to work with Sydney Water to identify opportunities for stormwater management in Dominey Reserve	Ongoing collaboration with Sydney Water Target: Report 6 monthly Actual: Report six monthly	100		Sydney Water investigated the benefit of having a detention system in Dominey Reserve in 2022. The Bayside Floodplain Risk Management Committee (FRMC) considered a report in relation to this matter in June 2022. The detailed assessment found that the detention basin would have minimal benefit and would have a significant risk to the properties downstream and high maintenance cost. Therefore, this option was rejected.	City Futures
	3.3.5.3	Ensure the beachfront is clean, safe and fit for purpose	3 times a week (weather permitting) Target: 95% Actual: 95% Notes: Weather variance	100		22/23 Council conducted litter collections and mechanical cleaning of 8kms of beach surface.	City Presentation
	3.3.5.4	Ensure the Contaminated Land Register is kept up to date	Register up to date Target: Report 6 monthly Actual: Report 6 monthly Notes: The Contaminated Land Register is continuously updated as Site Audit Statements become available.	100		The Contaminated Land Register is continuously updated as Site Audit Statements become available.	City Futures

	3.3.5.5	Implement Botany Bay Foreshore Beach Flood Plain Risk Management Study & Plan	Project complete Target: December 23	100	●	Council engaged a specialist flooding consultant in November 2022 to undertake a detailed feasibility study and concept design of viable flood risk mitigation options in this catchment. Project inception and site inspections with the consultants were completed in December 2022.	City Futures
	3.3.5.6	Implement the Stormwater & Flood Management Strategy	Complete the Feasibility Study and Concept Design of Drainage Network Upgrade in the Mascot Catchment Target: December 22 Actual: On hold	0	●	This project is currently on hold pending grant opportunities from the State Government.	City Futures
	3.3.5.7	Protect and restore the health of waterways and wetlands through planned Gross Pollutant Traps (GPTs) inspection and cleaning program	Tonnes of Debris captured and removed from Council's GPTs Target: Report 6 monthly Actual: 444 Notes: Jan - June resulted in 444 tonnes being removed. 590 tonnes total removed over the 22/23 financial year.	100	●	All Gross Pollutant Traps (GPT's) were maintained during the period resulting in 590 tonnes of litter, sediment and vegetation being captured and prevented from entering Council's waterways.	City Presentation
	3.3.5.8	Undertake Stormwater Drainage Rehab and Renewal Program	Report on progress Target: 6 monthly	100	●	Box culvert renewed at 161-173 Princes Highway Banksia and existing 300 mm drainage line on Wolli Creek Road replaced with a 450mm pipe encased in concrete, constructing new inlet pits and kerb and gutter.	City Futures

Community Outcome – 3.4: Bayside’s waste is well managed

Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Comment	Directorate
3.4.1 Address illegal dumping proactively (Deliver, Advocate)	3.4.1.1	Ascertain hotspots through mapping and analysing reported incidents of illegal dumping	Incidence of dumps per capita per year Target: Report 6 monthly Actual: 1426 dumps in last 6 months	100	●	Reports of illegal dumping are promptly actioned and enforced when evidence is available.	City Life
	3.4.1.2	Investigate incidents of illegal dumping and enforce compliance	# incidents per year Target: All reported incidents investigated Actual: 100% investigated	100	●	All reported incidents on illegal dumping are investigated and actioned. Thorough investigations are carried out by compliance officers and where evidence is found, appropriate compliance actions are enforced against offenders	City Life

	3.4.1.3	Remove abandoned vehicles reported to Council in accordance with the abandoned vehicle policy	Removal within 90 days Target: 100% Actual: 100% removed within 90 days	100	●	Abandoned vehicles are removed in accordance with the Public Spaces (Unattended Properties) Act 2021(PSUP) for trailers, boats and caravans. The Abandoned Vehicles Policy is currently being updated, including a towing agreement for after hours tows for vehicles parked across driveways.	City Life
	3.4.1.4	Remove and dispose of illegally dumped materials throughout the LGA	Response within Standard Levels of Agreed Service Target: 95% Actual: 75%	100	●	The program has been delivered in alliance with Regional Illegal Dumping Squad (RID) with all requests sent for investigation first and then either collected by Council, or those responsible for the offence. Some investigations may be more challenging and take more time to finalise.	City Presentation
3.4.2 Educate community on sustainable waste management and recycling practices (Deliver, Partner)	3.4.2.1	Co-partner with pharmacies to safely dispose of medical sharps	# of Pharmacies Target: ≥ 20 Actual: 27	100	●	Council has maintained the medical sharps program by partnering with 27 pharmacies within the Bayside local government area so that residents can safely drop off and dispose of their medical sharps across 17 Bayside suburbs.	City Life
	3.4.2.2	Implement initiatives that assist in reducing waste going to landfill	Annual est. landfill diversion rate Target: 45% Actual: Approximately 47% Notes: The estimated diversion from landfill was 32,000 tonnes.	100	●	Council works closely with the NSW EPA, SSROC, and industry specialists to ensure Council diverts as much material from landfill. This includes the use of advanced technologies, where up to 40% of our organic waste in red-lidded bins is turned into a compost and applied to a mine site for soil rehabilitation. Up to 90% of the material in our recycling bins is processed to be used in new products. Up to 98% of the material in our green-waste or green-lidded bins is recycled. The facility that processes our clean up (bulky waste material) has a facility wide recovery of approximately 75%. Council provides up to 22 annual community recycling drop off events where numerous items and materials are sent to specialist for recycling processing.	City Presentation

						Council's sustainable procurement initiatives includes entering into processing contracts that assist in higher diversion rates, such as the recycled mattress contract where up to 11,500 mattresses are recycled annually.	
3.4.2.3	Program, offer and conduct waste education campaigns	<p># community events Target: Report 6 monthly Actual: 21</p> <p>#schools per year Target: Report 6 monthly Actual: All primary schools offered; 15 schools accepted</p>	100	●	<p>Council continues to provide Waste Education through Keep Australia Beautiful (KAB) NSW's Environmentalmentors Program with all primary schools within Bayside offered a wide range of waste education modules. 4,581 students from 15 schools participated in numerous modules over 38 days, raising awareness of the impacts of litter and waste related solutions.</p> <p>Council's alliance with the Sydney Regional illegal Dumping Squad in 22/23 included 6 operational programs that involved community engagement and education from July 2022 to June 2023.</p> <p>During the year Council delivered 15 waste related community or school information sessions, events and workshops, including the Beach Buddies education program from 06/22 to 03/23</p> <p>During the period Council boosted its social media waste education engagement with 40 social media posts earning 914 reactions, 222 comments and 162 shares.</p>	City Life	
3.4.2.4	Seek funding through the NSW Environment Protection Authority's Waste Less, Recycle More Waste and Resource Recovery Initiative	<p>Funds received Target: All funds spent or rolled over for future spending Actual: 1.25 million to spend in 2024</p>	100	●	<p>From 2022/23, the NSW Government has discontinued non-contestable funding for local government from waste levies paid by councils.</p> <p>All non-contestable funding received by Bayside Council prior to July 2022, has been expended on resource recovery initiatives including for Sydney Regional Illegal Dumping (RID) Squad membership; Community Sharps Collection Program; Community Recycling Drop Off Events; and future planning for resource recovery through waste</p>	City Life	

						<p>collection contracts.</p> <p>In October 2022, Council successfully completed and reported on the program Reducing Illegal Dumping Using Surveillance Technology, Smart Data and Education using \$118,000 of grant funding obtained from the NSW Government through a competitive grant process. Council has also progressed in their planning to harmonise garden organic bin services across Bayside Council in 2023/24 for which Council is the recipient of a \$1.255 million contestable grant.</p>	
	3.4.2.5	Update the annual program of resources to inform residents about Councils Domestic Waste and Clean Up programs (via electronic and print media)	<p># of Waste Calendars mailed Target: 65,000 Actual: >65,000</p> <p># of Waste App downloads Target: > 23,000 Actual: 30,383</p>	100	●	<p>The 2023 Clean Up, Waste and Recycling Calendars were designed and distributed to over 65,000 households from October to December 2022.</p> <p>An updated digital Waste Guide was launched on Council's website at the start of 22/23. Hard copies were printed and provided to Council's Customer Service for residents who prefer a hard copy</p> <p>As of end of July 23 there have been 30,383 downloads of Council's Waste App which is an increase of 7% from December 2022. Council's Waste and Recycling website content also continues to receive extensive traffic, as one of the most viewed areas of Council's website. From July 2022 to June 2023, there were 72,057 views of Council's waste and recycling calendar and 33,777 views of Council's Waste & Recycling website page.</p> <p>Additionally, Council interacts with the community regularly via social and print media in relation to service information.</p>	City Life
3.4.3 Promote a circular economy by encouraging and/or implementing avoidance, reuse, rehoming, repair,	3.4.3.1	Implement Council's Waste Avoidance Resource Recovery Strategy (WARRS) 2030 & Action Plan	<p># of Actions in annual Plan Target: All Actions finalised or ongoing for long term projects and initiatives Actual: Over 40 action</p>	100	●	<p>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. Council was involved over 40 separate programs to achieve the 5 key strategic actions</p>	City Life

recycling, recovery solutions before landfilling (Deliver, Partner, Advocate)						<p>in the WARR Strategy.</p> <p>In June 23, Council won the National Local Government Award for Waste Management for Council's Circular Waste Strategy and Action Plan Program.</p> <p>In October 22, Council was a Finalist for the Overall Metropolitan Council Keep Australia Beautiful NSW Sustainable Cities Award. Council was also Highly Commended in the Communication and Engagement Award category for Council's Community Circular Economy Waste Survey.</p>	
3.4.3.2	Provide an effective public place litter bin program	Tonnage per year Target: Report 6 monthly Actual: 1,270.24	100	●	Council conducts town centre and public place litter bin collections daily. Council manages over 950 fixed public place litter bin infrastructures, ranging from 60L to 660L. Each community bin promotes awareness, and may include 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.	City Presentation	
3.4.3.3	Undertake annual recycling drop off events	# events per year Target: 22 Actual: 22	100	●	Council has delivered all the scheduled community drop off events and expanded the list of items accepted for reuse, repair, recycling or recovery.	City Presentation	
3.4.3.4	Undertake the management of essential waste and recycling services	Services delivered regularly to households Target: 62,000 Actual: 67847	100	●	Council continues to provide essential waste and recycling services to all households (approx. 68,000 households). This included managing services, such as: garbage, organics, recycling kerbside and on-property bin collections, bulk bin collections, kerbside and on-site clean up services, public place bin collections, community recycling drop off events, and assisting with waste education and regulation	City Presentation	

Theme Four

In 2032 Bayside will be a prosperous community

Business innovation, technology, flourishing urban spaces and efficient transport attract diverse business, skilled employees and generate home-based business. Growth in services to the local community generate employment support, a thriving community, and livelihoods. Council is viable across its quadruple bottom line: social, environmental, economic, and civic leadership.



Community Outcome - 4.1: Bayside generates diverse local employment and business opportunities

Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Comment	Directorate
4.1.1 Encourage and support improved employment outcomes for First Nations peoples (Deliver, Partner, Advocate)	4.1.1.1	Encourage the establishment of First Nations enterprises in Bayside	Participation of indigenous stall holders at our events Target: Report 6 monthly Actual: 6 Notes: NAIDOC Week (3) Harmony Walk (1) MID (1) Emergency handbook launch (1)	100	●	There are now a number of First Nations owned/operated businesses who are automatically invited to be stallholders in Council run events, as well as events with an Indigenous theme. Council has partnered with First Nations enterprises in arts and culture endeavours such as a mural at Arncliffe Youth Centre and have called for First Nations artists or art collaborations to design and install a public artwork in Wolli Creek. A First Nations business owner award will be included in the Local Business Awards program, to be presented in October 2023.	City Life
4.1.2 Monitor socio-economic outcomes and work with partners to identify actions Council can support (Partner)	4.1.2.1	Participate in regional forums to design strategies that address identified socio-economic needs	Report on activity Target: 6 monthly	70	●	Partner with Spendmapp to build economic resilience with real time economic data to inform policy and determine impact of policy and socio-economic status. Develop economic and demographic snapshots of LGA high streets to assist business and council in creating in strategic and cultural planning. Membership Social Enterprise Council of NSW and ACT (SECNA). Council meets regularly with SECNA and other member councils to share and collaborate and advocate for	City Life

						<p>policy, investment to benefit the social enterprise sector.</p> <p>Meet regularly with Service NSW to raise profile of the Service Business Concierge service. The service provides a range of supports and services that directly impact and benefit our local business. This work has included Council hosting Service NSW on a LGA wide site visits to showcase the LGA and meet with local business owner and see first-hand LGA high streets.</p> <p>Redesign Business Support webpage to improve accessibility, showcase support available for business.</p>	
4.1.3 Support innovative and new and emerging businesses to locate in Bayside (Partner, Advocate)	4.1.3.1	Use Bayside Employment and Economic Development Strategy to identify opportunities to facilitate and encourage new businesses	Strategy adopted Target: December 22	0	●	Council will refer to the Employment and Economic Development document to assist in the identification of opportunities for new business. This item has now been replaced in 2023/2024 DP/OP	City Futures
4.1.4 Support local apprenticeships and cadetships, as a major employer (Deliver, Advocate)	4.1.4.1	Review opportunities for apprentices, trainees and graduates as articulated in the Workforce Strategy Action Plan	Report on activities Target: 6 monthly	100	●	<p>Council successfully onboarded 6 Apprentices within City Presentation in 2023 as part of on-going commitment to investing in the future of the local community.</p> <p>Council recognises the importance of providing people with the opportunities to gain valuable skills and experience through on-the-job training.</p> <p>After reaching out to a number of Managers, we have identified 4 other areas within Council that are also interested in bringing on a Trainee for 2024:</p> <ul style="list-style-type: none"> Business Services - Business Administration Cert IV - Governance & Risk Business Services - Library and Information Services - Libraries Community Services - Community Services Cert III - Youth Services Community Services - Early Childhood Education and Care Certificate III - Childcare <p>In order to continue to invest in the Trainee and Apprentices Program</p>	Office of the General Manager






						within Council, an information session is being held 23-24 to attract more recruits for Council's Trainee and Apprenticeship Scheme for 2024	
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Community Outcome – 4.2: Bayside recognises and leverages opportunities for economic development

Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Comment	Directorate
4.2.1 Support major employers to partner with local small business (Advocate)	4.2.1.1	Develop a plan to expend Local Area Funds within guidelines	Plan developed Target: June 23	15		Project based initiatives under this program will be investigated once the new Senior Traffic and Road Safety Engineer commences. Currently Council has withdrawn from the Road Safety program and reallocated what was a part-funded Road Safety Officer role primarily focussed on administration of TfNSW programs to focus on Bayside priorities that arise from the Bayside Traffic Committee and customer requests. Any future Road Safety program initiatives will need to be applied for and will be funded on a per program basis.	City Futures
4.2.2 Take advantage of Bayside's position as an international hub for transport and logistics related business (Advocate)	4.2.2.1	Advocate for Bayside to remain an important hub for international transport and logistics	Advocate during DPE Industrial Lands Review and District plan update Milestones: Submissions made during stakeholder engagement Target: Report 6 monthly	100		Council's submission to the Greater Cities Commission on the Six Cities Discussion Paper reiterated the importance of the Bayside LGA as an important transport and logistics hub. Council's Strategic Planning team have provided several submissions regarding State Significant Development proposals within the International Trade Gateway. In assessing Planning Proposals, the importance of retaining and managing employment land is made clear. This ensures alignment with the Greater Cities Commission's directives in the Eastern City District Plan, and the objectives of the Bayside Local Strategic Planning Statement.	City Futures
4.2.3 Industrial lands and employment	4.2.3.1	Provide submissions and feedback to the Greater Sydney Commission	Submissions made during stakeholder engagement Target: Report 6 monthly	100		Council provided feedback to the Greater Cities Commission on land use planning and policy matters as	City Futures




lands and partner with major employers to support local jobs (Deliver, Partner)			Actual: Report 6 monthly			necessary, including dwelling forecasts.	
4.2.4 Encourage participation from creative industries and entrepreneurial businesses (Advocate)	4.2.4.1	Implement digital analytics program, vacancy audit, and local business resilience framework	Report on totals (Baseline year) Target: Report 6 monthly Actual: 6 monthly	100	●	Significant expansion and training on digital analytic capability with the introduction of Spendmapp and used in conjunction with Profile id. development of economic and demographic snapshots for our high streets. Digital expansion and training aimed assessing retailers on street closure impacts, Use as supporting evidence in grant applications, analyse trends and events assessments, inform feedback and reports look at resident and escape spending, target visitor marketing strategies. Vacancy audit is ongoing and benchmarking capability is emerging. Strengthening partnerships with Committee of Sydney, SECNA and Service NSW and redesign of Councils business support page all input into building local business resilience, connectivity and networking.	City Life
4.2.5 Ensure local Plans and regulations have kept pace with the sharing economy (Deliver)	4.2.5.1	Incorporate the sharing economy objectives in the Development Control Plan	Ensure the sharing economy is facilitated in the DCP where feasible Target: DCP Prepared Actual: 22 March 2023	100	●	The Bayside Development Control Plan (DCP) 2022 was adopted by Council March 2023. The DCP includes principles to encourage car sharing. Furthermore, a Draft Car Share Policy is scheduled to be reported to the City Works and Assets Committee by March 2024, recommending that Council endorse and undertake community engagement on the Draft Car Share Policy.	City Futures







Community Outcome – 4.3: Council is financially sustainable and well governed






Delivery Program Strategy 2022-2026	Code	Operational Plan Action 2022/23	Measure & Target	% Progress	Status	Comment	Directorate
4.3.1 Ensure Council decision making is transparent, and data driven (Deliver)	4.3.1.1	All key polices are reviewed in accordance with legislative requirements	Legislative requirements are met Target: December 22 Actual: Ongoing Review of other key policies Target: June 23 Actual: Audit completed	75		Internal Audit Plan approved and all 10 audits completed for 22/23 and 3 carry over audits from 21/22 completed.	City Performance
	4.3.1.2	Develop an audit plan and complete nominated internal audits in the program	Internal audit plan adopted Target: August 22 Actual: Completed Implementation commenced and or completed Target: June 23 Actual: Completed	100		Internal Audit Plan approved and all 10 audits completed for 22/23 and 3 carry over audits from 21/22 completed.	City Performance
	4.3.1.3	Ensure the Archival & Disposal Record Strategy is compliant with current legislation	Strategy reviewed Target: June 23 Actual: Completed	100		We have updated our record archival & disposal processes in line with State Records requirements. Our current practices are compliant. These policies and procedures are contained within Council's Records & Information Management Policy.	City Performance
	4.3.1.4	Maintain the Enterprise Risk Management framework and provide advice and support	Quarterly reporting to R&AC on the framework Target: June 23 Actual: Completed	100		Enterprise Risk Management framework in place and maintained. Support and advice provided to stakeholders. Risk reviews undertaken quarterly and reported to Audit, Risk & Improvement Committee (ARIC). 5 risk reviews have been presented to ARIC to date, all being Strategic Risks. 13 Financial Sustainability, 8 Projects, 3 Infrastructure, 12 Fraud & Corruption and 10 Data and Information.	City Performance
	4.3.1.5	Maintain the governance framework and provide advice and support for Council meetings and Committees	Report on status Target: 6 monthly	100		Governance framework maintained and advice and support for Council and Committee meetings provided to all meetings to date.	City Performance

	4.3.1.6	Manage & coordinate the delivery of all IP&R documents and reports	Annual Report Target: November 22 Actual: Completed Notes: Nov 22 Operational Plan 2023/24 Target: June 23 Actual: Completed Notes: June 23	100		The 6 Month Progress Report for July to December completed the suite of IP&R documents prepared for the year to report on our progress. The 2023/24 Operational Plan & Budget (including Fees & Charges) for 2023/24 was drafted, exhibited and then adopted in June.	City Performance
	4.3.1.7	Plan and prepare to transition to the new Audit Risk and Improvement Framework as specified in the new Office of Local Government Risk and Internal Audit Guidelines June 2022	Action Plan developed commenced Target: Within 3 months of Risk and Internal Audit Guidelines being published	75		State Government Legislation and Guidelines not enacted at 30 June 2023. Draft guidelines reviewed and reported to Audit, Risk and Improvement Committee with remaining implementation requirements when legislation enacted.	City Performance
	4.3.1.8	Review, update and commence implementation of the Information & Data Management Governance Strategy	Review, update and implementation commenced Target: June 23	75		The Data Governance Framework is in final draft and is awaiting approval. Implementation steps already taken are: Personal information survey and interviews have been carried out to assess the type of personal information that Council is collecting. We have also updated processes to ensure that unnecessary personal information isn't being collected or stored and are continuing with these improvements.	City Performance
	4.3.1.9	Undertake Councillor Professional Development Program	Program delivered Target: June 23	100		Councillor Professional Development Policy reviewed and updated Policy adopted by Council. Professional development and training opportunities provided to Councillor's within Policy requirements including inhouse training, external training courses, conferences and summits.	City Performance
4.3.2 Foster a customer centric culture (Deliver)	4.3.2.1	Deliver Customer Centric IT support - hardware, software, and systems	Average Customer star rating Target: 3/5	100		The initial discovery sessions with key Council stakeholders have identified focus areas for the technology team. A number of projects have been initiated to deliver a customer centric experience to the Council workforce.	City Performance

4.3.2.2	Deliver the Business Improvement Delivery Program for 2022/23	Report on progress Target: 6 monthly	90		Delivery of the Business Improvement Program for 22/23 is on track. A review will be undertaken in the new financial year to address the changing requirements of each Directorate.	Office of the General Manager
4.3.2.3	Develop and implement an action plan following the annual staff survey to address identified areas of improvement, and enhance and protect areas of strength	Action Plan developed Target: June 23	50		A review of previous Staff Surveys and Focus group results is underway and a program to improve communication is currently being undertaken by the new Organisational Development Business Partner. Staff have been provided with an update at the recent General Manager Roadshow which was held in May/June 2023 across all Directorates.	Office of the General Manager
4.3.2.4	Ensure information requests are responded to in compliance with legislative requirements	Compliance Target: 100% Actual: 100%	100		Information requests both formal and informal processed as required. Open access information on website reviewed and updated. Agency Information Guide reviewed and updated.	City Performance
4.3.2.5	Ensure the implementation of recommendations and agreed actions from the Fraud & Corruption Prevention Report & Strategy within scheduled timeframes	Scheduled timeframes met Target: 100% Actual: 100%	100		Implementation of recommendations and agreed actions from the Fraud & Corruption Prevention Report & Strategy have been completed within the scheduled timeframes	City Performance
4.3.2.6	Establishment of Mayoral Office by resourcing the Mayor to fulfil their civic duties	Report on progress Target: 6 monthly	100		This action is now complete with all positions in the Mayoral Office recruited and in place.	Office of the General Manager
4.3.2.7	Implement year 1 of the 3-year Customer Service Improvement Strategy 2022	Report on progress Target: 6 monthly	100		The Customer Experience Cultural Change Program, also known as the Customer Experience Strategy, has been reported to Council for their consideration. Meanwhile a variety of improvement programs has been implemented across all four cultural change focus areas including: People & Culture, Technology, Data, Information & Process and Governance & Performance. All improvements aim to make Bayside a more customer focused organisation. Key improvements	City Performance








						have included, yet not limited to, the establishment of a cross divisional working group, improvements to the website's transactional ability and online services, reviews of customer facing engagement channels and processes, and improved data collection from customer service channels to enhance decision making.	
4.3.2.8	Improved response to public enquiries & requests relating to traffic and parking issues	# of enquiries responded to within Service Standard Target: 95% Actual: 95.1% Notes: 1463 CRMs completed	100		1463 customer requests responded to within the period - 1392 (95.1%) responded within Service Level Agreement and 71 outside.	City Futures	
4.3.2.9	Plan for and develop a Service Review Program	Program prepared Target: Endorsed by Executive	10		The Business Transformation team are currently commencing with a plan to develop a Service Review Program for the 23/24 financial year.	Office of the General Manager	
4.3.2.10	Provide responsive customer service	# visits to customer service counter Target: Report 6 monthly Actual: 18,321 Notes: Rockdale 11,192; Eastgardens 7,129 = total 18,321 # calls resolved at first point of contact Target: > 70% Actual: 82% Notes: Calls answered 67,486; 55,056 calls resolved within contact centre (no need for transfer) # customer requests actioned within service standard Target: > 80% Actual: 87.61% Notes: Total customer requests received 32,490; a total of 29,025 requests finalised by due date # customer complaints Target: Report 6 monthly Actual: 416 complaints raised; 399 finalised.	100		With the continued development of the Bayside Intelligence dashboards over the past 12 months, the statistics gathered are much more accurate and valid.	City Performance	







	4.3.2.11	Undertake a Council wide Customer Experience Improvement Program that captures the voice of the customer based on a range of surveys and mystery shopping programs	Annual program developed Target: August 22 Mystery Shopper Program implemented Target: Annually Targeted survey conducted Target: At least once per annum Survey and Mystery Shopper results reported Target: Annually	0		This action was discontinued and replaced with new measures, due to the Customer Experience Strategy development and review. Mechanisms for reporting satisfaction are being investigated.	City Performance
	4.3.2.12	Develop and Implement a program to regularly capture and report on customer service satisfaction	Mechanisms developed and implemented Target: 6 monthly progress report and 12 monthly mystery shopper report benchmarked against other Councils	0		This action has not commenced, due to the Customer Experience Strategy development and review. Mechanisms for reporting satisfaction are being investigated.	City Performance
	4.3.2.13	Implement and embed Bayside Council's Customer Service Charter	Customer Service Charter published Target: Endorsed by Council	40		A Customer Service Policy and Charter have been written and provided to Council for feedback and approval. .	City Performance
4.3.3 Invest in a skilled and dynamic workforce to meet future challenges, meet accountability and compliance requirements, and deliver Council's quadruple bottom line: social, environmental, economic, and civic leadership (Deliver)	4.3.3.1	Develop a new Workforce Plan	Plan Developed Target: June 23	0		Not due to start	Office of the General Manager
	4.3.3.2	Develop and deliver a Learning Needs Analysis/ Training Plan based on the skill and capability needs for the Council as well as emerging requirements for future needs	Report on progress Target: 6 monthly	100		Delivered 4 tier level of training outlined in the attached Leadership Development Plan.	Office of the General Manager
	4.3.3.3	Develop and deliver training on core applications across Council to increase systems knowledge and use	Report on progress Target: 6 monthly	100		Programs delivered included Pathway CRM, Content Manager, Infocouncil, Techone, Microsoft applications (excel, word, powerpoint and project), Autocad, PowerBI, Frontier Payroll, Azure Data Fundamentals, Ichris, ITIL 4, Intramaps.	Office of the General Manager




	4.3.3.4	Develop and undertake an annual program of WH&S inspections. Corrective actions to be identified, recorded and corrections implemented	Report on progress Target: 6 monthly Actual: Notes: Completed	100		The Work Health & Safety (WHS) Team has a workplace inspection program in place to identify hazard and address the risk. The schedule, final reports, findings and actions are captured in Damstra. The reports are circulated to the relevant asset owner. Consider item closed.	Office of the General Manager
	4.3.3.5	Embed a safety culture across the organisation using the new Safety System as the foundation. Undertake education and safety cultural awareness programs to drive an increase to safety	Report on progress Target: 6 monthly Actual: Notes: On track	100		Activities undertaken to help embed safety culture across the organisation include; 1. Improved incident reporting with an uptake in incident reporting by the organisation - injuries, illnesses and incidents. 2. The workplace inspection schedule is up to date. 3. Weekly reporting to the Executive 4. Dedicated Incident Officer within the WHS Team	Office of the General Manager
	4.3.3.6	Reduce Lost Time Injuries and facilitate recovery at work as per Safe Work guidelines and best practice. Tailor individual rehabilitation plans and strategies to effectively manage each injury/workers compensation case	Benchmark LTI to comparable Councils Target: 6 monthly Actual: Notes: On Track	100		1. There is a focus on reducing lost hours in operations - City Presentation. There is a concerted effort by the Injury Management Team, WHS and operations to eliminated injuries and reduce lost hours. 2. The injury management team closely monitors claims with strategic plans to effectively manage claims.	Office of the General Manager
	4.3.3.7	Review Policies and implement actions from Strategic Workforce Plan 2030	Report on progress Target: 6 monthly	50		Council is currently reviewing the following policies to achieve this objective. - Alcohol & Other Drug Policy (in process) - Workplace surveillance Policy (a new policy in final draft) - Higher duties Policy (in draft development) - Bullying & Harassment Policy (in review)	Office of the General Manager
4.3.4 Manage Council assets to meet community expectations within available resources (Deliver)	4.3.4.1	Develop a 5-year Land & Property Strategy to ensure property acquisitions and disposals are actioned in accordance with adopted strategies and Council resolutions	Strategy adopted Target: December 22 Actual: Done	100		Plan has been developed and came into effect September 2022.	City Performance

4.3.4.2	Develop a new Depot Accommodation Strategy to incorporate sites at Mascot, Bexley, Botany and Banksmeadow	Strategy drafted Target: December 23 Actual: Ongoing	100	●	Council's Property Portfolio is constantly being reviewed to ensure compliance and best value usage.	City Performance
4.3.4.3	Develop the Fire Safety Awareness and Action Program	Program developed Target: June 23	100	●	Annual Fire Safety Statement reminder letters issues monthly and submissions are assessed against Councils records and the Buildings Fire Schedule. Inspections and actions taken for all fire related complaints and audits. Council generated and issued 1994 reminder letters to building owners for the submission of the annual fire safety statement.	City Life
4.3.4.4	Ensure Council's properties and facilities are fit for purpose and meet statutory requirements	Compliance with legislative requirements Target: 100%	100	●	Complies with legislative requirements	City Performance
4.3.4.5	Ensure Council's fleet is modern and operating effectively	Fleet utilisation Target: 80% Actual: 100% Modern and fit for purpose - replacement program is maintained based on age and condition Target: Report on replacement totals Actual: run 1/4ly	100	●	The Replacement Program is reviewed quarterly and actioned accordingly.	City Performance
4.3.4.6	Ensure Council's stock levels are optimised and is managed and accounted for	Slow moving stock removed from stores Target: Annual Stocktake June - report in Q1	100	●	Annual stock take completed in May 2023. Inventory on hand has been reduced as part of the store's normal operation.	City Performance
4.3.4.7	Implement the Bayside Asset Management Strategy	Report on progress Target: 6 monthly	100	●	Progress against the Asset Management Strategy is ongoing and formed part of the delivery of the current operational plan and development of the City Projects Program and future delivery and operational plans.	City Futures

	4.3.4.8	Report to the Strategic Asset Management Committee on the leasing performance of the Bayside Real Estate Portfolio - new leases, renewals, and income	Updates delivered to Committee Target: Quarterly Actual: Completed	100	●	Initial meetings held monthly and now transitioned to Quarterly. Standing agenda item on Strategic Asset Management Committee agenda.	City Performance
	4.3.4.9	Undertake annual Kerb and Gutter Renewal Program	Report on totals Target: 6 monthly Actual: 211 Linear Metres (Jan-June) Notes: 562 Linear Metres 22/23 FY	100	●	Council annually undertakes periodic kerb and gutter maintenance with an allocated maintenance budget. Council has successfully attended to approximately 250 Customer Requests relating to kerb and gutter issues in the 22/23 financial year.	City Presentation
	4.3.4.10	Undertake annual Road Pavement Renewal Program	Report on totals Target: 6 monthly Actual: 100%	100	●	The 22/23 Bayside Council Road Re-Sheeting Program was completed within the allocated budget and delivered 50,742 sqm of renewed asphalt across the Bayside LGA.	City Presentation
	4.3.4.11	Undertake asset condition audits for Council owned infrastructure	Condition assessments undertaken Target: Completed in accordance with rolling schedule	100	●	Asset condition audit undertaken for all open space assets underway in the current year to inform asset class revaluation in 23/24. Ad-hoc condition audits undertaken throughout the year, e.g. Angelo Anestis Aquatic Centre, Le Beach Hut, Botany/Mascot Admin building, 35 Firth Ave, Bona Park Girl Guides Hall	City Futures
	4.3.4.12	Undertake restoration of Council assets impacted by public authority works e.g., gas, power etc. as required	Restoration of affected assets Target: 100% Actual: 100 %	100	●	All utility and road opening permits have been completed within appropriate timeframes, locations restored and the relevant parties' invoiced. Council's benchmark of \$1,000,000 total income for restorations works has been exceeded for the 22/23 financial year.	City Presentation
4.3.5 Manage Council finances for the long-term benefit of the community and to prioritise infrastructure funding commitments (Deliver)	4.3.5.1	Annual Budget and QBRS completed within statutory timeframes	Budget and QBRS completed Target: 100% Actual: 100	100	●	The final budget was adopted in June 2023 Council Meeting	City Performance

4.3.5.2	Deliver internal procurement education to ensure compliance with Council's Procurement policy and procedures (including general electronic L&D modules and comprehensive training for targeted in house staff)	Training delivered and evaluated Target: 6 monthly	100		The Procurement E-Learning tool has been developed and staff all new staff are required to complete the module following induction. Also, this module will be included in the annual mandatory training program within Council.	City Performance
4.3.5.3	Develop and implement a financial improvement strategy to address council's long-term sustainability issues as forecasted in the LTFP	Strategy developed and adopted by Council Target: June 23	30		Further request to report to Council in August 2023 following the new LTFP being exhibited.	City Performance
4.3.5.4	Ensure all spend is in line with Council's Procurement Policy and Procedures by performing an annual spend analysis to inform a program of market testing	Report on progress Target: 6 monthly	95		Annual Spend Report and analysis will be completed in August 2023. The purpose of the report is to identify high value supplier spend and spend and ensure contracts have been established. the report will also provide a point of cross reference with our Significant Contract Register.	City Performance
4.3.5.5	Establishment of a Bayside controlled entity for the purpose of operating the Arncliffe Youth Centre	Entity established Target: Within 6 months of Ministers approval Actual: Ongoing	75		This has been delegated by the minister in July 2023 for the Department to determine	City Performance
4.3.5.6	Implement the Contractor Management Guidelines	Report on progress Target: 6 monthly	100		Contractor Management Guideline document established. The purpose of the guideline was to provide staff that are not familiar with contractor management a document that will assist them.	City Performance
4.3.5.7	Issue Annual Rate Levy allowing for the transaction to the harmonised rate over 4-year term as approved by IPART	Levy issued Target: August 22 Actual: 100 Notes: Annual Levy issued on time.	100		Annual rate levy for 2022-23 raised and notices issued in July 2022 in accordance with Harmonisation Instrument and relevant statutory requirements	City Performance
4.3.5.8	Prepare annual financial statements in accordance with accounting standards to ensure a unqualified audit opinion	Statement prepared Target: October 22 Actual: 100 Notes: Completed 31 October 2022	100		The annual financial statement was a success due to completing the audit on time including the new requirement for desktop valuations.	City Performance

	4.3.5.9	Prudent management of Council's investment portfolio in accordance with relevant legislation in order to maximise returns as reported to Council in the monthly statutory financial reports	Reports presented to Council Target: Monthly Actual: Monthly	100		All investment were placed in highest possible deposit consistent with Regulations and we exceeded the budget due to the increasing interest market	City Performance
	4.3.5.10	Review and test Council's Business Continuity Plans	Policy completed Target: December 22	100		Business Continuity Plans current and IT Disaster Recovery Plan tested for core systems. As a result, improvements identified, to be documented and an action plan developed	City Performance
	4.3.5.11	Review and update the Long-Term Financial Plan annually as part of the Resourcing Strategy	LTFP adopted Target: June 23 Actual: 100 Notes: Completed and adopted.	100		The Long-Term Financial Plan was modelled using advanced tools provided by Local Government Solutions. There have been significant improvements in the long term shortfall due to the recent strong surplus and receipting of Grants. The plan was updated due to significant changes in the economic indicators of inflation and interest rates.	City Performance
4.3.6 Plan for growth and development so the benefits of prosperity are shared (Deliver)	4.3.6.1	Finalise the Bayside Voluntary Planning Agreement Policy	Policy completed Target: December 22 Actual: 22 March 2023 Notes: VPA Policy adopted	100		Voluntary Planning Agreement Policy adopted by Council March 2023.	City Futures
	4.3.6.2	Offer effective and competitive Complying Development (CDC) and Construction Certificate (CC) Services	Report on progress Target: 6 monthly Actual: Completed Notes: This is 'ongoing' and is now complete given that we are reporting on the concluded financial year.	100		This ongoing service is provided within the Bayside Local Government Area only. It is also subject to external competition from Private Certifiers. The market share fluctuates with the property/development market.	City Futures
	4.3.6.3	Unlock s.7.11 funds by creating a new s7.12 Development Contributions Plan to consolidate Rockdale and Botany Bay Plans in accordance with DPE reforms	Plan complete Target: December 23	25		Project scope has been prepared and a request for quote to engage a specialist consultant has been prepared and is pending approval to release to the market.	City Futures

	4.3.6.4	Prepare submissions and reporting to Council on environmental planning instruments and policy	Draft submissions submitted prior to deadline and reported for endorsement Target: At the next available Council meeting Actual: On time	100		Submissions were made on State-led amendments to Environmental Planning Instruments and policies, including State Environmental Planning Policy Housing 2021 and Clause 4.6 Variations to Development Standards.	City Futures
	4.3.6.5	Process and administer Planning Agreements	Benefits are delivered in accordance with their agreements Target: Report 6 monthly Actual: Reported six monthly	100		Planning Agreements have been processed and administered in accordance with statutory requirements and a planning agreements register is publicly available on Council's website.	City Futures
	4.3.6.6	Develop a plan to expend SEPP64 funds	Plan prepared for endorsement by TfNSW Target: December 22 Actual: Ongoing	85		Plan has been developed and has been awaiting mandatory TfNSW endorsement for several months. To avoid further delay, the Plan will be presented at July Strategic Asset Management Committee (SAMC for endorsement)	City Futures

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 2021 (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 asset management planning has been strengthened in 2022 through 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 2022/23 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.

Act 428(4) (c) Delivery of Service Reviews

As part of the Annual Service Delivery Review Program, Council has undertaken a service review of the Council's infrastructure asset management operating model. This includes a review of both the current state of asset management, benchmarked against an industry standard and a service delivery review of Council's infrastructure asset management. The key output of this project will be an Implementation Plan providing clear direction on how to achieve the desired future state.

The project delivery has been split into 3 stages –

- Stage 1 was a desktop review of Council's IP&R and Asset Management documentation.
- Stage 2 was the completion of a maturity assessment of the current state of our asset management function benchmarked against the industry standard, National Asset Management Assessment Framework (NAMAF). This exercise provided the Council with a broad baseline of the current state.

The findings, outputs, and outcomes of the NAMAF Assessment provide direction for Stage 3. Stage 3 comprises deep-dive reviews on certain elements of Asset Management with the goal of defining a future asset management model and a pathway to implement that model. The project commenced in June 2023, is due to be completed by December 2023.

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.

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 October to 30 September.

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.'

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	2
The number of Code of Conduct complaints referred to a conduct reviewer	1
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	1
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	1
The number of complaints being assessed but not finalised	2
The total cost of dealing with Code of Conduct complaints made about the Councillors and the General Manager in the reporting period, including staff costs.	\$14,360

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.

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 2022/23 amounted to \$12,587,000

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

Project	Amount funded by Infrastructure Levy \$'000
Barton Park Precinct	3,386
Footbridge Barton Park Replacement	1,178
Playspace Renewal - Peter Depena Reserve, Dolls Point	471
Road Pavement Renewal - Henderson Rd	311
LRCI Bexley Tennis courts	284
Road Pavement Renewal - Coveney St	241
Playspace Renewal - Valda Street Reserve	221
Riverside Drive - Shared Path and Car Park Entry	178
LRCI picnic shelters and seating	164
Renewal of Rockdale Admin Building Roof, Lift and Air Con	159
Playspace Renewal - Belmore St, Arncliffe	156
Citywide High Priority Asbestos Actions Program	150
Road Renewal Program 2022-2024	150
Playspace Renewal - Haig Reserve	140
Capital Road Patching	126
Kingsgrove Avenue Reserve Amenities	123
Playspace Renewal - Flack Reserve	107
Upgrade of Cook Park Beach Accessways	103

Scarborough Park Central Field Rehab and Renewal	92
Asset Inspection and Revaluation Program	90
Riverside Drive Solar Lighting Renewal	89
Playspace Renewal - GB Holt Reserve	87
Foreshore path renewal and upgrade - Vanston Parade to 18	78
Beach Hut Dolls Point	77
Road Pavement Renewal - Wollongong Rd	72
Bexley Oval Grandstand and change room renewal	72
Road Pavement Renewal - John St	71
Cook Park RSA - Alterations to sharepath in Carruthers Dr.	71
Road Pavement Renewal - Highgate St	71
Scarborough Park Tennis Courts - Detailed assessment	70
Road Pavement Renewal- George St	58
Road Pavement Renewal - Lewis St	51
Road Pavement Renewal - Albyn St	51
Upgrade Muddy Creek to Kyeemagh Boat Ramp reserve	50
Cahill Park Amenities - waste management store	50
Playspace Renewal nature play Bexley Park	46
Road Pavement Renewal - Clifford St	46
Road Pavement Renewal Seaforth St	46
Road Pavement Testing and Design	43
Road Pavement Renewal - Norwood St	39
Road Pavement Renewal - Villiers St	37
Road Pavement Renewal - Astron St	33
Depena Reserve and Cook Park Sandringham - Carpark upgrade	32
Playground renewal - Victory Reserve	30
Downey Street and Mimosa Street new open space upgrade	30
Sandringham Seawall - Rock Armouring	27
Playspace Renewal - Heslehurst Reserve, Brighton-Le-Sands	27

Playground renewal - Empress Reserve	27
Playspace Renewal - Patricia Carlon Reserve	24
Bexley Community Centre - Site drainage and Remediate	24
Fisherman's Club - Stage 2	23
Playground renewal - Noel Seiffert Reserve	23
Bridge Renewal - Rockdale Plaza Drive to The Strand Rockdale	21
Bridge Renewal - Hartill-Law Avenue Bardwell Park	18
Arncliffe Park Fencing	17
Bridge Renewal - Railway St Banksia	17
Building Condition Assessments	15
Boulevard Carpark Structure Repairs	15
Muddy Creek demolish fishing platform	13
Bridge Renewal - Stan Moses Reserve Sans Souci Footbridge	13
Road Pavement Renewal - Queens Lane	11
Sandringham Seawall - Detailed Design	11
Playspace Renewal - Shepherd Reserve, Bardwell Valley	10
Seniors & Community Centre - Accessible Toilet Upgrades	9
Tonbridge Reserve Cricket Net Renewal	8
Rockdale Town Hall Pergola Renewal	8
Muddy Creek naturalisation project management	7
Playground renewal - Taylor Street Reserve	6
LRCI Riverine Park fields	6
Playspace Renewal - Kingsgrove Memorial Park	6
Scarborough Park Lighting	5
Riverine Park Sewer Connection	5
Gilchrist Park Cricket Net Renewal	3
Victory Reserve Upgrade	1
TOTAL	9,632

Community Safety Levy

The Safer City Program contributes to Theme One of the *Community Strategic Plan: Bayside 2032* - In 2032 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.

	12/13	13/14	14/15	15/16	16/17	17/18	18/19	19/20	20/21	21/22	22/23
Graffiti	104,966	84,430	99,006	91,050	94,308	94,308	100,402	89,380	90,861	166,562	171,013
CCTV	4,949	44,076	33,546	145,400	59,135	50,255	72,343	41,277	51,205	44,499	15,456
Community Safety Coordination & education	136,480	128,826	152,400	150,550	133,763	119,237	135,649	104,277	116,168	26,646	22,881
Total	246,395	257,332	284,952	387,000	287,205	263,557	308,394	234,924	258,810	237,707	209,350

Local Government (General) Regulation 2021

Clause 132 Rates and charges written off for the period of 2022/23

Category	Amount \$
Rates abandoned (postponed)	14,490
Interest abandoned (postponed)	5,310
Rates & charges abandoned	35,845
Rates & charges Interest abandoned	2,795
Mandatory pension rebate	2,011,012
Small Balance	417
Total	2,067,354

Clause 186 Councillor professional development - 30 June 2022 to 30 June 2023

Legend ✓ = Attended

Event / Councillor Attendance	Awada	Barlow	Curry	Douglas	Fardell	Hanna	Jansyn	McDougall	Morrissey	Muscat	Nagi	Saravinovski	Sedrak	Tsounis	Werner
Transport and Accessibility Masterclass (14 September 2022)				✓											
Reviewing Council Financial Statements (27 June 2023)				✓											
Affordable Housing Summit (14 - 16 September 2023)															✓
Code of Conduct Training (16 November 2022)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Conferences															
NSW LG Conference (23-25 October 2022)		✓	✓	✓			✓		✓		✓		✓		

Waste Conference Coffs Harbour (9 - 11 May 2023)		√									√			√	
National General Assembly (NGA) of Local Government Canberra (13-15 June 2023)	√		√	√			√								
ALGA NSW Branch Annual Conference Forbes (27-29 April 2023)															√

Clause 217(1) (a) Overseas Visits

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

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

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

Item	Amount
Mayoral Fee	\$114,602
Councillors Fee	\$452,179

Facilities & Expenses Breakdown	Amount
Councillor Superannuation	\$42,868
Dedicated office equipment to Councillor (including computers & mobile phones) (a1)(i)	0
Communication charges (including phone calls, facsimile and internet charges) (a1)(ii)	\$13,684
Seminars and conferences attended by Councillor (incl interstate travel) (a1)(iii)	\$29,859
Councillor/Mayor Induction Training and Councillor Professional Development Programs (a1)(iia)	\$12,059
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)	\$150
Other expenses*	\$36,918
TOTAL	\$135,538.00

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

Councillor	Equipment (a1)(i)	Communication & Internet (a1)(ii)	Superannuation	Conference (including, Travelling Accommodation) (a1)(iii)	Induction & Professional Development (a1)(iiia)	Interstate & Overseas Travel (a1)(iv) & (v)	Training (a1)(iv)	Partner & Child Care Expenses (a1)(vii) &(viii)	Other Expenses	Total
Joe Awada	0	600	3,322	973	0	0	0	0	0	4,895
Liz Barlow	0	600	0	4,799	0	0	0	0	23	5,422
Christina Curry	0	600	10,028	2,984	1,781	0	0	0	351	15,744
Heidi Lee Douglas	0	1,865	3,322	2,831	0	0	0	150	460	8,628
Ann Fardell	0	600	3,322	0	400	0	0	0	182	4,504
Mark Hanna	0	600	3,322	0	0	0	0	0	151	4,073
Jo Jansyn	0	600	3,322	5,878	0	0	0	0	205	10,005
Ed McDougall	0	600	3,322	0	0	0	0	0	0	3,922
Scott Morrissey	0	600	3,218	1,852	1,781	0	0	0	70	7,521
Jennifer Muscat	0	1,003	3,322	0	0	0	0	0	0	4,325
Michael Nagi	0	600	0	4,884	0	0	0	0	23	5,507
Bill Saravinovski	0	600	3,046	0	0	0	0	0	0	3,646
Paul Sedrak	0	1,959	0	1,967	0	0	0	0	23	3,949
Andrew Tsounis	0	1,957	0	2,653	0	0	0	0	100	4,710
Greta Werner	0	900	3,322	1,038	80	0	0	0	399	5,739
All Councillors	0	0	0	0	8,017	0	0	0	34,931	42,948
TOTAL	0	13,684	42,868	29,859	12,059	0	0	150	36,918	135,538

Clause 217 (1) (a2) Major Contracts Awarded

The following are the contracts awarded by the Council during the financial year (whether because 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 \$
Norton Rose, Bartier Perry, HWL Ebsworth, Maddocks, Marsdens Law Group, Matthews Folbigg Lawyers, Lindsay Taylor Lawyers LTL P/L, BAL Lawyers, Holding Redlich, Kells Lawyers, Proximity, Recoveries & Reconstruction (Aust) Pty Ltd, Thomson Geer	Legal Services	2,000,000
WSP Australia P/L	Wentworth Ave and Page Street Intersection	737,406
Shakeup Architecture	Depena Carpark Upgrade - Lead Consultancy Contract	200,790
Devicie PTY LTD	Devicie (SOE Management)	185,265
Planet Civil Pty Ltd	Footpath Widening Projects 2023	642,397
Larcen Pty Ltd	Transitioning of Angelo Anestis Aquatic Centre	161,075
Infor Global Solutions (ANZ) Pty Ltd	Pathway annual licence renewal	225,846
Ford Civil Contracting P/L	Sandringham Seawall and Cycleway Restoration	2,623,559

WATERMATIC IRRIGATION	Irrigation of Cahill Park	271,344
Glascott Landscape & Civil P/L	Scarborough Park Courts Upgrade	1,915,117
Sam Crawford Architects	SJBP Carpark and Amenities	187,342
Floodlighting Australia Havencord P/L	Bexley Park Lighting Upgrade	173,000
RELD Group Pty Ltd	Accessible Amenities Upgrade	159,819
Sullivans Constructions Pty Ltd	Moorefield Bowling Club Remediation Works	223,280
Ford Civil Contracting P/L	Sir Joseph Banks Park Footbridge	399,154
Green Options Pty Ltd, Asplundh Tree Expert (Australia) Pty Ltd, Waratah Lawncare and Garden Management Pty Ltd, Alpine Nurseries P/L, Andreasen's Green (NSW) P/L, The Tree Guardian Group P/L	SSROC Supply of Plants and Trees and Associated Services	100,000
Avante Linemarking, Complete Linemarking Services, Guidance Road Management, Workforce Road Services	SSROC Linemarking Services	300,000
Dragonfly Environmental, Apunga Ecological Management, Southern Habitat (NSW) Pty Ltd, Toolijooa Pty Ltd, Total Earth Care Pty Ltd	SSROC Bush Regeneration Services	350,000
Glascott Landscape & Civil P/L	Construction of Wolli Creek Town Park - 4 Guess Ave Wolli Ck	2,111,031
AFN Solutions Pty Ltd	Smart Camera and CCTV	-
Ford Civil Contracting P/L	Barton Park Recreational Precinct	41,419,898
Sportszone Group P/L	Bexley Tennis Courts	904,363
Ford Civil Contracting P/L	Early Commencement Works- Barton Park	396,866

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	LEC Class 4 action - 2020/155394 10 Oswell Street Rockdale Non compliance with Council Orders	Finalised	Prosecution progressed to contempt of Court proceedings	98,143
Abbas ZEIN	LEC Class 4 action - 2020/155394 10 Oswell Street Rockdale Contempt of Court proceedings	Ongoing	\$20,000 fine imposed \$40,000 in professional legal costs awarded to Council	74,770
Sandra KELLY	LEC Class 4 action - 2022/61906 44 Garden Street Eastgardens Non compliance with Council Orders	Ongoing	LEC Consent Orders issued with continued non compliance	33,643
Raymond KELLY	Class 4 action - 2022/61907 40 Garden Street Eastgardens Non compliance with Council Orders	Finalised	LEC Consent Orders complied with	17,343

Other Matters

Name	Issues	State of progress	Result (if finalised)	Cost to date
Linh TRINH	District Court appeal against severity of penalty – Parking offence	Finalised	Guilty plea Matter dismissed without conviction	2,820
Charles DEMERTJIS	District Court appeal against Local Court conviction (Companion Animal Act offence)	Finalised	Conviction reduced to 3 month conditional release bond	2,502
A2Z Tree Services Pty Ltd	Local Court - Defended 5 Penalty Notices (Environmental Planning & Assessment Act offences)	Finalised	Matters withdrawn by Council	3,497
Outdoor Systems Pty Ltd	Local Court - Defended 10 Penalty Notices (Environmental Planning & Assessment Act offences)	Finalised	Matters withdrawn by Council	8,445

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
Coptic Orthodox Church - Diocese of Sydney and affiliated regions	LEC Class 1 appeal against Development Control Orders 2022/32178, 2022/321790, 2022/321796, 2022/321803 55-59 Station Street and 80 Wollongong Road Arncliffe	Finalised	The Church withdrew their appeal	8,449
Wolf Controls Pty Ltd & Virtus Infrastructure Pty Ltd	LEC Class 1 appeal against Development Control Orders 2023/154957 Unit 2/27-29 Sir Joseph Banks Street Botany	Ongoing	Section 34 conference 9 October 2023	7,142
Tram Ngoc Thi Li	LEC 00063515 Class 1: 63 Crawford Road, Brighton le Sands DA-2021/5 - Demolition of existing detached garage and shed and construction of a two (2) storey out-building	Complete	S34 Agreement issued 15 July 2022.	5,941
INSDL Land Pty Ltd as the Trustee for INSDL Land Unit Trust	Class 1: 1, 3, 5 & 7 Innesdale Road, Wollie Creek DA-2022/3 - Integrated Development - Demolition of existing structures, tree removal and construction of an eight (8) storey residential flat building containing 71 apartments over two (2) basement car parking levels	Complete	Section 34 Agreement issued 20 Sept 2022	45,645
Tanana Corp (Peace Bakery)	LEC 2021/364757 Class 1: 39-43 Wollongong Road, Arncliffe - Modifications to DA-2008/187 to amend condition 18 to allow the unloading of goods from a 25-tonne truck	Complete	S34 Agreement reached 3 November 2022.	54,619

Wei Liang Zhou	LEC 2022/115456 Class 1: 22 Dickin Avenue, Sandringham DA-2022/62 - Use of unauthorised secondary dwelling	Complete	Section 34 conciliation changed to Section 34AA on 10/10/22. Final Agreement and Orders handed down on 20 September 2022	20,470
Place Studio (Tonuja)	LEC 2022/00176377 Class 1: 28-36 Flora Street & 24-24A Marsh Street, Arncliffe DA-2021/260 -Integrated Development - Demolition of existing structures and construction of an eight-storey residential flat building containing 91 residential units including two (2) storeys of basement parking and associated landscaping	Complete	S34 Agreement reached. Judgement delivered 21 December 2022	47,324
Style Group Constructions Pty Ltd	LEC 2022/00158862 Class 1: 27-29 Robey Street, Mascot DA-2015/10254 Miscellaneous Appeal - seeking release of Builders Security Deposit	Complete	Appeal Discontinued. Notice of Discontinuance filed 14 Dec 2022	17,023
Oriled Holding Pty Ltd	LEC 2021/329688 Class 1: 3 Julian Close, Banksmeadow DA-2020/202 - Alterations and additions to existing warehouse and distribution facility including food premises	Complete	Matter resolved by s34 Agreement. Judgement delivered 2 May 2023	49,501
Daniel Lombardi	LEC 2022/00295302 Class 1: Modification application for Boarding House - 9 Fleet Street, Carlton	Complete	Section 34 agreement reached 20 April 2023.	11,336

McDonalds Australia Limited	LEC 2022/27949 Class 1: 1581 Botany Road, Botany DA-2021/52 - Demolition of existing structures and construction and use of a food and drink premises including drive through with associated car parking, landscaping and signage	Complete	Discontinued by applicant	89,771
Iglu No. 211 Pty Ltd	LEC 2022/67026 Class 1: 13B Church Avenue & 608 John Street, Mascot MDA-2021/59 Modification of DA. 2019/385 by replacing four bays of cable trellis on the western façade with perforated aluminium cladding, and restricting the use of the individual bedrooms in the cluster rooms so that they are not capable of being occupied as a separate domicile	Complete	Section 34 agreement finalised with associated VPA	102,010
Hone Constructions	LEC 22/83424 Class 1: 30-34 High Street, Mascot DA-2021/463 - Demolition of existing structures, removal of trees and construction of a five (5) storey mixed use development comprising of a commercial tenancy and twenty-four (24) residential units, two basement levels and associated landscaping	Complete	Resolved via s34 agreement at hearing. Judgement delivered 16 June 2023	92,727
Jehad Hijazi	LEC 2022/97319 Class 1: 105 Ramsgate Road, Ramsgate DA-2015/173 Unapproved Development - internal and external walls, window frames and services built prior to the issuing of a Construction Certificate	Complete	Matter discontinued.	86,504
Outdoor Systems	LEC 22/211380 Class 1: Eastlakes Golf Course, Bridge over Wentworth Avenue, Eastlakes - DA-2022/157 Continued use of the existing LED signage panels on both sides of the golf course bridge over	On-going	Section 34 held 2 November 2022. No agreement reached. Parties to continue discussions. Proceedings Adjourned with applicant to	60,648

	Wentworth Avenue for a further 15 years		prepare planning proposal.	
Nine Fruits Pty Ltd	LEC 2022/00269565 Class 1: 16 Segenhoe Street, Arncliffe DA-2021/350 - Demolition and construction of a Child Care Centre	Complete	Section 34 terminated. Applicant discontinued proceedings on 7 July 2023	17,630
Argos Investments	LEC 2022/00331020 Class 1: 305 Gardeners Road, 1-3 Macquarie Street & 3-3A Maloney Street, Rosebery DA-2021/522 - The Lakes Hotel - Consolidation of all active development consents into a single development consent to permit ongoing operation of The Lakes Hotel and operational changes to the use of the Hotel and car park	On-going	Section 34 terminated. Listed for hearing on 25 & 26 September 2023.	11,972
Monterey Equity	Class 1: 119 Barton Street, Monterey - That condition 29 of DA-2021/95 be amended so as to delete the sum payable under that condition (\$627,849) and replace that sum with \$7,615	On-going	Section 34 conference occurred with agreement to resolve matter via VPA. Matter back before Acting Commissioner on 18 August 2023	33,207
Muslim Care	LEC 2022/384555 Class 1: 14 & 16 Banksia Road, Banksia DA-2020/186 - Demolition of existing structures and construction of a four (4) storey boarding house comprising 49 rooms, including managers room and at grade car parking with ten (10) car spaces	On-going	Listed for hearing on 14-16 November 2023	33,332
J & J Mascot	Class 1: 1077 Botany Road, Mascot DA-2021/373 -Integrated Development - Demolition of existing structures and construction of a five (5) storey mixed use development comprising of one (1) commercial tenancy, 51 residential apartments, two (2) levels of basement	On-going	Direction hearing held on 14 February 2023 S34 conciliation adjourned to 17 July 2023	57,150

	car parking, rooftop communal open space and associated landscaping and site works.			
Adam Hassan	LEC 2023/00016381 Class 1: 7 Farr Street, Banksia - DA-2022/308 Partial demolition to existing dwelling, construction of a two-storey dwelling, inground swimming pool and tree removal	On-going	Section 34AA listed for 19 & 20 June 2023	7,234
James Silvestro	LEC 2023/00082986 Class 1: 2 Erith Street, Botany - DA-2022/7 Use of the site as a car holding yard/storage premises operating 24 hours/7 days per week with associated site works including landscaping, front fence and lighting	On-going	Proceedings listed for adjourned s34 conference on 3 August 2023	8,307
Primus DMS	LEC 2023/00112097 Class 1: 602-606 Princes Highway, Rockdale - MDA-2022/167 Modifications to DA-2019/352 to increase the number of dwellings to 59, changes to dwelling mix and internal and external changes to approved building	On-going	SFC filed. S34 on 13 September 2023	7,238
Vanis Holdings	LEC 2023/00120406 Class 1: 251-275 Bay Street, Brighton le Sands DA-2022/246 - Site consolidation, demolition of the existing petrol station and buildings on the eastern part of the site; construction of a 13 storey mixed use development on the eastern part of the site comprising of 3 basement parking levels, 3 retail premises on the ground floor and apartments above on Level 1 to Level 12 resulting in a total of 136 apartments and alterations and additions to the existing 9 storey mixed use development on the western part of the site to connect with the new mixed use development	On-going	Section 34 listed for conciliation on 18 October 2023.	7,150

Primus DMS	<p>Class 1: 1637-1647 Botany Road, Botany - MDA-2022/141 -</p> <p>Modification to DA-2017/11243 including amendments of basement parking levels, internal and external changes, changes to Commercial Units, alterations to services, increase in building height and inclusion of substation</p>	On-going	Section 34 listed for 15 September 2023.	5,288
Ben Page	<p>LEC 2023/134176</p> <p>Class 1: 1345 Botany Road, Botany - DA-2021/444 - Demolition of existing structures and construction of a three (3) storey dwelling including a detached garage and an inground swimming pool</p>	On-going	S34 on 20 & 21 September 2023	7,016
Lindos Group	<p>LEC 2023/160554</p> <p>Class 1: 38 Ricketty Street, Mascot</p> <p>DA-2023/38 - Alterations and additions to an existing commercial building and change of use to an Early Childhood Education Centre with associated parking and landscaping</p>	On-going	SFC filed. S34 listed for 31 October 2023	7,082
Kingsway Development	<p>LEC 2023/163146</p> <p>Class 1: 2 Fox Lane, Rockdale</p> <p>MDA-2022/204 - Modification to DA-2016/150 to include two additional basement levels, changes to building footprint, layout changes to all floor levels, façade changes and inclusion of wintergardens</p>	On-going	SFC filed. S34 agreement to be filed 14 August 2023	15,180
Rye 10 Pty Ltd	<p>LEC 2023/173449</p> <p>Class 1: 295-301 Bay Street, Brighton le Sands MDA-2023/90 - Section 4.55(8) application to the Court</p>	On-going	S34 listed for 31 October 2023	5,382
Fyve Developments	<p>LEC 2023/188636</p> <p>Class 1: 5, 9 & 11 Flora Street, Arncliffe</p> <p>DA-2022/416 - Demolition of existing structures and construction of an eight-</p>	On-going	SOFAC filed. S34 listed for 15 December 2023	4,998

	storey residential flat building comprising 54 units above 2 levels of basement car parking, strata subdivision, landscaping and associated works			
AHEPA	LEC 2023/00164643 Class 1: 72 Laycock Street, Bexley North DA-2022/48 - The proposal seeks to refurbish the existing building across the ground floor level	On-going	Motion to litigate contract dispute in LEC listed for 7 September 2023	20,095
Aleksandra Vurmeski	Class 1: 34 Hollywood Street, Monterey BC-2022/66 - Deemed refusal of Building Information	On-going	The matters have been set down for hearing on 23 and 24 October 2023.	20,304
Botros	LEC 2021/00361979 Class 1: 9 Rhodes Street, Hillsdale - DA-2021/310 - Redevelopment of 9 Rhodes Street, Hillsdale, including the demolition of existing structures and construction of new multi-dwelling development with four dwellings and basement car parking and associated works including permanent landscaping setback along the rear boundary.	Complete	Appeal upheld by LEC	12,150
Tayyar	LEC 2022/00287086 - Refusal of DA-2021/481 seeking consent for demolition of existing structures - 29 Napoleopn Street, Rosebery	Complete	Judgement handed down 26 April 2023	14,935
Chosen Group	11-13 Gertrude Street, Wolli Creek	Complete	Judgement delivered (appeal upheld)	18,005

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

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. This financial year Community Grants had 32 applications submitted of which 19 were Approved, 11 Declined and 2 withdrawn. A further 30 unsubmitted applications were recorded on the SmartyGrants Platform.

Small Grants:

These grants support the purchase of equipment, special activities, or information resources. This year small grants supported the work of 17 organisations projects. Some of these inclusions were;

- Arncliffe Aurora Football Club
- PCYC Eastern Suburbs
- Lever Street Community Garden
- St George Historical Society

Seeding Grants:

These grants establish innovative programs addressing the social, cultural, artistic, or leisure needs of the community. This year seeding grants supported 2 organisations projects. Some of these inclusions were;

- Advanced Diversity Services
- Botany Family and Children's Centre

Donations Program

Council periodically receives requests for a one-off donation to assist individuals, or not for profit community organisations which fall under one of the following categories:

- Youth Representation - supporting the development of uniquely talented youth.
- Seniors Groups - Bayside senior's groups with a membership of 75% may be eligible for an annual donation.
- General Donations - a general donation where the request does not meet the criteria for other categories.
- Student Excellence Awards - an automatic donation to primary and secondary schools in recognition of excellence in young people.

Fee Waivers

Council receives applications from not-for-profit community organisations where the majority of members reside within the Bayside LGA, for the 50% Waiver of fees or 100% General Donation associated with venue or facility hire. In 2022/23 a total of 29 applications were submitted, 28 were approved and 1 declined for Community Venues.

Community Venues

Some of the annual fee waiver successful applicants were as follows:

- Macedonian Welfare Assoc of Syd Inc
- Kingsgrove Community Aid Centre

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		2022/23
Community Grants	Small Grants	\$32,067
	Seeding Grants	10,000
General Donations 100%	Community Halls and Facilities	130,984
General Donations 100%	Sporting fields and parks	13,588
Fee Waivers 50%	Community Halls, facilities	30,175
Fee Waivers 50%	Sporting fields and parks	1,695
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:

Bayside Business Enterprise Centre

A non-profit organisation that promoted and supported small business until its closure on 31st March 2023.

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.

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 Advisory Committee

Lydham Hall is one of the oldest homes in the St George area and dates to the 1860s. This Advisory Committee includes representatives from the St George Historical Society (3) and (1) alternate and Councillors (4) who meet on a quarterly basis to discuss the conservation and management of Lydham Hall building and grounds.

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 provides a forum through which the 12 member councils can interact, exchange ideas, and work collaboratively to solve regional issues and contribute to the future sustainability of the region. They advocate on behalf of the region to ensure that the major issues are addressed by all levels of government. Their focus includes the environment, transport, procurement, waste, and planning.

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.

Bayside Local Emergency Management Committee (LEMC)

The role of the Bayside LEMC is Prevent, Prepare, Respond and Recover from emergencies within the Bayside LGA. The Committee is comprised of a number of emergency services such as NSW Police, NSW Health, SES, Fire and Rescue NSW, Marine Rescue as well as other Government agencies such as TfNSW, Public Works Advisory NSW, Red Cross etc. Due to Bayside's unique infrastructure other key organisations also attend the Bayside LEMC meetings. Such as, Sydney Airport, NSW Ports and Botany Industrial Park. The Committee is chaired by the Bayside Council Local Emergency Management Officer (LEMO) and ensures the Bayside Emergency Management Plan is reviewed and fit for purpose.

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	395,303
Termination payments	-
Council's contribution to superannuation	40,883
Other payments	-
Non-cash benefits	17,004
Fringe benefits tax paid	24,932
Total Package	478,122

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	1,130,433
Termination payments	21,584
Council's contribution to superannuation	97,563
Other payments	-
Non-cash benefits	34,337
Fringe benefits tax paid	54,406
Total	1,338,323

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

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

- the number of persons directly employed by the council: **740 staff**
 - on a permanent full-time basis - **569 staff**
 - on a permanent part-time basis - **50 staff**
 - on a casual basis - **106 staff**
 - under a fixed-term contract - **49 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, **27 persons** and
- 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	\$1,374,725	Expenditure	\$461,019
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The funds were used of the following activities:

Drainage Maintenance	250,000
Stormwater Drainage Rehab and Renewal Program	98,435
Feasibility & Concept Design - Flood Mitigation - Botany Bay	31,817
Stormwater Capital Patching and Repair	31,650
Environment Management	28,354
Stormwater Asset Condition Investigation	10,000
Floodplain Risk Management Study	7,427
Binnamitalong Gardens Bush Regeneration	3,240
Mascot Station Precinct Traffic & Drainage Improvements	96

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 302 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

\$149,922 was generated in animal registration (\$101,742) and fines income (\$48,180) which was put towards the:

- \$794,510 for companion animal management and control, being \$590,000 for (Sydney Dogs and Cats Home) pound services, and \$204,510 for (St George Animal Rescue) contracted animal seizure / impounding, and
- \$265,514 for staff and other resources associated with Regulatory Enforcement.

Note the increase in animal management fees is due to increased number of animals seized, with an increase of 178% of cats and 131% of dogs from last financial year.

16.2 (d) Community education programs

Meetings have been held with Veterinary Practices in the LGA regarding seized / surrendered animals. A new community education program is currently being considered, including planned free microchipping days to be provided by Council.

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

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

- Promotion by Regulations Inspectors as they deal with pet owners while investigating complaints.
- Promoting pets to de-sexed at the local vets on Council's webpages
- Promoting pets to de-sexed at the annual spring fair.

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 117 dogs and 422 cats were received by the Pound for this reporting period. Of these, 52 or 44% of dogs and 23 or 5% of cats were reunited with their owners. Further, the Pound continues their successful re-homing program for pets with 31 or 26% of dogs and 262 or 62% 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

\$149,922 was generated in animal registration (\$101,742) and fines income (\$48,180) which was put towards the:

- \$794,510 for companion animal management and control, being \$590,000 for (Sydney Dogs and Cats Home) pound services, and \$204,510 for (St George Animal Rescue) contracted animal seizure / impounding, and
- \$265,514 for staff and other resources associated with Regulatory Enforcement.

Note the increase in animal management fees is due to increased number of animals seized, with an increase of 178% of cats and 131% of dogs from last financial year.

Capital Expenditure Guidelines 2010

Local Government Act s23A, Guidelines Section 12

Council did not undertake any Capital Expenditure Review in the 2022/23 financial year.

The only capital project that meets the requirements of the guidelines is the Barton Park Redevelopment project whose Capital Expenditure Review was notified to the Office of Local Government on 6 July 2021.

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 has established strong partnerships with various carers groups to support and promote the significant contribution carers make to our community. This has included hosting activities for people with dementia including 'Remember When' bus tour of the LGA and arranging for seniors and people with disability to attend various council events. These initiatives give carers much-needed respite.

A new partnership with Anglicare will deliver a Carer Connect program each month for carers to come together for support, starting in September 2023.

Staff who are carers

Council continues to provide all employees with information about available work practices that may assist with carer responsibilities. This includes flexible work arrangements so staff can better manage work and carer responsibilities, consideration of requests for working from home arrangements on an individual basis where operational requirements allow.

Council promotes R U OK Day each 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 concerns, 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 (DIAP) was adopted by Council in May 2022 after extensive community engagement with people with disability, carers and families as well as Council staff.

Creating liveable communities means designing opportunities for people with disability to participate fully in community life, including events, library activities and programs. Infrastructure projects, including designing accessible buildings, beach access and accessible pedestrian paths of travel.



By engaging people with lived experience of disability in the design process and adopting Universal Design Principles, Council can ensure people with disability have better access to the built environment, including sports and recreational facilities, transport, and community programs. Costly retrofits are avoided if access planning occurs at the design stage. A practical example is providing accessible paths of travel from transport links to shopping precincts, installation of tactile ground surface indicators around transport hubs. Improving systems and processes means putting measures in place to ensure people with disability can access Council information, website accessibility, and to be part of community engagement processes.

Access to meaningful employment refers to creating welcoming and inclusive workplaces and building an inclusive workplace culture. This can be achieved through the provision of training and resources, recruitment practices, work experience / mentorship programs and flexible working arrangements.

Promoting positive attitudes and behaviours refers to improving the way people with disability are seen and responded to publicly and is an important factor in increasing social inclusion. By creating opportunities that include people with disability on boards and access committees, ensuring positive images of people with disability are included in Council's publications ensures Council is building positive attitudes and behaviour towards people with disability.

The DIAP identifies key areas for action to reduce barriers that restrict the ability of people with disability to fully participate in the following areas:

- Liveable Communities
- Systems and Processes
- Access to Meaningful Employment
- Attitudes and Behaviours
- The DIAP will guide Council's actions over the next 4 years to 2026.

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 • Of all people with disability, 1.9 million are aged 65 and over, representing almost half (44.5%) of all people with disability. This reflects both an ageing population and increasing life expectancy of Australians. • 2.1 million Australians of working age (15-64 years) have disability. • According to the 2021 Census, there were 1.46 million people (5.8% of the Australian population) who reported a core activity need for assistance 	<ul style="list-style-type: none"> • In 2021, 464,712 people (or 5.8% of the population) in New South Wales reported needing help in their day-to-day lives due to disability. • The need for assistance with core activities summary was 8,072, 162 in 2021 	<ul style="list-style-type: none"> • 20,166 live with disability • In 2021 8,849 people needed assistance • 5.0% of Bayside Council area's population, needed assistance compared to 5.2% in Greater Sydney.

Progress on Actions

Building Liveable Communities by:

- Ensuring Bayside Council's events, services, information, and programs are accessible.
- Ensuring public places and Council facilities are accessible.

Good News Stories and Achievements

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

- Development Control Plan (DCP) planning controls were put in place in April 2023 to ensure adaptable housing and affordable housing quotas are met and to ensure Australian standards are consistently applied to Development. The DCP reflects the design criteria for adaptable housing to be in accordance with Australian Standards *AS 4299 Adaptable Housing* and *State Environmental Planning Policy 65 - Design Quality of Residential Apartment Development*.
- Arncliffe Youth Centre hosted a two-day inclusive and interactive workshop in April 2023, where children and young adults were given the opportunity to enjoy a team sport on the final week of school holidays. The two-day workshop, a first for the club, was aimed to be inclusive and interactive. Football St George Partnerships, worked with Sydney FC Foundation in support of Powerchair Football clinics, which celebrates soccer skills for all. Sydney FC Foundation provided the powerchairs, specifically designed 'Strickforce' sport chairs.
- Bayside Council applied and received funds from NSW Government Active Fest Grants and held an Active Fest Day on 12th March 2023. The day included fun and inclusive activities for all ages at Botany Aquatic Centre and Booralee Park to promote health and wellbeing of Bayside residents.

Access to Meaningful Employment

- Bayside is Bayside Council is an inclusive employer.
- Promote employment opportunities for people with disability.
- Promote the benefits of being an inclusive employer to local businesses and provide advice on how to be an inclusive employer.

Good News Stories and Achievements

- Council continued to provide employment opportunities for people with disability. Bayside staff are supported through the Employment Assistance Program.
- The Bayside Garden Centre is a joint venture between Bayside Council and the Intellectual Disability Foundation of St George. The venture was developed to enhance the lives of people with intellectual disabilities by offering a vocation and a meaningful wage.
- Bayside Council steers the Bayside, St George and Sutherland Council Disability Interagency Employment Working Party Group. The Working Group facilitates the connections and partnerships required to provide people with a disability the opportunity to access work experience, employment, and continued education.

Promoting Positive Attitudes and Behaviours

- Delivering programs and projects that enable staff and community to build an inclusive culture.

Good News Stories and Achievements

- Bayside Council libraries are a safe and accessible place for people with disabilities, and during this year a display acknowledged International Day of People with a Disability in November, showcasing the DIAP and Council commitment to this groups. Other initiatives included Storytime sessions include “hello and goodbye friends” song in AUSLAN to open and close the program. Planning is currently underway for sensory story times, as a school holiday activity designed for children with a disability, such as a Conga Drumming session. Council has also introduced height adjustable study desks at Rockdale Library.
- Council promoted services available to those living with a disability throughout the year. This included four NDIS information sessions at the Eastgardens and Rockdale libraries in Arabic, Cantonese and Mandarin, and a pop-up information stall during Dementia Awareness Week last September.
- Bayside Council libraries have been involved with the Savings Finder program run by Services NSW, where people with a disability participated. A Services NSW representative was present at Eastgardens Library each week.

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 2022/23 financial year.

Status 'executed' refers to planning agreements that remained in force at some time during 2022/23. 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 Addresses	Date Executed	Status
PA-F22/354	DA-2019/385	Monetary contribution for public purposes relating to open space and/or recreation in the Mascot Station Precinct	Iglu No. 211 Pty Ltd Sydney Eastern City Planning Panel	13B Church Avenue and 6-8 John Street, Mascot	1/9/2022	Finalised
PA-F20/162	DA-2019/403	Monetary contribution to Council in connection with the display of advertisements in accordance with State Environmental Planning Policy (Industry & Employment) 2021	Isak Investments Pty Ltd	210 O'Riordan Street and 133-137 Baxter Road, Mascot	7/7/2022	Executed

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	<p>DA-2019/386</p> <p>DA-2020/296</p> <p>DA-2020/303</p> <p>DA-2020/408</p> <p>DA-2021/1 DA-2021/261</p> <p>DA-2021/368</p>	<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) <p>Planning Agreement varied on 14/6/2023 as follows:</p> <p>The Developer and Bayside Council have agreed to minor amendments to the Planning Agreement, facilitating a change in future land tenure over the lot Open Space 01 (OS1 land), without comprising public benefits of the Developer's obligations under the VPA.</p> <p>The VPA requires the OS1 land to be dedicated to Bayside Council. The slight amendment will permit OS1 land to be combined with the adjoining development Lot A.</p> <p>The easement terms under Schedule 7 of the VPA state the OS1 land will remain as open space and a public access easement will be applied over that part of the site to ensure</p>	<p>Karimbla Properties (No. 39) Pty Ltd (Developer)</p> <p>Meriton Properties Pty Ltd (Guarantor)</p>	128-130 & 150 Bunnerong Rd, Pagewood	<p>28/10/2021</p> <p>Variation dated 14/6/2023</p>	Executed

		<p>the right of the public to use the land for access, leisure, and recreation purposes.</p> <ul style="list-style-type: none"> This ensures the public maintains the same level of benefit, but reduces the future management and maintenance burden for Bayside Council. 				
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	DA-2017/1140 DA-2017/1141 DA-2017/1142 DA-2018/1135 DA-2018/1183	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	15-21 Bay Street and 1-11 Chapel Street, 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-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

Environmental Planning and Regulation 2021

Clause 218A(1)

Disclosure of how development contributions and development levies have been used or extended under each contribution plan.

Particulars	Cash Contributions Received during the year (FY2022/23)	Cash Contributions Spent during the year (FY2022/23)
S7.11 Developer Contributions - Under a Plan	11,911,971	11,205,783
S7.12 Developer Contributions - Under a Plan	1,238,428	586,063
S7.4 Planning Agreements	12,361,909	982,482
Total	25,512,308	12,774,328

Clause 218A(2)(a),(b),(c),(d),(e),(f),(g)

Details for projects for which contributions or levies have been used:

Projects	Total Contribution (2022/23)	Total Expenditure (2022/23)	Percentage	Other funding Source	Public Amenity/Service	Project Complete
100215 - Bardwell Valley Bush Regeneration	41,014	41,014	100%		Open Space	Y
100217 - Binnamitalong Gardens Bush Regeneration	9,000	12,240	74%	Stormwater Levy	Open Space	Y
100218 - Stotts Reserve Bushland & Creekline Rehabilitation	26,000	43,088	60%	Council General Funds	Open Space	Y

100219 - Fry's Reserve Bushland & Creekline Rehabilitation	20,998	20,998	100%		Open Space	Y
100220 - Northern Wetlands Corridor Rehabilitation of EEC's & Theatre	26,000	26,000	100%		Open Space	Y
100221 - Bicentennial Park Rehabilitation - Biodiversity Program	16,183	16,183	100%		Open Space	Y
100222 - Central Scarborough Park Rehabilitation - Biodiversity Prog	47,878	67,878	71%	Grants	Open Space	Y
100223 - Hawthorne Street Rehabilitation - Biodiversity Program	31,801	31,801	100%		Open Space	Y
100224 - BadoBerong Creek	15,030	15,030	100%		Open Space	Y
100228 - Lady Robinson's Beach - Dune Embellishment	33,000	33,396	99%	Council General Funds	Open Space	Y
100267 - Scott Park Creek Rehabilitation - Biodiversity Program	24,996	24,996	100%		Open Space	Y
100623 - Sir Joseph Banks Park - Bush Regen & High Priority Weed Ctl	10,000	10,000	100%		Open Space	Y
100847 - Botany Aquatic Centre Redevelopment	828,636	828,636	100%		Community Facilities	N
100874 - Stormwater Quality Improvement - Coolibah Reserve Wetland	3,588	29,704	12%		Drainage	Y
100937 - Wentworth Ave/ Baker St/ Page St Intersections	203,603	311,371	65%	Grants	Roads	N
101166 - Bonar Street & Mt Olympus Lighting	79,634	79,634	100%		Open Space	N

101177 - Seniors & Community Centre - Accessible Toilet Upgrades	8,937	17,873	50%	Infrastructure levy	Community Facilities	N
101178 - L'Estrange Park Amenities & Embelishment	1,276	1,276	100%		Open Space	Y
101194 - Tree Planting in Public Domain & Open Space	100,000	197,556	51%	Grants	Open Space	Y
101236 - Administration of Development Contributions Plans	7,839	7,839	100%		Other	Y
101322 - City Design	262,188	669,857	39%	Council General Funds	Other	N
101389 - Footpath - Rosebery Shops	612,847	1,170,945	52%	Council Internal Reserves	Roads	Y
101406 - Barton Park Open Space and Recreation Renewal	2,500,000	17,171,324	15%	Grants	Open Space	N
101423 - Playspace Renewal - Peter Depena Reserve, Dolls Point	8,614	479,762	2%	Infrastructure levy	Open Space	Y
101425 - Playspace Renewal - Elliot Place Reserve, Hillsdale	136,000	149,239	91%	Council General Funds	Open Space	Y
101427 - Playspace Renewal - Todd Reserve, Mascot	265,873	265,873	100%		Open Space	Y
101469 - Bonar Street Stormwater Stage 2	4,392,849	4,393,221	100%		Drainage	N
101483 - Rockdale Community and Civic Centre Renewal	7,644	85,555	9%	Strategic Priorities	Community Facilities	N
101625 - Cahill Park Cricket Net Reallocation	2,656	2,656	100%		Open Space	N
101721 - Sir Joseph Banks Park Upgrade	1,000,000	3,338,545	30%	Grants & Council Internal Reserves	Open Space	N
101765 - Cahill Park Playground Shade	35,878	35,878	100%		Open Space	Y

101766 - Lighting under M5 off Eve St shared path	4,396	4,396	100%		Roads	N
101771 - Page Street Pedestrian Crossing lighting	72,513	72,513	100%		Roads	N
101772 - Bexley Oval Sports field lights	61,628	61,628	100%		Open Space	N
101780 - Playspace Renewal - Gardiner Park	1,147	1,147	100%		Open Space	N
101788 - Victory Reserve Upgrade	5,000	5,772	87%		Open Space	N
101797 - Rockdale Town Centre Public Domain Plan	31,902	37,406	85%	Council General Funds	Roads	N
101806 - Cahill Park Oval irrigation	17,477	17,477	100%		Open Space	N
101826 - Rockdale Spine Review	11,364	11,364	100%		Open Space	N
101839 - Morgan Street Reserve Playspace upgrade	28,968	28,968	100%		Open Space	Y
101840 - Wall Reserve Playspace Upgrade	45,196	45,196	100%		Open Space	Y
101841 - Wolli Creek Town Park	887,185	887,185	100%		Open Space	N
101881 - Bridge Renewal - Hartill-Law Avenue Bardwell Park	5,533	33,806	16%	Infrastructure levy & Council Internal Reserves	Roads	N
101887 - Developer Contributions Improvements Project	94,500	94,500	100%		Other	Y
101932 - Dowsett Reserve Playspace Shade	34,156	34,156	100%		Open Space	Y
101936 - Gertrude Street Ext Works - Forming Road and Carparking	592	592	100%		Roads	Y

101940 - Kyeemagh Boat Ramp Playspace Shade	35,083	35,083	100%		Open Space	Y
101943 - Mascot Station Precinct Traffic & Drainage Improvements -	110	216	51%	Stormwater Levy	Roads	N
101947 - Mutch Park tennis courts amenities rehabilitation - design	8,443	8,443	100%		Open Space	N
101955 - Playground renewal /refurbishment - Chant Reserve	5,968	5,968	100%		Open Space	N
101958 - Playspace Renewal - Vernon Avenue Reserve	85	85	100%		Open Space	Y
101970 - Road Pavement Renewal - Grace Campbell Cres	126,350	263,013	48%	Grants & Council General Funds	Roads	Y
101974 - Road Pavement Renewal - Nilson Ave	74,970	135,889	55%	Grants	Roads	Y
101983 - Scarborough Park Improvements - detailed design and commence	24,273	24,273	100%		Open Space	N
101986 - Sir Joseph Banks Park - car park and toilet design	85,229	85,229	100%		Open Space	N
101995 - Vera Lever Childcare Roof Renewal	233,809	233,809	100%		Community Facilities	Y
101996 - Mill Pond/Botany Shared Path	70,430	96,424	73%		Open Space	Y
102036 - Mascot Oval Upgrade Works	34,133	34,133	100%		Open Space	N
102037 - Scarborough Park Masterplan	12,400	12,400	100%		Open Space	N
102054 - Sir Joseph Banks Park - Fremlin Street car park	1,528	1,528	100%		Roads	N

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 European red fox which reduces the habitability of the Bayside area for foxes. In addition to weed removal, Council conducts annual surveys for European red 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 is committed to avoiding and minimising impacts of marine debris on the vertebrate wildlife of Australia's coasts and oceans. 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 beachfront, has a series of gross pollutant traps that are regularly emptied throughout the catchments which flow into Botany Bay, and partners with various groups to conduct clean ups along the beachfront and catchments to remove litter, monitor and prevent debris from entering the Bay. To address threats of disease from *Phytophthora cinnamomi* on natural ecosystems, Bayside Council implements hygiene protocols to protect priority biodiversity areas, e.g., Barton Park Recreational Precinct upgrade project.

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 926 requests for information in this reporting period. Of those 108 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 108 formal access applications (including withdrawn applications but not invalid applications). All the 108 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	Info not held	Info already available	Refuse to deal with application	Refuse to confirm/deny whether info 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	24	0	0	2	0	0	0	10	36	33%
Not for profit organisations or community groups	2	0	0	0	0	0	0	0	2	2%
Members of the public (application by legal representative)	11	0	0	2	0	0	0	2	15	14%
Members of the public (other)	41	3	5	3	0	0	0	3	55	51%
Total	78	3	5	7	0	0	0	15	108	
% of total	72%	3%	5%	6%	0%	0%	0%	14%		

*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	Info not held	Info already available	Refuse to deal with application	Refuse to confirm/deny whether info is held	Application withdrawn	Total	% of Total
Personal information applications*	4	0	0	1	0	0	0	0	5	5%
Access applications (other than personal information applications)	67	3	5	4	0	0	0	14	93	86%
Access applications that are partly personal information applications and partly other	7	0	0	2	0	1	0	1	10	9%
Total	78	3	5	7	0	0	0	15	108	
% of total	72%	2%	5%	6%	0%	1%	0%	14%		

*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**

	Numbers of times consideration used
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	5
Environment, culture, economy, and general matters	0
Secrecy provisions	0
Exempt documents under the interstate Freedom of information legislation	0
Total	5

Table F: Timeliness

	Number of Applications
Decided within the statutory timeframe (20 days plus any extensions)	70
Decided after 35 days (by agreement with applicant)	8
Not decided within time (deemed refusal)	0
TOTAL	78

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

	Decision Varied	Decision Upheld	Total
Internal review	1	0	1
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of Act	1	0	1
Review by NCAT	0	0	0
TOTAL	2	0	2

*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

Modern Slavery Act 2018

Act 428(4)c

Modern slavery is a serious violation of an individual's dignity and human rights. Exploitative practices including human trafficking, slavery, servitude, forced labour, debt bondage and forced marriage are all considered modern slavery and are serious crimes under Australian law.

The International Labour Organisation estimates there are more than 40 million people in modern slavery conditions worldwide.

The commencement of the Modern Slavery Act 2018 (NSW) introduces new obligations for councils under the *Local Government Act 1993* relating to modern slavery.

- From 1 July 2022, councils are required to take reasonable steps to ensure that goods and services procured by and for the council are not the product of modern slavery within the meaning of the Modern Slavery Act 2018 (NSW).
- Commencing from the 2022/23 financial year, each council will be required to publish in their annual reports:
- A statement of the action taken by the council in relation to any issue raised by the Anti-slavery Commissioner during the year concerning the operations of the council and identified by the Commissioner as being a significant issue.
- Council can confirm there were no issues raised in the 2022/23 financial year.

A statement of steps taken to ensure that goods and services procured by and for the council during the year were not the product of modern slavery within the meaning of the Modern Slavery Act 2018 (NSW).

Council took the following steps to ensure that goods and services were not product of modern slavery:

- Council sends a welcome email to all new suppliers - "Modern Slavery" is included in the email to all new suppliers.
- Tender templates and Large Value Requests for Tender templates make mention to "Modern Slavery" with a returnable schedule.
- Contract documents have been updated to include a clause regarding "Modern Slavery".
- Internal Procurement E-Learning platform has slides pertaining to "Modern Slavery".
- The recent Cleaning Tender had clauses in the contract that allows Council to terminate if there is evidence of "Modern Slavery".
- Statement of Business Ethics has been updated to include a clause regarding "Modern Slavery."
- The Procurement Policy has been updated to include "Modern Slavery".

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 initiatives in place include:

- 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!”
- Compulsory new starter training

Swimming Pools Act 1992

Section 22F (2) Swimming Pool Inspections

A total number of 339 inspections were undertaken of swimming pool barrier fences for the reporting period. Of this, there were:

- 3 inspections required of tourist and visitor accommodation, due every 3 years.
- 15 inspections required of premises with more than 2 dwellings, due every 3 years.
- 295 inspections resulted in issuance of a certificate of compliance.
- 44 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.

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 \$588,290.

Financial Statements

- Published separately.



Bayside Council
Serving Our Community

Bayside Customer Service Centres

Rockdale Library, 444-446 Princes Highway, Rockdale

Westfield Eastgardens, 152 Bunnerong Road, Eastgardens

Monday to Friday 8:30am – 4:30pm, Saturday 9am – 12pm

Phone 1300 581 299 | 9562 1666

Email council@bayside.nsw.gov.au

Web www.bayside.nsw.gov.au