Bayside Council

Operational Plan & Budget

2025-2026

6 Month Progress Report

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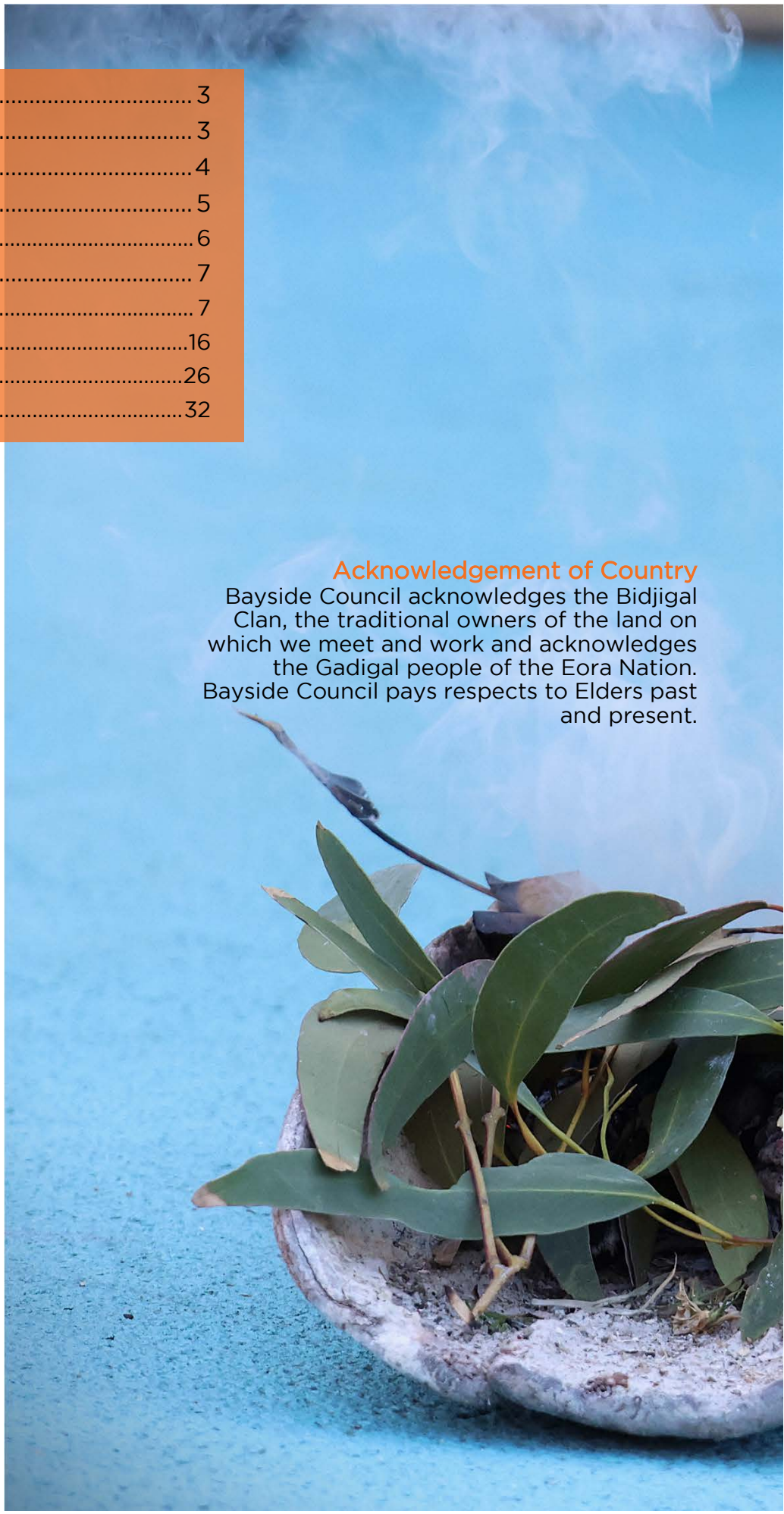


Acknowledgement of Country

Bayside Council acknowledges the Bidjigal Clan, the traditional owners of the land on which we meet and work and acknowledges the Gadigal people of the Eora Nation. Bayside Council pays respects to Elders past and present.

@ 26 March 2026
Owner – Corporate Planner

Endorsed for Publication
Next Step – End of Year Progress Report

About this Report

This is the 6 month progress report (July to December 2025) for the 2025-26 Operational Plan & Budget.

The Operational Plan and Budget is the annual plan that details what we will do that year to deliver the outcomes of the Community Strategic Plan (Bayside 2035).

These plans are created in accordance with the Integrated Planning & Reporting (IP&R) Framework, developed by the NSW State Government to guide Councils in the planning, reporting and delivery of its community's priorities.

IP&R enables Council to allocate resources to projects and activities based on the needs and direction provided by our community, and to ensure these align to the community's values and vision for Bayside. It is where we Identify, Plan, Fund & Report on services and outcomes for our community.

Measuring Success

This report starts with an Action Status Snapshot highlighting the number of actions per theme and the progress so far.

Specific progress, with comments and status for each action, is in The Details section of this document.

Each action's status is colour coded as follows:

- Completed
- Substantially Completed
- On Track
- Not due to Start
- On Hold / Delayed / Deferred
- Not Met / Discontinued

Actions Status Snapshot

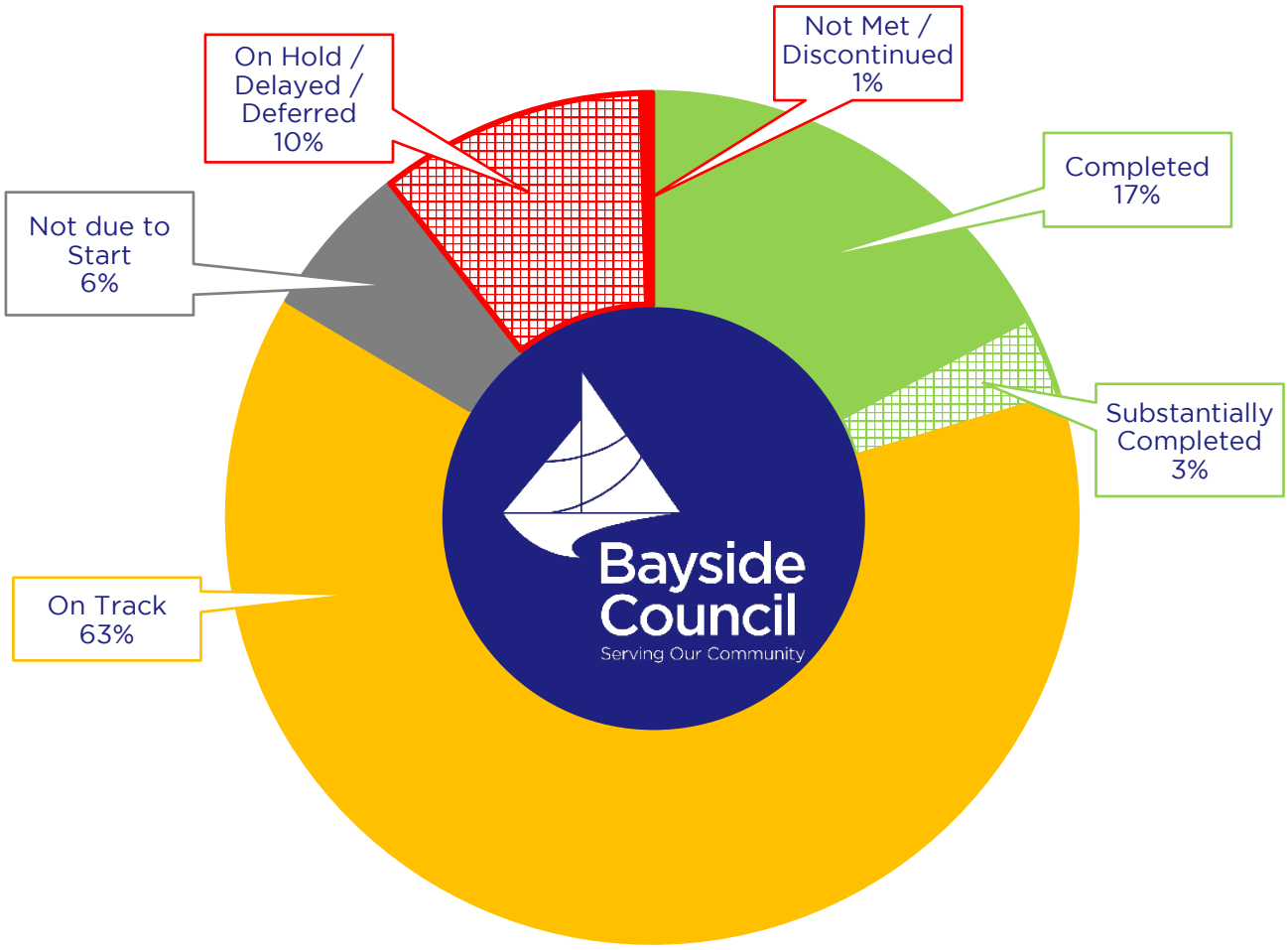
This document is based on the 4 themes of the Community Strategic Plan and reports on the 255 actions of the Operational Plan.

THEME ONE
In 2032 Bayside will be a vibrant place
59 Actions

THEME TWO
In 2032 our people will be connected in a creative City
59 Actions

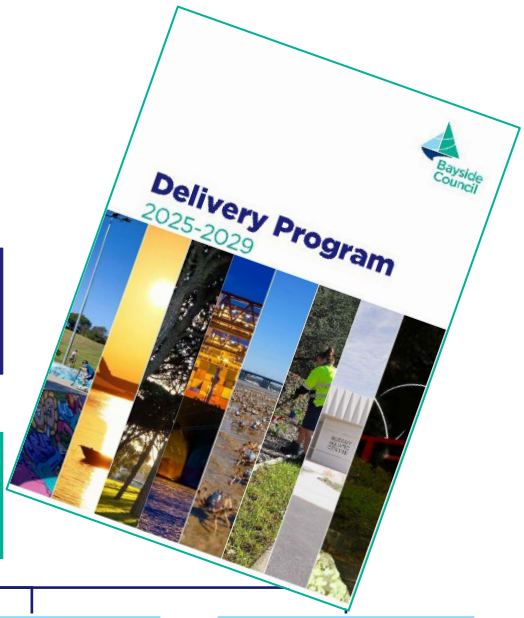
THEME THREE
In 2032 Bayside will be green, resilient and sustainable
39 Actions

THEME FOUR
In 2032 Bayside will be a prosperous community
98 Actions



Completed	44
Substantially Completed	8
On Track	161
Not due to Start	15
On Hold / Delayed / Deferred	26
Not Met / Discontinued	1

Where this report fits in



Community Strategic Plan 10 Years 2025-2035

Delivery Program 4 years 2025-2029

Operational Plan 2025-26

Operational Plan 2026-27

Operational Plan 2027-28

Operational Plan 2028-29

6 Month Progress Report (July to December)

End of Year Progress Report

The **Community Strategic Plan** (CSP) has 4 themes that represent the community's long term goals for Bayside. Each theme has Community Outcomes identified as well as strategies to address them. To better understand these Themes, Outcomes and Strategies, please refer to the Community Strategic Plan.

Theme One	Theme Two	Theme Three	Theme Four
In 2035 Bayside will be a vibrant and liveable place	In 2035 our Bayside community will be connected and feel that they belong.	In 2035 Bayside will be green, resilient and sustainable	In 2035 Bayside will be financially sustainable and support a dynamic local economy.

The **Delivery Program** Objectives respond to the 4 CSP themes and are what Council commits to deliver over the period of this Program. For more information on our 4 year plan please refer to the Delivery Program.

Operational Plans are Council's annual action plans and budgets to achieve the objectives in the Delivery Program. Council is required to report on the progress of the actions in this plan every 6 months.

This is the 6 month (July to December) Progress Report for the 2025-26 Operational Plan.

How to read this report

Reviewing and monitoring our plans is an important part of the IP&R framework. This Operational Plan Progress Report shows how all the actions in the 2025-26 Operational Plan have progressed and therefore contributing to the Delivery Program and Community Strategic Plan.

The below explains the following tables and helps you interpret the coding so you can better understand the report.

- The table colour links these actions to the CSP theme. For details please see the CSP
- Delivery Program Objective - what we will deliver by 2029. For details please see the Delivery Program (DP)
- Operational Plan 2025-26 Action - what we will do in 2025-26 to implement the DP
- Measure & Target – what we will report against for this Operational Plan (OP) Action
- Status – Progress snapshot as per table on page 4
- Comment – commentary about the progress for the action against the measure and target for 1 July 2025 to 31 December 2025
- Responsible Directorate - implementing and reporting on the OP Action

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
1.1.1.1 The Capital Projects Program is delivered as planned	1.1.1.1.1 Deliver the 2025-26 Capital Projects Program	Measure: # completed Target: Report 6 monthly	The Capital Projects Program is on track for delivery.	General Manager's Unit
1.1.1.2 Council has effectively developed and maintained key partnerships to improve community safety	1.1.1.2.1 Develop and maintain the partnership with NSW Police to support Council programs and initiatives	Measure: Quarterly Target: 4 meetings	Meetings are held with NSW Police each quarter, 2 meetings were attended during this period.	City Life
1.1.1.3 Our Community Safety Strategy is relevant and implemented	1.1.1.3.1 Deliver the Summer Foreshore Program	Measure: Program delivered Target: Easter 2026	The Summer Foreshore Program has been a hive of activity with events held across summer including increased patrols by Rangers, Parking Officers, Police and Water Police.	City Life

The symbol to show that this objective is linked to 1 of our 10 Bold Moves

OP Action number linking the action to the CSP and DP
- → 1st number = CSP Theme
- → 2nd number = CSP Community Outcome
- → 3rd number = CSP Strategy
- → 4th number = DP Objective
- → 5th number = OP Action

Deliver / Partner / Advocate symbol showing how we are going to implement the objective

Deliver / Partner / Advocate

Throughout our plans and programs, some actions are clearly Council's responsibility, and some are the responsibility of other levels of government, or rely on input from industry groups, community groups or individuals. In the Community Strategic Plan and the Delivery Program we have indicated whether Council will Deliver, Partner or Advocate to achieve the stated outcome or strategy.

Deliver	Council will deliver the action
Partner	Council will investigate opportunities to partner with / enable agencies, business, community groups to deliver the outcomes
Advocate	Council will speak up on behalf of the community to agencies, industry bodies / Ministers and strategic / regional forums to advocate for the delivery of this issue.

The Details

Theme One

In 2035 Bayside will be a vibrant and liveable place

Highlights

Botany Aquatic Centre

A sod-turning ceremony was held on Tuesday 22 July to celebrate the beginning of the demolition stage of the Botany Aquatic Centre Redevelopment Project.

Please scan the QR code for more information.

Bayside Food & Wine

The popular Bayside Food and Wine Festival was a spectacular celebration of flavour, music and community spirit at Mascot Memorial Park on Saturday 1 November.

Highlight of the day was a cooking demo with Masterchef Declan Cleary, Bayside Mayor Cr Edward McDougall and Ron Hoenig MP, along with fine food, boutique wines, craft brews and live entertainment.

Diwali Festival

Diwali – the Festival of Light – in King Street Mall, Rockdale provided a great opportunity for families and friends to experience Bayside's cultural diversity through vibrant cultural performances, traditional Indian music and dance, delicious food stalls, and stunning light displays.

Nepalese Artists Visit Bayside

Council hosted a local tour of Rockdale for visiting Nepalese artists and team members from 4A Centre for Contemporary Art on Thursday 6 November.

The artists were visiting Australia as part of the High Altitude Exchange (HAE) Symposium a collaborative initiative connecting First Nations artists from Australia and Adivasi artists from Nepal.

Bayside Creative Directory

Bayside Council's upcoming Creative Directory will give local creatives and community groups a dedicated space to showcase their work within the Bayside Local Government Area. This online hub will highlight the artists, makers, and organisations that contribute to Bayside's vibrant creative community.

Each listing will include essential details: contact information, services, examples of work, and links to websites, making it easier than ever for residents to discover and connect with local talent.

For more information, visit our website.

New Mural in King Lane at Rockdale

Council engaged local artist, Lydia Morgan to create an exciting new wall mural celebrating the vibrant Bayside community located in King Lane, Rockdale.

Lydia Morgan is a Sydney based illustrator, artist and muralist. Her work is inspired by plants, fruit, coffee and people. She has done many public murals across Sydney such as at UNSW, Liverpool Civic Place, and Boronia Park.

Taylor Street Reserve

The upgraded playspace at Taylor Street Reserve, includes new play equipment suitable for a range of ages and abilities, shade sails, seating and improved access paths.

Barton Park Wins Top Award

The Barton Park Recreational Precinct upgrade delivered in partnership with Ford Civil Contracting, has received the prestigious Excellence in Construction Award in the Sporting Facilities category at the Master Builders Association of NSW Awards.

This project, the biggest undertaken by Council, transformed a former landfill site into a state-of-the-art sporting and recreational precinct that highlights Council's commitment to delivering world-class facilities for our community.

Scarborough Park Masterplan

Council's Scarborough Park Masterplan was approved at the Council Meeting on Wednesday 24 August.

The masterplan was developed in consultation with the community, carefully balances the preservation of this unique ecological asset with the recreational and sporting needs of Bayside's growing community.

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
1.1.1.1 The Capital Projects Program is delivered as planned	1.1.1.1.1 Deliver the 2025-26 Capital Projects Program	Measure: # completed Target: Report 6 monthly	The Capital Projects Program is on track for delivery.	General Manager's Unit
1.1.1.2 Council has effectively developed and maintained key partnerships to improve community safety	1.1.1.2.1 Develop and maintain the partnership with NSW Police to support Council programs and initiatives	Measure: Quarterly Target: 4 meetings	Meetings are held with NSW Police each quarter, 2 meetings were attended during this period.	City Life
1.1.1.3 Our Community Safety Strategy is relevant and actively implemented	1.1.1.3.1 Deliver the Summer Foreshore Program	Measure: Program delivered Target: Easter 2026	The Summer Foreshore Program has been a hive of activity with events held across summer. There was also increased patrols by Rangers, Parking Officers, Police and Water Police.	City Life
	1.1.1.3.2 Review and consider opportunities for expansion of the Smart CCTV network	Measure: Review complete and funding source identified for any expansion Target: End of Summer Foreshore Program 2025-26	Initial scoping with key stakeholders done, 3 potential sites being reviewed for feasibility with new parking regulation criteria (ie min 200 spaces, single entry / exit points).	General Manager's Unit
	1.1.1.3.3 Deliver year 3 of the Community Safety Strategy action plan	Measure: Year 3 actions are delivered Target: 100%	Actions delivered include graffiti removal program, Town Centre safety audits, CCTV network review and Summer Foreshore Program. Also assisted delivery of programs to support social cohesion & resilience education. Ongoing involvement with local networks eg NSW Police Community Safety Precinct C'tee, Community Drug Action Team, Family & Domestic Violence Networks & homeless outreach services.	City Life

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
	1.1.1.3.4 Develop a regulations framework to manage micromobility	Measure: Framework endorsed Target: 31 December 2025	Waiting for NSW State Government to finalise e-micromobility legislation.	City Life
1.1.2.1 The Boulevarde Car Park construction has commenced	1.1.2.1.1 Tender for design of the Boulevarde Car Park developed and advertised	Measure: Tender endorsed & consultant engaged Target: 30 June 2026	This project is delayed and in the planning phase. A Project Brief is being prepared and the project will be tendered mid-2026. It is expected that the tender will be endorsed and a consultant engaged by September 2026.	General Manager's Unit
1.1.3.1 The Affordable Rental Housing Strategy is developed and being implemented	1.1.3.1.1 Prepare a Planning Proposal to implement an Affordable Rental Housing Contribution Scheme	Measure: Planning Proposal gazetted Target: 30 June 2026	Draft Contributions Plan prepared for endorsement by Council to proceed to exhibition.	City Futures
	1.1.3.1.2 Update the Affordable Rental Housing Strategy to incorporate provision for transitional housing	Measure: Revised strategy adopted by Council Target: 30 June 2026	Affordable Rental Housing Strategy updated and adopted by Council	City Futures
1.1.4.1 Bayside's parks and open spaces are fit for purpose and well-maintained	1.1.4.1.1 Deliver the turf mowing maintenance program for all parks and reserves	Measure: Scheduled maintenance is completed in line with service level agreement Target: ≥ 98%	380+ parks & reserves mown in line with weekly, fortnightly and monthly program. July to September, essential turf maintenance completed including fertilising and weed control to enable our open spaces look their best for spring and summer activities. Reactive works were completed within target dates (99.9%) with an addition 334 customer requests actioned.	City Presentation
	1.1.4.1.2 Deliver the seasonal sports field renovation works program	Measure: Program maintenance is completed in line with service level agreement Target: ≥ 95%	Fertilising program and soil amendments has been completed. Works including scarifying and aerating delivered in September and October. Top-dressing on sports fields completed in December and January. Selected areas of high use on the playing fields have been re-turfed as required.	City Presentation
	1.1.4.1.3 Investigate and report on opportunities to upgrade our sporting fields to be more resilient	Measure: Report to Council on 3 nominated sites Target: 30 November 2025	Reported to Council in November 2025 and additional work has been requested, with a subsequent report to be presented in early 2026.	General Manager's Unit

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
1.1.4.2 The opportunities for the community to use Council's sporting facilities is optimised	1.1.4.2.1 Deliver the Sporting Field Allocation Program through seasonal Expressions of Interest (EOI) campaigns	Measure: Conduct EOI Target: Twice a year	The seasonal EOI campaign to equitably allocate Council managed sporting fields was delivered for the 2025-26 summer sports season. The 2026 winter EOI campaign was also delivered with bookings to be finalised early 2026 for the start of the winter season.	City Life
1.2.1.1 Kamay Greenway Active Transport Corridor construction has commenced	1.2.1.1.1 Investigate, develop and present Kamay Greenway route options	Measure: Options endorsed by Council Target 30 June 2026	Route options for Kamay Greenway are being developed	City Futures
	1.2.1.1.2 Develop Kamay Greenway Draft Master Plan	Measure: Reported to Council for public exhibition Target: June 2026	Preparation of the Master Plan is underway, considering the potential route options and future stages of the project	City Futures
1.2.1.2 Arncliffe to Barton Park Active Transport Corridor is open and being enjoyed by the community	1.2.1.2.1 Complete Arncliffe to Barton Park Stage 1 Design	Measure: Tender for construction advertised Target: 30 June 2026	Design is well underway for Stage 1 of the Arncliffe to Barton Park, this includes the connection from Arncliffe Station to the Arncliffe Youth Centre and the design of the intersection at West Botany Street and Spring Street.	General Manager's Unit
1.2.2.1 Use of our community facilities is optimised	1.2.2.1.1 Develop and implement a Promotional Plan for our community facilities	Measure: # campaigns delivered Target: 2	Implemented a targeted promotional program to increase awareness and use of community facilities, via social media and direct communication with community hirers. Bimonthly campaigns promoted town halls, community halls and meeting rooms as accessible, well-maintained venues for functions, workshops and recreational activities	City Life
	1.2.2.1.2 Implement the Expressions of Interest campaign for regular community facility bookings	Measure: Conduct EOI Target: Annually	EOI process initiated for all regular hirers effective 1 July 2025 to 30 June 2026 bookings.	City Life
1.2.3.1 Council's spaces and places are better connected	1.2.3.1.1 Complete funded short term actions in the Bike Plan	Measure: # actions completed Target: 3	Funded projects such as Wentworth Avenue and Coward Street are in progress.	City Futures
	1.2.3.1.2 Investigate opportunities to implement the unfunded short term actions in the Bike Plan	Measure: # opportunities scoped Target: report 6 monthly	Council has applied for grants such as Get Active NSW and TfNSW funding streams.	City Futures

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
1.2.4.1 Our Arts & Culture Strategy is relevant and actively implemented	1.2.4.1.1 Activate creative suburbs to strengthen growing creative precincts	Measure: # delivered Target: 2		Council continues to develop relationships with key stakeholders across suburbs identified as emerging hubs. In the coming months Carlton will be the first suburb to be activated through the delivery of two major initiatives: Creative Carlton (March) and Stories on Parade (May).	General Manager's Unit
	1.2.4.1.2 Strengthen Council's arts and culture presence in the Rockdale Town Centre	Measure: # activities initiated Target: 2		A new mural by Artist Lydia Morgan was completed, and a new entrance way and additional decorative lighting installed. The inaugural Creative Industries Forum was successful and received positive feedback from participants. The program included workshops, visits to local art studios, opportunities to network and learn.	General Manager's Unit
1.2.4.2 Opportunities to activate our public spaces have been optimised	1.2.4.2.1 Deliver Library Programs	Measure: Program Attendance Target: =>80% attendance rate to programs		The library delivered many popular programs and attracted high attendance figures (91.2%). Many of the programs booked out quickly, including English classes and school holiday activities.	City Life
		Measure: Program Satisfaction Target: =>80% participants are satisfied		The average satisfaction rate was just over 96%. The survey asked participants to rate the program and to give feedback on what they enjoyed most and if there is anything that could be improved. The program participants surveyed included author talks, STEM clubs, English conversation groups, school holiday activities and HSC programs.	City Life
	1.2.4.2.2 Develop and implement a Promotional Plan to drive increased membership and use of library facilities	Measure: # campaigns delivered Target: 2		A Library Membership drive was delivered to promote benefits and included fortnightly social media posts, promotions in Bayside's eNews, and regular outreach programs like pop up libraries in parks and other facilities including participation in Council's Spring Fair and Project Planet events.	City Life
	1.2.4.2.3 Develop and deliver the Maloney Street Community Garden Project	Measure: Project delivered Target: 30 June 2026		Regular meetings held, plots managed and a new retractable hose installed.	City Life

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
	1.2.4.2.4 Deliver the Major Events Program	Measure: Events delivered Target: 100%	All events approved by Council have been held and delivered, including the very successful grant funded Diwali Festival in King Street Mall.	General Manager's Unit
	1.2.4.2.5 Investigate and report on opportunities to extend the Decorative Lighting Program	Measure: Report to Council on options Target: 6 monthly	Fairy lights have recently been installed on the pergola in Bill Batley Place Ramsgate, as part of the Decorative Lighting Program and opportunities in the Mascot station precinct are being investigated.	General Manager's Unit
	1.2.4.2.6 Encourage Bayside venues and performers to register on NEON Marketplace	Measure: Promote registration on NEON Marketplace via Bayside's business newsletter Target: 3	Registration on NEON Marketplace was promoted in Council's business newsletter 3 times during the reporting period	City Life
	1.2.4.2.7 Implement Permit/Plug/Play grant milestones – Event approval changes	Measure: Planning proposal to make events on Council land an Exempt gazetted Target: 31 October 2025	The State wide Permit/Plug/Play program achieved this action.	General Manager's Unit
	1.2.4.2.8 Implement Permit/Plug/Play grant milestones – Infrastructure changes	Measure: Pre-approved Global Traffic Management Plan in place for a minimum of 3 streets Target: 31 October 2025	This item has been completed and approved by TfNSW	General Manager's Unit
	1.2.4.2.9 Implement Permit/Plug/Play grant milestones – Launch Event	Measure: Event held Target: 31 October 2025	Successful event held on 31 October to celebrate Diwali - Festival of lights	General Manager's Unit
1.3.1.1 Bayside's local areas and town centres are vibrant and active	1.3.1.1.1 Promote the Footway Trading Policy	Measure: Report on progress Target: 6 monthly	The use of Councils footway is encouraged to be used by businesses to promote a vibrant and welcoming place. The issue of new and the renewal of existing license agreements with businesses continues across Bayside.	City Life
1.3.2.1 Rockdale Centre Master Plan is adopted and being actively implemented.	1.3.2.1.1 Finalise the Rockdale Centre Master Plan	Measure: Reported to Council for adoption Target: 31 December 2025	Draft master plan endorsed by Council for public exhibition early in 2026	City Futures
	1.3.2.1.2 Prepare a Planning Proposal to implement the rezoning changes in the Rockdale Centre Master Plan	Measure: Planning Proposal Gazetted Target: 30 June 2026	Planning Proposal will be prepared once final master plan is adopted by Council	City Futures

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
1.3.2.2 Bayside's public spaces are maintained to maximise their attractiveness	1.3.2.2.1 Deliver the mechanical residential street sweeping program	Measure: All streets mechanically swept twice per month (weather permitting) Target: 95%	Council's street sweeping service guarantee has been met, with every street in Bayside swept twice per month (weather permitting), resulting in the removal of 485 tonnes of litter. Currently, 100% of street sweepings are sent to recycling facilities, where approximately 90% is successfully repurposed.	City Presentation
	1.3.2.2.2 Deliver the Town Centres Cleaning Program	Measure: Cleaning to be completed weekly Target: 95%	The scheduled town centre cleaning program was delivered including manual and mechanical street sweeping, asset cleaning, supplementary toilet maintenance, public place litter bin collection, and a tiered footpath cleaning service. Council also addressed all reactive requests, between scheduled services.	City Presentation
	1.3.2.2.3 Landscape and maintain Council's gardens	Measure: Scheduled maintenance is completed within service level agreements. Target: ≥ 98%	Maintenance schedules for Council's gardens were delivered, 98.5% within service level agreements. 242 added customer requests were addressed in this period.	City Presentation
1.3.2.3 The Arncliffe Community Hub is open and being enjoyed by the community	1.3.2.3.1 Develop and adopt the design for the Arncliffe Community Hub interior fit out	Measure: Adopted by Council Target: 30 June 2026	Concept design endorsed by Council	General Manager's Unit
1.3.2.4 Mascot Oval is open and being actively enjoyed by the community	1.3.2.4.1 Develop and submit Development Application for Stage 1 of the Mascot Oval Upgrade	Measure: DA Submitted Target: 30 June 2026	The Development Application has been lodged.	General Manager's Unit
1.3.2.5 The Botany Aquatic Centre is open and being enjoyed by the community	1.3.2.5.1 Demolish the existing Botany Aquatic Centre	Measure: Demolition commenced Target: 31 July 2025	Demolition completed.	General Manager's Unit
	1.3.2.5.2 Construction contract awarded for the Botany Aquatic Centre	Measure: Tender endorsed by Council Target: 31 October 2025	Construction Contract awarded	General Manager's Unit
	1.3.2.5.3 Commence construction on the Botany Aquatic Centre	Measure: Construction commenced Target: 31 December 2025	The project it was tendered in 2 stages. Early Works - demolition and remediation, was completed in December 2025. The Main Works contractor has now been engaged and works will start in March 2026.	General Manager's Unit

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
1.3.2.6 Sir Joseph Banks Park improvements are completed and being enjoyed by the community	1.3.2.6.1 Commence construction of the new amenities and car park upgrade	Measure: Construction commenced Target: 31 December 2025	Construction is underway on the new amenities and upgrade to Fremlin Street car park.	General Manager's Unit
	1.3.2.6.2 Commence construction of the pump track	Measure: Construction commenced Target: 30 June 2026	The pump track has had extensive community consultation, and the results of the Design and Construction Tender will be considered by Council at its March 2026 meeting.	General Manager's Unit
1.3.3.1 New development in Bayside improves the amenity of the area	1.3.3.1.1 Support the Design Review Panel findings by communicating their outcomes and requesting implementation of those outcomes by the applicant	Measure: Report and recommendations provided to applicant Target: 100%	Design Review Panel findings are communicated to all applicants for implementation, ensuring that development continues to align with community expectations and supports high quality urban design outcomes.	City Futures
	1.3.3.1.2 Complete housekeeping review of Council's Development Control Plan (DCP)	Measure: Reviewed DCP Adopted Target: 30 June 2026	Draft DCP adopted by Council. Public exhibition underway.	City Futures
	1.3.3.1.3 Assess Planning Proposals within legislated time frames	Measure: 90 Days Target: 100%	Planning Proposals have been reported to Council for consideration within 90 days, unless additional information was requested from proponents to enable reporting to Council.	City Futures
	1.3.3.1.4 Deliver effective Public Domain advice and compliance service	Measure: Compliance with conditions Target: 100%	Delivery of effective Public Domain advice and compliance services has been delivered, ensuring development aligns with community expectations and enhances local amenity.	City Futures
	1.3.3.1.5 Engage with agencies assessing state significant development and advocate for the Bayside community	Measure: Submissions made by deadline on state significant developments Target: Report 6 monthly	Council submissions have been made for various state significant developments and have been made within the timeframe, Council continues to liaise with the State Government and Applicants and are proactively meeting and assisting where possible.	City Futures
1.3.3.2 The Le Beach Hut Dolls Point has been upgraded and is open to the public	1.3.3.2.1 Develop and issue the tender for construction of Le Beach Hut Dolls Point	Measure: Tender for construction advertised Target: 30 June 2026	This project is delayed. The tender will be advertised in September 2026.	General Manager's Unit

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
1.3.4.1 Our strategic plans are relevant and being actively implemented	1.3.4.1.1 Develop and adopt the L'Estrange Park Master Plan	Measure: Reported to Council for adoption Target: 30 June 2026		Council resolved to publicly exhibited the adaptive re-use of the former Mascot Depot proposal at 130 King Street, adjacent L'Estrange Park. The engagement collateral is being prepared.	City Futures
	1.3.4.1.2 Develop and adopt the Astrolabe Park Master Plan	Measure: Reported to Council for adoption Target: 30 June 2026		Council has resolved to publicly exhibited the draft Master Plan. The engagement collateral is being prepared.	City Futures
	1.3.4.1.3 Develop and adopt the Brighton Le Sands Master Plan	Measure: Reported to Council for adoption Target: 30 June 2026		Council adopted the project plan for the Brighton Le Sands and Bay Street Master Plan in December with minor changes. Further work on the draft Master Plan and updating the project plan is under way. A progress report to Council is planned for May.	City Futures
	1.3.4.1.4 Deliver funded short term actions in the Riverine Park Master Plan	Measure: Tender endorsed & consultant engaged Target: 30 June 2026		Construction of the Stage 1 car park has been completed and Stage 2 is underway	General Manager's Unit
	1.3.4.1.5 Deliver funded short term actions in the Muddy Creek Master Plan	Measure: # actions delivered Target: 4		Design completed for the short term action. Approvals are underway and construction will commence in July 2026	City Futures
1.4.3.1 Bayside's Transport systems, infrastructure and plans are robust	1.4.3.1.1 Complete funded short term actions in the Transport Strategy	Measure: # actions completed Target: 3		Funded short term actions in Transport Strategy are being scoped for implementation	City Futures
	1.4.3.1.2 Investigate opportunities to implement the unfunded short term actions in the Transport Strategy	Measure: # opportunities scoped Target: report 6 monthly		Items have been reported to the Bayside Traffic Committee and Local Transport Forum in line with the actions in the Transport Strategy	City Futures
1.4.4.1 Council works in partnership with the NSW Police to achieve positive road safety outcomes for our community	1.4.4.1.1 Investigate traffic and road safety issues identified and recommend changes to the Local Traffic Committee for consideration.	Measure: # opportunities scoped Target: report 6 monthly		77 reports have been presented to Local Traffic Committee now called the Local Transport Forum	City Futures

Theme Two

In 2035 our Bayside community will be connected and feel that they belong

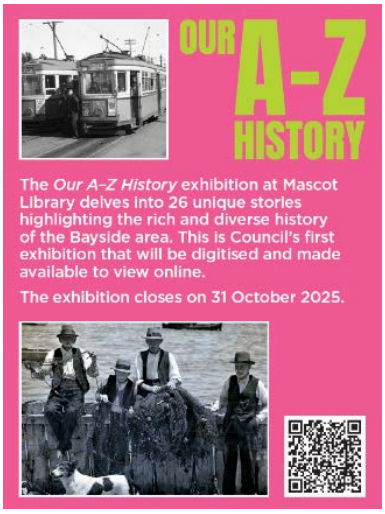
Highlights

Citizen of the Year 2026

Nominations are now open for the 2026 Bayside Citizen of the Year, Young Citizen of the Year and Sportsperson of the Year.

Scan the QR Code and use the online form on our website to nominate a local hero now.

Bayside Mayor with 2025 winners (L-R): Jessica Henville, Sportsperson of the Year; Princess Delany, Young Citizen of the Year and Fred Poole, Citizen of the Year.



Event Survey

Please fill out the questionnaire below. Scan and email to *haveyoursay@bayside.nsw.gov.au*, drop it into one of our Customer Service Centres at Rockdale or Eastgardens, or go online and complete the survey at **haveyoursay.bayside.nsw.gov.au**

Community Event Noticeboard

The Community Event Noticeboard helps local community groups promote their events so residents can discover what's happening across Bayside.

Ron Rathbone Winners

Congratulations to the Ron Rathbone Local History Competition winners who received their awards on Saturday 13 October 2025 during a ceremony at the state-heritage listed Lydham Hall in Rockdale.

Nicole Blay, Janette Pelosi and John Tregoning were the joint winners in the Open Category.
Minh Hoang and Joshua Osei-Agyei were the joint winners of the High School category.

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
2.1.1.1 Council respects and celebrates its history and heritage	2.1.1.1.1 Implement Local History and Heritage initiatives	Measure: # Local History Exhibitions hosted Target: 2		The 'Our A-Z History' exhibition was hosted at Mascot Library and George Hanna Memorial Museum from June to November 2025. It explored 26 unique stories highlighting the diverse history of the Bayside area, each story relating to a letter of the alphabet. It enabled library visitors to connect with the rich heritage that defines the area and uncovered new and interesting stories.	City Life
		Measure: Historical Markers program implemented Target: Report 6 monthly		11 nominations were received for 9 different sites or persons of historical significance for the 2025-26 Historical Markers program. Research into each nominated site was conducted, and the findings were presented to the selection committee for consideration. The selection panel's recommendations will be reported to Council in early 2026 for consideration and endorsement.	City Life
		Measure: Implement Ron Rathbone Local History Competition Target: 30 June 2026		6 entries were received in the 2025 Ron Rathbone Local History Prize. A wide variety of topics were covered including: First World War servicemen from Kingsgrove; Rockdale's convalescent homes and nurses; Arncliffe shops in the 1940's; Growing up in Lennox Street; Horace Hake, Bayside resident and hero of the Great Escape; and public housing in Bayside. Entrants were invited to a prize giving ceremony in September held in the gardens of Lydham Hall.	City Life
	2.1.1.1.2 Incorporate interpretive signage in the design and construction of new or renewed Council facilities where relevant	Measure: # sites investigated Target: 100%		All projects are investigated for opportunities to include signage eg Dharaggang Park	General Manager's Unit
2.1.1.2 Cultural diversity is supported and celebrated in Bayside	2.1.1.2.1 Implement the Reconciliation Action Plan 2022-26 - Stage 2 - Innovate	Measure: Actions delivered within scheduled time frame and budget Target: 100%		Finalisation of the draft Innovate RAP has been delayed by key external stakeholders, it is now progressing. Actions from that plan cannot be delivered until is it adopted and funded.	City Life

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
	2.1.1.2.2 Partner with community organisations to deliver funded community events & activities	Measure: # initiatives implemented Target: 15		NAIDOC Week: delivered an In Conversation event with Bianca Hunt and a screening of the film Her Name is Nanny Nellie. Intergenerational Sing-a-long. Partnered with Kogarah Community Services to deliver a community event at Dharaggang Park in Wolli Creek targeting migrant families. Supported the delivery of the Mayor's Seniors Christmas Party. Supported the St George Multicultural Network to deliver Migrant Information Day and Sector Development training on culturally responsive practice.	City Life
	2.1.1.2.3 Investigate opportunities to partner with community organisations to deliver unfunded community events & activities eg IDPwD Day, Reconciliation week	Measure: # events / activities delivered Target: 3		A webinar for IDPWD day was held in partnership with the community and local disability service providers. Reconciliation Week is in May 2026 and will be included in the next report.	City Life
	2.1.1.2.4 Deliver Early Education Dharawal Language and Culture Program across all child care centres	Measure: Program delivered Target: Report 6 monthly		The Dharawal Language Program is now an embedded early learning program in all Council's centres.	City Life
2.1.2.1 Bayside's events, arts and culture activities encourage participation and creativity from our diverse community	2.1.2.1.1 Highlight local creative businesses with an online directory and automated map on our website	Measure: Directory launched Target: 31 December 2025		The online creative directory content has been developed and concept advertised to the community. The Final directory will be available on the website by April 2026	General Manager's Unit
	2.1.2.1.2 Investigate opportunities to activate sites or deliver art to reflect our commitment to arts and culture	Measure: # opportunities investigated Target: 5		Council completed an audit and identified 7 potential sites for the installation of murals and other artistic features.	General Manager's Unit
		Measure: Number of opportunities scoped for delivery Target: 2		Funding requirements and options are being scoped to progress these opportunities.	General Manager's Unit
2.1.3.1 Bayside's facilities and services are safe for children	2.1.3.1.1 Implement Year 1 priorities in the Child Safe Action Plan	Measure: # implemented Target: 100%		Child Safe eLearning was rolled out in November 2025. Fact sheets and booklets were provided for staff with no eLearning access. Proof of attendance was captured.	General Manager's Unit

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
2.1.3.2 All ages in our community have the opportunity to thrive	2.1.3.2.1 Deliver Seniors Festival event	Measure: Event delivered Target: 100%		Seniors Festival is in March 2026 and will be reported on in the next report.	City Life
	2.1.3.2.2 Implement year 1 priorities in Council's Youth Services Plan	Measure: # Implemented Target: 100%		32 of the 40 actions have been completed to date, which is substantial progress. Completed actions include attending and hosting youth interagency and networking meetings, facilitating and supporting Youth Advisory Group meetings, and delivering a range of recreational, social, and skill-based activities for young people at Arncliffe Youth Centre.	City Life
	2.1.3.2.3 Collaborate with Young People and Partners to deliver youth focused programs at the Arncliffe Youth Centre and through outreach initiatives across Bayside.	Measure: # programs and activities delivered Target: > 10		90 sessions were successfully delivered including youth holiday program and outreach/youth pop-ups at local parks, skate parks, tennis courts, and libraries for terms 3 and 4. All programs achieved strong attendance	City Life
	2.1.3.2.4 Codesign and deliver activities for Youth Week	Measure: # programs delivered Target: > 2		Planning for Youth Week 2026 is progressing, with feedback and ideas currently being collected from young people to inform the program	City Life
2.1.4.1 People with disability are included and considered in Council's planning and decision making	2.1.4.1.1 Review and update the Disability Inclusion Action Plan	Measure: Adopted by Council Target: 30 June 2026		Community engagement has been undertaken to inform the new Plan.	City Life
2.2.1.2 Council's Digital Strategy makes it easier for the community to do business with Bayside	2.2.1.2.1 Deliver the Digital Strategy	Measure: Strategy endorsed Target: 31 December 2025		The Communications Digital Strategy 2025–2028 was endorsed in August 2025. Implementation is underway, with delivery of strategic initiatives to proceed in alignment with the adopted strategy's priorities, timelines, and governance framework.	General Manager's Unit
	2.2.1.2.2 Deliver continuous improvements to Council's web page	Measure: # of improvements Target: Report 6 monthly		Enhancements were delivered to the Parks Map, Projects Page, and What's On section, Report It function, along with other planned user experience upgrades.	General Manager's Unit

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
2.2.2.1 Council's Communications and Engagement Strategy is relevant and being actively implemented	2.2.2.1.1 Review existing processes and align them with the new Communications and Engagement Strategy	Measure: No of programs improved Target: 3		2 key processes have been reviewed and fully aligned with the Strategy to ensure consistency and best practice. 1 additional process is in draft and undergoing consultation prior to finalisation.	General Manager's Unit
	2.2.2.1.2 Deliver initiatives in the Communications and Engagement Strategy to increase community participation	Measure: Reach and participation Target: Increase		There was a 39% increase in engagement contributions in this period compared to last year and a 45.7% reach increase from Council's social channels	General Manager's Unit
	2.2.2.1.3 Deliver community newsletters via email (fortnightly) and letterboxes (quarterly)	Measure: Newsletters delivered Target: Report 6 monthly		2 hard-copy newsletters were distributed to all residents and available at targeted locations, including libraries and community spaces. 12 digital newsletters were also distributed.	General Manager's Unit
	2.2.2.1.4 Encourage subscription to Bayside's business newsletter	Measure: # of newly subscribed emails Target: > current subscriptions		Subscriber numbers have slightly decreased. Promotion of the benefits of subscribing was distributed to all local businesses in November.	City Life
2.2.2.2 Young People are empowered to assist Council in planning, decision making and delivering initiatives	2.2.2.2.1 Facilitate and support Bayside Youth Advisory Group meetings	Measure: Meetings delivered Target:4		The first Youth Advisory Group finished in July 2025, and a new group started in September. Since then the group has met twice and provided valuable feedback for planning of Youth Week	City Life
2.2.3.1 Our community's health is supported through information and education	2.2.3.1.1 Deliver face to face food handling course for relevant businesses	Measure: Workshops held Target: 2		2 workshops were held in December 2025.	City Life
	2.2.3.1.2 Develop and launch online food handling course for relevant business	Measure: Course developed and launched Target: 30 June 2026		Project is on hold because we can't use our current platform to launch courses. Alternatives are being investigated	City Life
	2.2.3.1.3 Deliver a well-managed high quality early education and care service	Measure: Rating under the National Quality Framework Target: Meet or exceed		All Council services meet or exceed the National Quality Standards.	City Life
	2.2.3.1.4 Deliver programs that respond to the needs of the most vulnerable	Measure: # programs Target: Report 6 monthly		2 weekly 'Dance that Walk' seniors exercise program and Seniors Choirs were held, 1 Healthy Ageing Forum in September with over 80 attendees from nearby housing estates. 1 Know Your Rights webinar for people with disability and 1 Know Your Rights session for seniors.	City Life

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
2.2.3.2 Pets are valued and welcome in Bayside	2.2.3.2.1 Develop a Companion Animals Action Plan	Measure: Plan developed Target: 30 June 2026		Commenced the background work to prepare the plan.	City Life
	2.2.3.2.2 Promote off leash dog parks	Measure: # promotions Target: 2		Off leash dog parks have been promoted many times via our socials and website by raising awareness of the physical and social benefits of these spaces for both dogs and the community and talking about responsible pet ownership	General Manager's Unit
	2.2.3.2.3 Deliver Linear Park upgrades include fitness station, pathways and fenced off-leash dog area	Measure: Upgrades delivered Target: 30 June 2026		Delays due to landowner (Sydney Water) approval have occurred.	General Manager's Unit
2.2.4.1 Our facilities are safe, vibrant and accessible for our diverse community	2.2.4.1.1 Deliver a Library Service to meet community needs and support lifelong learning	Measure: Increased membership Target: > than last period		The library has been undertaking a membership drive and in July to December 2025 the libraries welcomed 4,049 new members. This was a 3% increase on the number of new members in January to June 2025.	City Life
		Measure: Increased attendance Target: > than last period		The library welcomed 261,738 visitors in July to December 2025. This is an increase of 6% increase, compared to the January to June 2025. October was the busiest month which may be attributed to the large number of HSC students making use of study facilities.	City Life
	2.2.4.1.2 Deliver Year 3 of the Library Strategy Action Plan	Measure: Actions implemented Target: 100%		The Library delivered actions in all 6 of the Library Strategy focus areas. A total of 38 goals were implemented including collaborative wellbeing initiatives, delivery of programs celebrating cultural and linguistic diversity, development of sensory play programs, review of library spaces to increase study facilities, delivery of programs to celebrate Bayside's history, and the implementation of a membership drive.	City Life
	2.2.4.1.3 Ensure Council's properties and facilities meet statutory fire and safety requirements	Measure: All properties and facilities compliant Target:100%		Council undertakes a combination of quarterly, half yearly and annual maintenance and compliance testing across all of its properties and facilities to ensure statutory requirements and reporting are met.	City Presentation

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
2.2.4.2 Our community enjoys sporting and recreation facilities that are active, safe, functional and vibrant.	2.2.4.2.1 Effectively manage Botany Golf Course	Measure: Participation increasing Target: > previous period		Council continued to effectively manage Botany Golf Course, maintaining participation levels despite adverse weather. Rounds played were 3% lower than the same period last year, largely attributable to higher rainfall which limited course availability and player attendance, rather than reflecting a decline in demand.	City Life
		Measure: Customer are satisfied with the service provided Target: =>80%		Customer feedback indicates more than 90% satisfaction, reflecting effective day-to-day management, course presentation and responsiveness to customers. A small proportion of social media feedback noted concerns regarding the condition of greens and fairways.	City Life
		Measure: # Golf Programs delivered Target: 2		2 golf participation programs were delivered, a school holiday program in partnership with Sydney Catholic Schools and Golf NSW, and a beginner women's 'Get Into Golf' program in partnership with Andrea McGann Golf and Fitness and Golf NSW.	City Life
		Measure: Condition maintained through scheduled maintenance Target: ≥ 95% of service level agreement		Maintenance is completed daily on greens, fairways and rough are mown weekly. Tees are mowed 2-3 times a week. Mowing frequency is adjusted in line with growth rates and seasonal requirements. Greens renovations were completed in October, involving coring, scarifying and top-dressing. Herbicides, fertilisers and soil amendments are implemented in accordance with soil test recommendations and adjusted as needed based on weather and environmental conditions.	City Presentation
	2.2.4.2.2 Develop and implement a Promotional Plan for Botany Golf Course	Measure: # campaigns delivered Target: 4		Council developed and implemented a targeted promotional plan for delivering 3 campaigns via social media and direct communication with visitors. Campaigns highlighted course improvements, including the new pathway and 6th hole, promoted shared responsibility for protecting greens, and advertised participation programs delivered.	City Life

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
	2.2.4.2.3 Develop and implement a Promotional Plan for Council's Aquatic Centres	Measure: # campaigns delivered Target: 6		A 12 month promotional plan supported Learn to Swim and Health and Fitness growth from July to December 2025. Initiatives delivered 16 new memberships, 28 'bring a friend for free' to Water Safety Week participants, 35 holiday intensive enrolments, 5 re-engagement enrolments, and 73 Gift of Fitness sales. Member Appreciation Week recorded 278 attendances, and the LTS Christmas event attracted over 500 families, boosting engagement and visibility.	City Life
	2.2.4.2.4 Maximise the use of the Arncliffe Youth Centre	Measure: # bookings made Target: regular & casual bookings increased		Expression of Interest bookings increased by 2.67% compared to the same time last year and casual bookings increased by 3.61%.	City Life
	2.2.4.2.5 Maximise use of Council managed Tennis Courts	Measure: # bookings Target: => bookings		A total of 4,766 bookings were recorded, equating to 6,170.5 hours of play, compared to 3,854 bookings and 4,730.5 hours during the same period last year. This increase reflects improved utilisation and sustained community demand for Council tennis facilities.	City Life
2.2.4.3 Council's Aquatic Centres are well managed	2.2.4.3.1 Increase Angelo Anestis Aquatic Centre membership numbers	Measure: # memberships Target: Increased		Health & Fitness memberships grew, with a monthly average of 1,390 active memberships (inclusive of Fitness Passport) recorded from July to December 2025. This represents an increase of 194 average monthly memberships compared to the corresponding period in 2024, showing strong member retention and promotional activity.	City Life
	2.2.4.3.2 Increase attendance at Angelo Anestis Aquatic Centre	Measure: # attendance Target: Seasonal attendance increased		238,650 people visited the Angelo Anestis Aquatic Centre during the period. This represents an increase of 27,238 visits compared to the same period in 2024, reflecting continued growth in community participation and utilisation of the facility.	City Life

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
	2.2.4.3.3 Increase participation in the Learn to Swim Program at Angelo Anestis Aquatic Centre	Measure: # enrolled Target: Enrolment increased		A monthly average of 1,662 enrolments for the period shows that enrolments remained strong. This represents an increase of 174 average monthly enrolments compared to the same period in 2024.	City Life
		Measure: # attendance Target: => 80%		34,124 Learn to Swim student visits were recorded, an increase of 5,424 visits compared to July to December 2024. This growth reflects both increased enrolments and consistent program attendance.	City Life
	2.2.4.3.4 Develop and implement a Customer Satisfaction Survey for the Angelo Anestis Aquatic Centre	Measure: Survey Conducted Target: 30 June 2026		Planned for next period	City Life
2.2.4.4 Council effectively manages the Arncliffe Youth Centre	2.2.4.4.1 Deliver sport and recreation programs through the Arncliffe Youth Centre	Measure: # programs and activities delivered Target: 6		A diverse range of weekly sports programs were delivered including 6 pickleball, 2 badminton, 7 casual basketball, 2 table tennis sessions weekly. Arncliffe Youth Centre has also provided 8 school holiday programs for children aged 9–12 years.	City Life
	2.2.4.4.2 Increase bookings at Arncliffe Youth Centre	Measure: # booked Target: Increased		Arncliffe Youth Centre recorded a 15.45% increase in booking dates for the reporting period compared with the same period in 2024.	City Life
2.2.5.1 Vulnerable people in our community are supported	2.2.5.1.1 Collaborate with South Eastern Sydney Local Health District and NSW Police to support timely collection of relevant local data to inform service delivery and identification of gaps	Measure: Attend Eastern Suburbs and St George Domestic Violence Networks Target: Report 6 monthly		Participated in regional and local domestic violence initiatives to raise awareness of domestic and family violence.	City Life
	2.2.5.1.2 Deliver the anniversary of the Domestic Violence Memorial event	Measure: Event delivered Target May 2026		This event is held May each year.	General Manager's Unit

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
	2.2.5.1.3 Participate in the annual 16 Days of Activism against Gender-Based Violence campaign	Measure: # activities organised Target: 3		Community Walk Against Domestic and Family Violence attracted over 150 participants. 1 Know Your Rights Webinar for people with Disability and 1 Know Your Rights information session for seniors was also delivered.	City Life
	2.2.5.1.4 Deliver funded actions from the Domestic & Family Violence Action Plan	Measure: # actions delivered Target: 2		16 Days of Activism Against Gender Based Violence events / activities were delivered in November / December including 'Bystander' training and an eLearning module on gender equality and domestic violence for all Council staff.	City Life
2.2.6.1 Seniors in our community are supported	2.2.6.1.1 Deliver the Aged Care Navigator Program in community languages	Measure: # programs delivered Target: 8 sessions		Healthy Ageing Forum at Eastlakes Community Centre - attended by over 80 seniors from surrounding community housing estates	City Life
2.3.1.1 Community connections and networks are stronger in Bayside through Council and Community led programs	2.3.1.1.1 Deliver a program of activities to encourage social connection in neighbourhoods where older people live	Measure: # activities held Target: 4		2 x seniors exercise classes held weekly and 2 x seniors choirs weekly. Weekly outreach at Wolli Creek and Eastlakes.	City Life
	2.3.1.1.2 Explore strategies to engage with and support older people who might be socially isolated, including people from CALD and First Nations communities	Measure: # activities identified and implemented Target: 3		Seniors Health Expo attracted over 80 seniors from culturally diverse and lower socioeconomic backgrounds. Dying to know information sessions about end-of-life planning and Know Your Rights - Elder Abuse information sessions were also delivered. Council continued to support and grow social and recreations programs and activities across Bayside via the Seniors Network.	City Life
	2.3.1.1.3 Host a Community Forum in partnership with local services and LBGTQI+ community	Measure: Forum held Target: 31 December 2025		An LBGTQI+ Community Forum was held and was well attended	City Life
2.3.4.1 Our community is proud that they live in Bayside	2.3.4.1.1 Deliver regular ceremonies to facilitate Bayside residents completing their Australian Citizenship	Measure: # delivered Target: 12		3 scheduled ceremonies were held with 100 conferees receiving their citizenship at each. A special ceremony was also held on National Citizenship Day.	General Manager's Unit

Theme Three

In 2035 Bayside will be green, resilient and sustainable

Highlights

Project Planet

Project Planet, Council's first environmental festival, was a standout success that celebrated innovation, sustainability and community action. Visitors explored interactive stalls, eco-friendly products, expert talks and hands-on workshops that equipped them with practical skills to reduce waste and protect our local environment.

National Tree Day

Volunteers helped plant more than 500 native trees, plants, shrubs, and grass cover at Scarborough Park, Monterey for National Tree Day on Sunday 27 July.

This has helped increase Bayside's tree canopy coverage and increased habitat for native animals.

Trees for Dad

Nancy Hillier Memorial Lecture

Environmental advocate and former Federal Minister Peter Garrett AM was the guest speaker at this annual event honouring Nancy Hillier, one of Botany's most fearless and visionary advocates for environmental and social justice, that took place on Wednesday 19 November.

Child Care Wins Award

The Mascot Child Care Centre won the Keep Australia Beautiful 2025 NSW Sustainable Cities Young Legends Award for its inspiring Green Ripple Effect initiative.

The Green Ripple Effect is a hands-on sustainability program that has seen the Centre create a colourful street library, plant vegetable and herb gardens, install a thriving worm farm, composter, bird box and native beehive to encourage practical eco-friendly practices, while nurturing our next generation of environmental stewards.

2025 Community Walk Against Domestic Violence

Bayside's annual community walk to Say No to Family and Domestic Violence will be held on Friday 5 December at 7:30am.

Join us at Ramsgate Life Saving Club for a walk to Depena Reserve where there will be a community sausage sizzle. Please wear something orange to show your support.

1800 RESPECT 24/7 COUNSELLING HELPLINE
National: 1800 737 732
Domestic: 1800 656 463

Book Week

Congratulations to all the winners who attended this year's Book Week Art Competition Awards and received a certificate recognising their creative talent at the Rockdale Town Hall.

Library Membership

Bayside library membership provides free access to physical and digital resources like online databases and streaming services. Library members can also book study rooms, access free Wi-Fi and computers, as well as attend many free Library classes and programs.

Community Drop Offs

Residents can drop off unwanted items including batteries, e-waste, metals and whitegoods at the Bexley Depot on the first Saturday of the month and Botany Depot on the third Saturday of the month. Drop Off days run from February to December.

For more information please scan the QR code.

EV Chargers

Bayside Council is proposing to install 21 new electric vehicle (EV) chargers across the Local Government Area (LGA), each with its own timed parking space. Delivered in partnership with energy companies and the NSW Government, to fund EV infrastructure across our LGA.

This rollout supports Council's commitment to a sustainable transport future by reducing emissions, encouraging EV adoption, and providing practical charging solutions.

Have your say on the proposed charging locations.

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
3.1.1.1 Council's Environment & Resilience Strategy is relevant and actively implemented	3.1.1.1.1 Deliver Community Environmental Education Program	Measure: # education sessions held Target: 50	30 environment community education session held during the reporting period.	City Life
		Measure: # residents participated Target: 5,000	2,406 residents participated in the 30 community education sessions delivered	City Life
	3.1.1.1.2 Deliver the Heat Smart Program in line with the Net Zero Emissions Pathway Plan	Measure: Program implemented Target: 30 April 2026	Under the Heat Smart Program, Cool Places were activated at Eastgardens and Rockdale Libraries in November 2025. Furthermore, the Cooling Hub program has been implemented at multiple sites throughout the City.	City Life
3.1.2.1 Council's built and natural environments are more resilient to natural disasters	3.1.2.1.1 Progress priority initiatives from the Botany Bay Foreshore Beach Floodplain Risk Management Plan	Measure: Progress made Target: Report 6 monthly	Design of stormwater network upgrades for William Street and Dent Street were completed.	City Futures
	3.1.2.1.2 Progress priority initiatives from the Mascot, Rosebery and Eastlakes Floodplain Risk Management Plan	Measure: Progress made Target: Report 6 monthly	Council has finalised the design for the Baxter Road and Hollingshed Road stormwater network upgrade and has been successful in securing a 2:1 grant for their construction.	City Futures
	3.1.2.1.3 Deliver the road resurfacing program	Measure: Program milestones met Target: 100%	The 2025-26 road resurfacing program commenced in November and 45% of the program was completed by end of December 2025. The entire program will be finalised early April 2026.	City Presentation
	3.1.2.1.4 Deliver the stormwater drainage rehabilitation and renewal program	Measure: Program milestones met Target: 100%	Council undertakes routine inspections of its stormwater assets to obtain condition ratings and identify obstructions. Relining works at Spring and Short Street Banksia have been completed as part of Council's capital renewal program.	City Presentation
	3.1.2.1.5 Deliver the kerb and gutter renewal program	Measure: Program milestones met Target: 100%	Under Council's kerb and gutter renewal program approximately 1,375 lineal metres has been replaced in the period.	City Presentation
	3.1.2.1.6 Deliver the footpath repair and renewal program	Measure: Program milestones met Target: 100%	Footpaths have been inspected and the repair / renewal program is scheduled to start in January 2026. A total of 1,230m2 of new footpath and 3,844m2 of renewals be delivered across 31 streets in Bayside.	City Presentation

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
3.1.3.1 Our community has greater understanding regarding the impacts of climate change through increased education	3.1.3.1.1 Provide flood level advice to the community	Measure: Advice provided within service level agreement Target: 100%		118 flood advice reports were issued during the period, with an average turnaround time of 2.8 days.	City Futures
	3.1.3.1.2 Develop and launch online resources to increase community awareness in the impacts of climate change	Measure: Online resources delivered Target: 30 June 2026		A dedicated web page on climate change was launched on Council's website https://www.bayside.nsw.gov.au/environment/sustainability/climate-change.	City Life
3.1.5.1 Council is actively involved in local and regional emergency response programs and organisations	3.1.5.1.1 Chair and support the Bayside Local Emergency Management Committee and assist other emergency agencies	Measure: Quarterly meetings held Target: 100%		Bayside held all required Local Emergency Management Committee meetings with emergency services, government agencies and key stakeholders. All Regional Emergency Management Committee meetings were attended by the Bayside Local Emergency Management Officer.	City Presentation
3.2.1.1 Council's greenhouse gas emissions are reduced to 89% by deliberate actions to improve our sustainability	3.2.1.1.1 Investigate fit for purpose green fleet options and integrate more into Council's fleet.	Measure: Increase options on the leaseback scheme vehicles list Target: Annually		Council is moving towards a more sustainable fleet by introducing a range of EV and hybrid options, taking into consideration whole of life costs together with 'fit for purpose' requirements when assessing sustainable fleet options.	City Performance
	3.2.1.1.2 Incorporate renewable and energy efficiencies in the design and construction of new or renewed Council facilities where practical and cost effective	Measure: # sites investigated Target: 100%		Renewable / energy efficiencies are considered for all projects - they have been included in Jellicoe Park Lighting Stage 2, Scarborough Park East lighting upgrade & AS Tanner Reserve sports field lighting upgrade	General Manager's Unit
3.2.2.1 Council facilitates new transport technologies to improve sustainability	3.2.2.1.1 Develop, implement & review the Net Zero Emissions Pathway Plan	Measure: Strategy developed and adopted Target: 30 June 2026		Development of the Net Zero Emissions Pathway is underway, with guidance from NSW Planning, Housing and Infrastructure.	City Life
	3.2.2.1.2 Deliver EV infrastructure in line with the Net Zero Emissions Pathway Plan	Measure: # EV charging station installed Target: 30		Council approved 14 station locations in November 2025. 2 stations (4 ports) were installed in December, the other 12 locations are scheduled for early 2026. 27 charging stations, providing 37 charging ports, will be installed under NSW's Kerbside EV Charging Grant	City Life

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
3.2.3.1 Our community better understands the renewable energy opportunities available to them	3.2.3.1.1 Develop and deliver the promotional plan for the Net Zero Emissions Pathway Plan	Measure: Plan developed and executed Target: 30 June 2026	The Net Zero Emissions Pathway is under development, and the promotion will commence when the plan is adopted.	City Life
3.3.1.1 Council's Urban Forest Strategy is relevant and actively implemented	3.3.1.1.1 Deliver the Urban Forest Strategy year 2 key actions	Measure: # key actions implemented Target: 100%	Prioritised tree planting is a key action the Urban Forest Strategy and 950 trees were planted during the period.	City Life
	3.3.1.1.2 Inspect and carry out necessary works on Council's trees including replanting	Measure: Tree plantings vs tree removals Target: 2:1	204 trees were removed from public areas and 619 planted. Council's tree canopy is improving with information handouts being given to residents requesting tree pruning or removal. This material is also on our website.	City Presentation
	3.3.1.1.3 Inspect and advise residents on tree management options for private trees	Measure: Tree plantings vs tree removals Target: 2:1	A total of 798 trees were removed from private property. 2,280 trees have been conditioned for replanting.	City Presentation
3.3.2.1 The Bayside community will be more actively involved in improving our natural environment and biodiversity	3.3.2.1.1 Develop, implement & review the Biodiversity Strategy	Measure: Strategy developed and adopted Target: 31 December 2025	Development of the Water and Biodiversity Strategy was delayed but is underway.	City Life
	3.3.2.1.2 Deliver the Gardens for Wildlife Program in the Biodiversity Strategy	Measure: # initiatives delivered Target: 5	2 initiatives were delivered being a Gardens for Wildlife Garden Guide one-day training and a tour of a Wildlife friendly garden.	City Life
	3.3.2.1.3 Deliver the Bushcare Volunteer program	Measure: # volunteers Target: => previous period	285 volunteers attended Council run or supported events which is an increase of 60 volunteers from the same time last year.	City Life
		Measure: # bushcare activities Target: => previous period	Volunteer bushcare groups contributed 800 hours of regeneration work across natural areas, complemented by 4,000 hours delivered by professional bush regeneration contractors. Community participation also expanded, with Bayside residents now hosting 30 new native beehives to support local biodiversity.	City Life
3.3.3.1 Bayside's green grid corridors are improved	3.3.3.1.1 Prioritised tree planting to create links between green corridors.	Measure: # green corridors improved Target: 3	Prioritised tree planting from the Urban Forest Strategy was concentrated on green corridors resulting in 2 being improved	City Life

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
3.3.4.1 Council will actively look for opportunities, and where sustainable, capture and recycle water in the delivery of its services and activities	3.3.4.1.1 Incorporate rainwater harvesting, storage and recycling in the design and construction of new or renewed Council facilities where practical and cost effective	Measure: # sites investigated Target: 100%	Rainwater harvesting, storage and recycling is considered for all projects - they have been included in the Angelo Anestis Aquatic Centre Grandstand Hardcover project and the Green Street Depot via the wash bay water recycling system.	General Manager's Unit
3.3.5.1 Spring Creek Naturalisation Project has commenced and is in the construction phase	3.3.5.1.1 Develop, advertise and award tender for design for the Spring Creek Naturalisation Project	Measure: Consultant engaged Target: 30 June 2026	Tender for design has been awarded and the consultant engaged. The project is currently in detailed design and approvals are underway.	General Manager's Unit
	3.3.5.1.2 Finalise design and consultation with the community for the Spring Creek Naturalisation Project	Measure: Community engagement completed Target: 30 June 2026	Consultation will be delivered in March 2026	General Manager's Unit
3.3.5.2 Priority areas of Lady Robinsons Beach are rejuvenated and resilient	3.3.5.2.1 Finalise developed design for Precinct 2 of the Lady Robinsons Beach Management Plan	Measure: Adopted by Council Target: 30 June 2026	Developed design was completed pending key external stakeholder feedback.	City Futures
3.3.5.3 Bayside's beachfronts are clean, safe, accessible and enjoyed by our community	3.3.5.3.1 Deliver mechanical beach cleaning along Botany Bay (Kamay) foreshore	Measure: 3 times a week (weather permitting) Target: 95%	Lady Robinsons beach is mechanically cleaned 5 days a week during winter and up to 7 days a week during summer, weather permitting. This service level has been delivered with adjustments due to construction works and windblown sand relocations.	City Presentation
3.3.5.4 The health of Bayside's waterways and wetlands in improving	3.3.5.4.1 Inspect and clean the Stormwater Gross Pollutant Traps (GPTs)	Measure: Regular inspections & maintenance Target: Quarterly	All GPTs were serviced from July to December 2025, capturing and preventing 198 tonnes of litter, sediment, and vegetation entering Council's waterways.	City Presentation
3.4.1.1 Illegal dumping of waste in Bayside is reduced as alternate disposal options are well known	3.4.1.1.1 Implement Illegal Dumping Prevention Program with social housing properties and other hot spots	Measure: Implement funded campaigns Target: 100%	Key milestones have been met, and the pilot program remains on schedule for completion by June 2027. Priority sites have been identified in partnership with Home NSW, and preparatory work underway for the construction of bulky-waste enclosures.	City Life

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
	3.4.1.1.2 Deliver waste and recycling management services to households	Measure: General waste weekly and recycling / green waste fortnightly to all households Target: all presented bins collected	Waste / recycling services were delivered to households on schedule. For houses that is garbage weekly & recycling / garden organics alternate fortnights. Units/apartments have garbage collected twice weekly and recycling / garden organics weekly.	City Presentation
	3.4.1.1.3 Deliver clean up service collections to households	Measure: Quarterly Target: 4	2 scheduled cleanups were provided to households. Residents can also book on demand low-cost cleanup services or take their material to any BINGO facility, show proof that they are a Bayside resident and pay a reduced gate fee.	City Presentation
3.4.2.1 Bayside's circular economy has increased through better community participation	3.4.2.1.1 Deliver the Sustainable Waste Management Strategy year 1 actions	Measure: # actions delivered Target: 4	Actions delivered include: 2 annual waste calendars distributed and online resources updated, investigations to establish a circular economy hub is ongoing.	City Life
3.4.3.1 The volume of waste diverted from landfill has increased through the community's increased participation in resource recovery programs	3.4.3.1.1 Deliver Commercial waste and recycling management services to subscribed businesses	Measure: Weekly Target: 100%	Council provides waste services to 1,447 commercial sites and is on target to turnover $1.9 million in revenue for the year. This includes standard and flexible collection arrangements for different bin sizes for different waste streams, ranging between 240L and 1100L, as well as an options for larger bulk front load bins.	City Presentation
	3.4.3.1.2 Ensure appropriate facilities are included in new high-rise developments for storage and collection of waste by assessing Waste Management Plans	Measure: # WMP assessed Target: 100%	Council reviewed 21 waste management plans for various development applications. This includes ensuring best waste management practices for over 1,136 new units.	City Presentation
	3.4.3.1.3 Deliver community waste drop off events	Measure: # of recycling events drop off delivered Target: 22	Council provided 12 community drop off events in the first half of the financial year.	City Presentation
		Measure: # of Chemical Cleanup events delivered Target: 1	Council, in partnership with the NSW EPA, provided the community with a Chemical Cleanout event in November 2025. 555 vehicles attended to safely dispose of an estimated 25 tonnes of household chemicals.	City Presentation

Theme Four

In 2035 Bayside will be financially sustainable and support a dynamic local economy

Highlights

2025 Bayside Local Business Awards

Aelite Dental was named Business of the Year at the 2025 Bayside Local Business Awards.

Some of the other big winners on the night included Carlo Zaccariotto from MGM Martin who took home the Business Person of the Year Award, Business Buddy AU won the Sustainability Award, Roza Papas from First Education Mascot won the Youth Award, and Tricksta the Barista was the First Nations Award winner.

Bayside Council, in partnership with Precedent, is a major sponsor of the annual Bayside Local Business Awards.

Congratulations to all our local business owners.

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
4.1.2.1 Council identifies and contributes to regional initiatives to improve Bayside's socio-economic indicators	4.1.2.1.1 Actively participate in relevant regional networks to gain access to opportunities	Measure: # regional initiatives participated in Target: Report 6 monthly	Attended the Primary Health Network Community Council meetings and Destination NSW Local Government Business Managers meetings.	City Life
4.1.3.1 Opportunities for encouraging tourism and sustainability businesses to Bayside have been identified and actioned	4.1.3.1.1 Develop the Economic Development Strategy that includes tourism and marketing of Bayside	Measure: Strategy adopted by Council Target: 30 June 2026	Economic Development Strategy has been drafted.	City Life
4.2.1.1 Council respects and celebrates Botany Bay (Kamay)	4.2.1.1.1 Deliver the Kamay Cultural Community Haul event	Measure: Event delivered Target: 30 June 2026	Not due to be delivered in this reporting period	City Life
4.2.2.1 Businesses in Bayside are supported and encouraged to flourish	4.2.2.1.1 Deliver Small Business Month program	Measure: Program delivered Target: 31 December 2025	Two workshops delivered in October 2025 for Small Business Month, attended by over 60 local business representatives.	City Life
	4.2.2.1.2 Deliver Bayside Local Business Awards	Measure: Awards ceremony held Target: 30 November 2025	Local Business Awards held in November 2025 with over 300 people attending.	City Life
4.2.3.1 Businesses in Bayside have improved their sustainability	4.2.3.1.1 Deliver workshops and activities aimed at improving business skills and knowledge in line with the Net Zero Emissions Pathway Plan	Measure: # workshops held Target: Report 6 monthly	5 workshops on waste management were held for local child care centres as part of their commitment to sustainability.	City Life
4.2.5.1 Development in Bayside respects required infrastructure	4.2.5.1.1 Ensure all planning proposal assessments preserve industrial lands and employment lands and partner	Measure: # assessments Target: 100%	All Planning Proposals have been assessed against the strategic planning framework, including the Eastern City District Plan, which requires the preservation of industrial and urban services land.	City Futures
4.3.1.1 The Professional Development Program for Councillors is relevant and dynamic and actively promoted	4.3.1.1.1 Manage individual Councillor development needs	Measure: Individual Councillor development programs advanced Target: 15	Individual development plans prepared, implementation commenced and progress monitored. 10 separate training and development opportunities have attended by councillors.	General Manager's Unit

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
4.3.1.2 Council's Organisational Resilience Framework is embedded and valued in all business activities and practises	4.3.1.2.1 Develop and adopt the Organisational Resilience Framework	Measure: Framework adopted Target: 31 December 2025		This project has been delayed. The Organisational Resilience Framework is undergoing a full review and has been restructured.	City Performance
	4.3.1.2.2 Develop and deliver awareness and training program for the Organisational Resilience Framework to establish understanding of the principles and responsibilities	Measure: Delivered to internal stakeholders Target: 30 June 2026		Delivery of the framework has been delayed and this will impact the development and delivery of the awareness and training program.	City Performance
	4.3.1.2.3 Review, update and adopt the Risk Management Policy	Measure: Policy adopted Target: 31 December 2025		The Risk Management Policy was reviewed and adopted in September 2025, and the Risk Management Procedure was adopted in November 2025.	City Performance
	4.3.1.2.4 Develop and deliver awareness and training program for the Risk Management Policy to establish understanding of the principles and responsibilities	Measure: Delivered to internal stakeholders Target: 30 June 2026		The Risk Management Policy & Procedure has been endorsed and an implementation plan developed to be delivered in 2026.	City Performance
	4.3.1.2.5 Develop and adopt the Organisational Emergency Preparation and Response Policy	Measure: Policy adopted Target: 31 December 2025		Emergency preparedness is covered under the WHS P31 Emergency Preparedness & Response Procedure. The new Policy will be finalised by 31 December 2026	General Manager's Unit
	4.3.1.2.6 Develop and deliver awareness and training program for the Organisational Emergency Preparation and Response Policy to establish understanding of the principles and responsibilities	Measure: Delivered to internal stakeholders Target: 30 June 2026		Development of this Policy has been delayed. The awareness and training program cannot be delivered until the policy is finalised	General Manager's Unit
	4.3.1.2.7 Develop and adopt the Business Continuity Policy	Measure: Policy adopted Target: 31 December 2025		The policy has been drafted. The project is on hold. A reviewed Project Plan has been endorsed and the project will remain on hold until resourced.	City Performance

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
	4.3.1.2.8 Develop and deliver awareness and training program for the Business Continuity Policy to establish understanding of the principles and responsibilities	Measure: Delivered to internal stakeholders Target: 30 June 2026		Delivery of the Policy has been delayed and this will impact the development and delivery of the awareness and training program.	City Performance
	4.3.1.2.9 Develop and implement the IT Disaster Recovery Procedure	Measure: Procedure endorsed Target: 31 December 2025		This activity has been delayed as Council is migrating core infrastructure to a new data centre which will require redevelopment of this procedure.	City Performance
	4.3.1.2.10 Develop and deliver awareness and training program for the Crisis Communications Management Policy to establish understanding of the principles and responsibilities	Measure: Delivered to internal stakeholders Target: 30 June 2026		The project is on hold. A reviewed Project Plan has been endorsed and the project will remain on hold until resourced.	City Performance
4.3.1.3 Council's Policy & Procedures Framework is embedded and valued in all business activities and practises	4.3.1.3.1 Develop and implement a Policy & Procedures Framework	Measure: Framework adopted Target: 31 December 2025		This project was delayed. The draft Policy & Procedure Framework and revised timetable was endorsed in February 2026.	City Performance
	4.3.1.3.2 Develop and implement new procedures and system to support the framework	Measure: Procedures developed and implemented Target: 31 December 2025		This project was delayed. The Development of procedures is underway.	City Performance
	4.3.1.3.3 Develop and deliver awareness and training program for the Policy & Procedures Framework to establish understanding of the principles and responsibilities	Measure: Delivered to internal stakeholders Target: 30 June 2026		Draft Policy & Procedure Framework is being finalised and the training and awareness program is being planned.	City Performance
	4.3.1.3.4 Review and adopt the Model Code of Meeting Practice	Measure: Code Adopted Target: 31 August 2025		A new Model Code of Meeting Practice was released by OLG 2025. Council's Code was developed, exhibited and adopted by Council in December 2025. A copy is available on Council's website.	City Performance
	4.3.1.3.5 Review and adopt the Model Code of Conduct	Measure: Code Adopted Target: 31 August 2025		Council's Code of Conduct adopted within legislative requirements. A copy is available on Council's website.	City Performance

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
4.3.1.4 Council's Service Review Program adds value to the organisation's outcomes for our community	4.3.1.4.1 Develop, implement and review a Service Review Framework	Measure: Framework adopted Target: 31 December 2025		The Service Review Framework was endorsed and is being rolled out across the organisation.	General Manager's Unit
	4.3.1.4.2 Conduct Performance Planning & Review Process Service Review	Measure: Service Review endorsed Target: 30 September 2025		This project has been reprioritised and is expected to be completed by 31 December 2026	General Manager's Unit
	4.3.1.4.3 Conduct Time & Attendance Process Service Review	Measure: Service Review endorsed Target: 30 September 2025		The Time and Attendance Process Service Review is currently being scoped and is scheduled to commence shortly.	General Manager's Unit
	4.3.1.4.4 Conduct Libraries Service Review	Measure: Service Review endorsed Target: 30 June 2026		This service review is no longer proceeding. Resources redirected to the Rates and Revenue Service Review, which has as higher priority and is more aligned with business needs.	General Manager's Unit
4.3.1.5 Council's Communications and Engagement Strategy is embedded and valued in all business activities and practises	4.3.1.5.1 Develop and deliver an awareness and training program for the Communications and Engagement Strategy to establish understanding of the principles and responsibilities	Measure: Program delivered Target: 30 June 2026		This program will be developed and delivered in 2026	General Manager's Unit
	4.3.1.5.2 Deliver Community Engagement plans that are inclusive, timely and targeted.	Measure: # plans Target: 100%		30 engagement projects delivered in this period.	General Manager's Unit
4.3.1.6 Council's Procurement Policy is embedded and valued in all business activities and practises	4.3.1.6.1 Validate all purchase orders raised to ensure compliance with Council's Procurement Policy	Measure: within 24 hours Target: 100%		All purchase orders raised are vetted for compliance. They are reviewed and responded to within 24 hours	City Performance
	4.3.1.6.2 Review all expenditure to ensure it is in line with Council's Procurement Policy	Measure: Report annually on order splitting, delegations Target: 30 June 2026		A report is completed quarterly and any suspicious activity is escalated and addressed. These are recorded in our system as a record of the transaction identified.	City Performance
	4.3.1.6.3 Monitor purchase order compliance against Council's Procurement Policy	Measure: # compliant purchase orders Target: 80%		Purchase order compliance reviews are conducted bi-monthly. Compliance for this period is over 85.6%	City Performance

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
4.3.1.7 Council's systems support the optimal service delivery to maintain or improve customer experiences	4.3.1.7.1 Implement phase 2 of the Spatial Roadmap	Measure: Milestones met Target: 100%	Phase 2 enhancements have been implemented including replacement of legacy systems and data cleansing for the roll out of online Section 10.7 Planning Certificates	City Futures
	4.3.1.7.2 Develop and publish Council's Technology Strategy	Measure: Strategy endorsed Target: 31 December 2025	Key stakeholders have been engaged, draft strategy developed and under final review.	City Performance
	4.3.1.7.3 Implement the Enterprise Service Management system	Measure: System implemented Target: 30 June 2026	Enterprise Service Management system has been implemented.	City Performance
4.3.1.8 The Integrated Planning & Reporting Framework is embedded and valued, supporting the organisation to deliver for its community	4.3.1.8.1 Review the Community Strategic Plan and update if required	Measure: Annually Target: 30 June 2026	Council's CSP has been reviewed, updated and adopted by Council.	City Life
	4.3.1.8.2 Prepare and report annual Audited General Purpose Financial Statements	Measure: Statements adopted Target: 30 June 2026	The Statements were signed and the Audited General Purpose Financial Statements were lodged in October 2025	City Performance
	4.3.1.8.3 Prepare and report the annual Budget	Measure: Budget adopted Target: 30 June 2026	Budget process has commenced and on tracked to be completed and adopted by 30 June 2026	City Performance
	4.3.1.8.4 Prepare and report the Quarterly Budget Review Statements	Measure: Reported to Council within 2 months of quarter end Target: 3	The first quarter budget review statement (QBRS) was completed and submitted by the due date. The second QBRS is in progress and on track to be completed on time.	City Performance
	4.3.1.8.5 Review the 4 year Delivery Program and update if required	Measure: Annually Target: 30 June 2026	Review ongoing, an update is not required at this stage.	City Performance
	4.3.1.8.6 Develop and report an annual Operational Plan	Measure: Plan adopted Target: 30 June 2026	Development of the document has begun, the draft 2026-27 Operational Plan will be presented to Council in April prior to going on Public Exhibition	City Performance
	4.3.1.8.7 Develop and report the Operational Plan 6 monthly progress reports	Measure: Progress Report endorsed Target: 30 August 2025 and 28 February 2026	The 2024-25 Operational Plan End of Year Progress report was endorsed and published in October.	City Performance
	4.3.1.8.8 Develop and report the Annual Report	Measure: Annual Report endorsed Target: 30 November 2025	The 2024-25 Annual Report was endorsed and published in November.	City Performance

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
	4.3.1.8.9 Review the Workforce Management Strategy and update if required	Measure: Annually Target: 30 June 2026	Endorsement in 2025 the document does not yet require change	General Manager's Unit
	4.3.1.8.10 Review the Long-Term Financial Plan and update if required	Measure: Annually Target: 30 June 2026	This will be prepared during Q3 once draft budget for 2026-27 is completed.	City Performance
	4.3.1.8.11 Review the Asset Management Policy, Strategy & Plans and update if required	Measure: Annually Target: 30 June 2026	Currents policy and plans are fit for purpose.	City Futures
4.3.1.9 Council's Audit Risk and Improvement Framework is relevant and adds value to the function of Council	4.3.1.9.1 Meet reporting requirements of the Audit Risk and Improvement Committee's annual work plan	Measure: Work plan completed Target: 100%	3 Committee meetings have been held with all 34 reporting items required by the annual work plan for the period were met and 3 additional matters were also reported.	General Manager's Unit
	4.3.1.9.2 Deliver the internal audit program	Measure: Program completed Target: 100%	The 4 Year Strategic Internal Audit Plan was approved. 3 internal audits have been completed and 2 started as per the plan.	General Manager's Unit
4.3.1.10 Council's Governance Framework is embedded and valued in all business activities and practises	4.3.1.10.1 Review and update the Governance Framework	Measure: Framework endorsed Target: 30 June 2026	Review and update of the Governance Framework to occur in the 3rd quarter of the 2025-26 financial year.	City Performance
	4.3.1.10.2 Deliver the mandatory Good Governance Refresher Training	Measure: Annually Target: 31 March 2026	Scheduled for March 2026	City Performance
	4.3.1.10.3 Deliver Governance training to new employees at Staff induction	Measure: As required Target: Report 6 monthly	These sessions are delivered at each Staff Induction day and well received.	City Performance
	4.3.1.10.4 Deliver Requests for Information (RFI) within service standards	Measure: Formal RFI Target: 20 days	Compliance with Formal Government Information Public Access (GIPA)s RFIs was 100%.	City Performance
		Measure: Informal RFI Target: 10 days	Informal GIPA RFIs continue to be dealt with in accordance with requirements.	City Performance
		Measure: Dividing Fences RFI Target: 5 days	Dividing Fences RFIs are processed within 5 days	City Performance
		Measure: Subpoenas Target: 24 hours	Processed with 100% compliance	City Performance

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
4.3.2.1 Councils Data & Information Management Policy is embedded and valued in all business activities and practises	4.3.2.1.1 Develop and deliver an awareness and training program for the Data & Information Management Policy to establish understanding of the principles and responsibilities	Measure: Delivered to internal stakeholders Target: 100%		The Information Management Policy has been drafted and is on public exhibition. Final approval is planned for March 2026 after which the awareness and training program will be delivered.	City Performance
4.3.2.2 Council's Cyber Security Framework is robust and embedded, and valued in all business activities and practises	4.3.2.2.1 Continue to improve cyber security maturity in line with OLG Cyber Security Guidelines	Measure: Improvement in foundational maturity requirements Target: 6		Our cyber security maturity continued to strengthen against the essential eight maturity model and OLG Cyber Security Guidelines. Initiatives included patching operating systems and applications, user application hardening and enhanced authentication controls.	City Performance
	4.3.2.2.2 Deliver an awareness and training program to enhance Cyber Security compliance amongst Council system users	Measure: Delivered to Council system users Target: 100%		Council has implemented an ongoing cyber security awareness program including mandatory eLearning for all users and ongoing Phishing exercises.	City Performance
4.3.3.1 The organisations culture reflects that a positive customer experience is central to all our actions and decisions	4.3.3.1.1 Develop and implement a program to regularly capture and report on customer experience satisfaction	Measure: Program & implementation plan adopted Target: 31 December 2025		This is a project in the Stage 2 implementation plan for the Customer Experience Strategy and scheduled for a later phase.	City Performance
		Measure: Program implemented Target: 30 June 2026		Development of this program is scheduled for a later phase of the Stage 2 implementation plan for the Customer Experience Strategy.	City Performance
	4.3.3.1.2 Monitor the look and feel of Councils' places by conducting Ward Audits	Measure: Identify improvement opportunities Target: Report 6 monthly		Ward audits have been completed and the 6 monthly report presented internally. The opportunity identified was to focus on the look and feel of town centres.	City Performance
	4.3.3.1.3 Create a positive experience for customers who call our Customer Service Centre by addressing enquiries at the first point of contact	Measure: # calls Target: >70%		The customer service centre answered and addressed 31,748 calls, resulting in 81% of enquiries addressed at the first point of contact.	City Performance
	4.3.3.1.4 Develop an action plan to address Staff Satisfaction Survey outcomes	Measure: Bayside Listens Action Plan developed Target: 30 September 2025		This project was delayed but is underway and will be completed by 30 June 2026	General Manager's Unit

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment	Responsible Directorate
4.3.3.2 Council's 'Be Better for Bayside' program is robust and embedded, and valued in all business activities and practises	4.3.3.2.1 Implement funded improvement projects for each focus area in the Customer Experience Strategy	Measure: # improvement projects implemented Target: 1 per focus area	Projects implemented: ▪ People – Met with all business units to identify Be Better opportunities and embed a customer-focused approach. ▪ Technology – Online 'Report It' function upgraded to a mobile friendly interface – reducing the number of clicks by 50%. ▪ Data, Information & Processes – Email categorisation tool implemented for faster triaging of incoming emails. ▪ Governance & Performance – improved reporting to Council	City Performance
	4.3.3.2.2 Assess Development Applications in line with the NSW Government's Statement of Expectations Order	Measure: 105 days average from lodgement Target: 100%	112 days is the current average timeframe and this reflects improvement and shows Council is on track to achieve the 105 day target by year end. This highlights Council's commitment to timely, consistent, and transparent outcomes, with progress underscoring efficiency, accountability, and positive results for our customers.	City Futures
4.3.3.3 Council's use of AI (Artificial Intelligence) and technology has enhanced our customers experience	4.3.3.3.1 Implement online services and smart forms for the community.	Measure: # online services deployed Target: Report 6 monthly	Council continues to expand online services and smart forms. 2 have been completed: Flood Certificates and Heritage Exemption and 3 are in progress: ePermit New Applications, ePermit Renewals and ePermit Visitor Parking.	General Manager's Unit
	4.3.3.3.2 Participate in the AI trial to enhance the development application process	Measure: Ongoing Target: Report 6 monthly	Over the past 6 months, we have refined and updated our data in the platform and are now in the testing phase. A trial is planned for early 2026.	City Futures
	4.3.3.3.3 Investigate and report on opportunities to improve customer experience through AI innovation	Measure: # opportunities reported Target: Report 6 monthly	Email categorisation and an internal chatbot are 2 of the AI projects that have been delivered. A third project, Speech Analytics, in the final stages of design and implementation.	City Performance

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
4.3.4.1 Council respects the health, safety and well-being of its workforce and actively implements programs to support this	4.3.4.1.1 Deliver the WHS inspection program	Measure: # of sites audited Target: 10		Site inspections have commenced and all 10 will be completed by 30 June 2026.	General Manager's Unit
	4.3.4.1.2 Embed a safety culture across the organisation by delivering education and safety awareness programs	Measure: Program delivered Target: 4 a month		20+ safety initiatives were delivered during the period including ongoing activities targeted to specific risks / teams, and focused activities during Safety Month in October ie Week 1: Identify hazards, Week 2: Assess risks Week 3: Control risks Week 4: Review controls. These activities included SafeTea promotions, lunch & learning sessions and other competitions.	General Manager's Unit
	4.3.4.1.3 Manage WHS claims to encourage return to work	Measure: Lost Time Injuries Target: < last period		Lost time during the period equated to 3.6 FTE staff out of a workforce of 844. This includes an increase due to the emergence of psychological claims.	General Manager's Unit
4.3.4.2 Council's workforce is skilled and dynamic to deliver the services and outcomes for our community now and into the future	4.3.4.2.1 Deliver the Corporate Training Plan to upskill Council's workforce	Measure: Learning needs analysis conducted Target: 31 March 2026		Consultation for Learning Needs Analysis scheduled.	General Manager's Unit
		Measure: Topic retention and implementation Target: Report annually		Topic retention is measured through post-training surveys. Results are shared with Managers to help them embed the learnings. A follow up to measure the success of the training is also done and reported to Managers. Results are used to improve Corporate Training by: ▪ Updating & improving content ▪ Addressing skill gaps with targeted development ▪ Supporting Managers to reinforce learning on the job	General Manager's Unit
	4.3.4.2.2 Develop, review and deliver individual training plan for students, graduates, apprentices and trainees	Measure: Provide training topics outlined in training plan Target: 31 December 2025		In conjunction with key stakeholders, training and education plans have been defined and students, graduates, apprentices and trainees enrolled and attending appropriate courses.	General Manager's Unit

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
	4.3.4.2.3 Deliver Year 1 actions in the Workforce Management Strategy	Measure: # actions delivered Target: Report 6 monthly		Key policies approved during the period include Surveillance, Hours of Work, Alcohol & Other Drugs. The planned Employee Value Proposition was reviewed and endorsed in principle. eRecruitment is implemented. Exit interviews have been digitised and a dashboard to analyse data created.	General Manager's Unit
	4.3.4.2.4 Review and implement updated Recruitment Procedure	Measure: Procedure endorsed Target: 30 June 2026		Proposed changes will be reviewed and implemented by 30 June 2026.	General Manager's Unit
	4.3.4.2.5 Review and implement the eRecruitment Program	Measure: Review complete and program fully implemented Target: 30 June 2026		eRecruitment has been implemented	General Manager's Unit
4.3.4.3 Opportunities for apprentices, trainees and graduates have increased in Council's workforce	4.3.4.3.1 Deliver the Fresh Start For Local Government Apprentices, Trainees And Cadets Program	Measure: # positions advertised Target: Report 6 monthly		Fresh Start Program continues to be delivered with 3 positions advertised in the period, all of which were filled.	General Manager's Unit
	4.3.4.3.2 Develop, review and deliver a Graduate Program	Measure: Advertise annually at relevant institutions Target: 31 December 2025		There were no vacancies so we did not advertise in 2025. Our Graduate Program is fully subscribed with 9 graduates.	General Manager's Unit
4.3.5.1 Council's Fleet & Plant Strategy is relevant, fit for purpose and moving towards net zero	4.3.5.1.1 Develop and monitor regular fleet and plant maintenance schedule	Measure: maintenance schedule completed Target: Annually		Maintenance schedules are included in all Fleet Assets, which triggers preventative maintenance. Start of day fleet reporting is also in place, where a fleet vehicle is assessed each morning to ensure any defects are assessed and actioned accordingly.	City Performance
	4.3.5.1.2 Manage replacement of fleet as per policy	Measure: Program met Target: Annually		The replacement of fleet program for 2025-26 is on target, ensuring the fleet is modern and operational, and considering whole of life costs together with fit for purpose requirements.	City Performance

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
4.3.5.2 Council's Land & Property Strategy is relevant and actively implemented, meeting our community's expectations for these assets	4.3.5.2.1 Review and update the Land & Property Strategy	Measure: Strategy adopted by Council Target: 30 June 2026		Property Register updated to reflect recent acquisitions. Commercial Strategy is being aligned to identify possible improvements as leases expire. A new Rental Assessment & Subsidy Policy (RASP) policy is being prepared.	City Futures
	4.3.5.2.2 Develop a Depot Accommodation Strategy	Measure: Strategy endorsed Target: 31 December 2025		Development of the strategy is underway	City Futures
	4.3.5.2.3 Develop and adopt option for the optimisation of 72 Laycock Avenue Bexley North	Measure: Option adopted by Council Target: 30 June 2026		Optimisation studies are complete. Awaiting outcome of the planning process to determine best commercial opportunity and marketing strategy.	City Futures
4.3.5.3 Council's Digital Strategy supports effective digital asset management	4.3.5.3.1 Deliver a governance framework for the management of our digital assets	Measure: Framework endorsed Target: 31 December 2025		As part of the Digital Communications Strategy, we have successfully adopted a Governance Framework for the management of our digital assets.	General Manager's Unit
	4.3.5.3.2 Identify and consolidate Council's digital assets	Measure: Consolidation Plan developed and endorsed Target: 31 December 2025		Consolidation opportunities have been identified, and a framework approved to provide a structured approach to rationalise these assets, reduce duplication, improve governance, & enhance user experience.	General Manager's Unit
4.3.5.4 Council's Asset Management Strategy and Asset Management Plans are relevant and actively implemented	4.3.5.4.1 Deliver actions from the Asset Management Plan – Transport Improvement Plan	Measure: # actions implemented Target: 80%		Transport asset hierarchies updated, with hierarchies for new capital assets completed. Existing assets currently in data gathering stage.	City Futures
	4.3.5.4.2 Deliver actions from the Asset Management Plan – Stormwater Improvement Plan	Measure: # actions implemented Target: 80%		Stormwater asset data has been reviewed and updated across Council systems to ensure accuracy, consistency, and reliability.	City Futures
	4.3.5.4.3 Deliver actions from the Asset Management Plan – Property Improvement Plan	Measure: # actions implemented Target: 80%		Actions under property improvement plan are being delivered through the capital projects program.	City Futures
	4.3.5.4.4 Deliver actions from the Asset Management Plan – Open Space Improvement Plan	Measure: # actions implemented Target: 80%		Open space hierarchy framework is completed and other initiatives have commenced.	City Futures

Delivery Program Objective By 2029 ...	Operational Plan 2025-26 Action	Measure & Target	Status & Comment		Responsible Directorate
4.3.6.1 Council's Capital Projects Program is well-managed and meeting the community needs	4.3.6.1.1 Develop and review Council's Capital Projects Program	Measure: Annually Target: 30 June 2026		Draft program developed and being finalised for inclusion in the 2026-27 Operational Plan & Budget	City Futures
4.3.6.2 Council's Development Contributions Plans are fit for purpose and maximising benefits for our community	4.3.6.2.1 Process and administer Planning Agreements	Measure: Benefits delivered in accordance with the agreements Target: 100%		Council has received $4.658 million from planning agreements between July and December 2025	City Futures
	4.3.6.2.2 Create new Development Contributions Plan to consolidate Botany Bay and Rockdale Plans	Measure: New plan adopted and implemented Target: December 2025		The new Plan is near completion and expected to be reported to Council in March for public exhibition. Post-exhibition, the Plan will be reported back to Council for adoption and then sent to the Minister for finalisation.	City Futures
4.3.6.3 Council actively seeks revenue opportunities to enhance its financial sustainability	4.3.6.3.1 Investigate and develop new or improved income opportunities	Measure: Opportunities identified and reported Target: Report quarterly		Continue to investigate and improve income opportunities.	City Performance
	4.3.6.3.2 Maintain Grant Database by actively investigating opportunities and encourage applications	Measure: Opportunities identified and reported Target: Quarterly		Grant opportunities are actively researched and sent to relevant staff. During this period, 27 opportunities were emailed to staff for their review. Concurrently, 10 grants are registered totalling $7.85m	General Manager's Unit
	4.3.6.3.3 Identify and deliver opportunities to improved income from the property portfolio	Measure: Opportunities identified and reported Target: Report 6 monthly		Golf driving range tender has been advertised which will deliver significant revenue streams and community benefit for the next 21 years. Developing a leasing plan for the Brighton Pavilion.	City Futures
	4.3.6.3.4 Deliver the Bus Shelter Advertising contract	Measure: Reported to Council for adoption Target: 31 December 2025		Tender has been finalised and Council has endorsed awarding a contract to oOh! Media. Contract will be finalised by April 2026	City Futures
	4.3.6.3.5 Deliver the Outdoor Advertising contract	Measure: Reported to Council for adoption Target: 30 June 2026		Site identification is underway. LEP amendment to allow large format signs is expected mid-2026. Council will engage the market in April 2026, in anticipation of approval being obtained.	City Futures