

# **Report of the Extraordinary Meeting held at 7.00pm on Tuesday, 19 June 2012.**

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**APOLOGIES**

**DECLARATIONS OF INTEREST**

**Pecuniary Interests**

**Non Pecuniary – Significant Interests**

**Non Pecuniary – Less than Significant Interests**

<b>ITEM</b>	<b>TITLE</b>	<b>PAGE</b>
<b>1.</b>	<b>BUSINESS: REPORT OF THE DIRECTOR BUSINESS SERVICES</b>	<b>3</b>
<b>1.1</b>	<b>2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy and the 2012-2013 Operational Plan incorporating the Budget and Fees and Charges</b>	<b>3</b>

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**Minutes of the Extraordinary Meeting of the Campbelltown City Council held on 19 June 2012**

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**Present** His Worship the Mayor, Councillor A Chanthivong  
Councillor F Borg  
Councillor J Bourke  
Councillor S Dobson  
Councillor W Glynn  
Councillor G Greiss  
Councillor P Hawker  
Councillor R Kolkman  
Councillor P Lake  
Councillor M Oates  
Councillor A Rule  
Councillor R Thompson

**Apology** It was **Moved** Councillor Greiss, **Seconded** Councillor Oates that the **APOLOGIES** from Councillor Matheson, Councillor Rowell and Councillor Thomas be received and accepted.

**106** The Motion on being Put was **CARRIED**.

**Acknowledgement of Land**

An Acknowledgement of Land was presented by the Chairperson Councillor Chanthivong.

**DECLARATIONS OF INTEREST**

There were no Declarations of Interest at this meeting.

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- 1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges
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## **EXTRAORDINARY MEETING OF THE CAMPBELLTOWN CITY COUNCIL TO BE HELD ON 19 JUNE 2012**

### **1. BUSINESS: REPORT OF THE DIRECTOR BUSINESS SERVICES**

#### **1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy and the 2012-2013 Operational Plan incorporating the Budget and Fees and Charges**

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### **Attachments**

1. External Submission – South Western Sydney Aboriginal Employment & Job Compacts Steering Committee
2. Internal Submission - Revised page 30 of Fees and Charges

### **Report**

At the Extraordinary Meeting of Council held on 1 May 2012, Council resolved to place the 2012-2013 Draft Operational Plan incorporating the 2012-2013 Draft Fees and Charges and Revenue Pricing Policy, 2012-2022 Draft Community Strategic Plan and the 2012-2016 Draft Delivery Program on public exhibition in accordance with the *Local Government Act 1993*.

The documents were placed on public exhibition from 2 May to 8 June 2012 for the required period of 28 days. Advertisements for the public exhibition period were placed on Council's website as well as in the Macarthur Chronicle and Macarthur Advertiser for a two week period. All documents were made available to the community at Council's Administration building, branch libraries and on Council's website.

### **External Submissions**

Council is required under the *Local Government Act 1993* (the Act) to take into consideration any submissions that have been made concerning the exhibited Draft Operational Plan (incorporating the Budget, Fees and Charges and Revenue Policy), Draft Delivery Program and Draft Community Strategic Plan.

During the public exhibition period, one external submission was received regarding the Workforce Management Plan. The external submission was received from the South Western Sydney Aboriginal Employment & Job Compacts Steering Committee. The Workforce Management Plan is a supporting document to those on exhibition and not available for public comment, however the suggestions and issues raised in the submission will be considered and addressed in the Draft Aboriginal Community Plan.

### **Internal Submissions**

During the public exhibition period there was one internal submission received. The submission relates to the 2012-2013 Draft Fees and Charges on the following pages:

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1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

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Page 2 – Category 3 – Community Halls

Fee	Draft	Revised Draft
Community based Playgroup or Seniors or Community Groups <i>Reason: To correct roundings</i>	\$18.72	\$18.70
Hall Hire – Ambrosia and Rosemeadow – Sat (9am-9pm) – per booking <i>Reason: New Fee to correct consistency between hall hire options</i>	New Fee	\$369.20

Page 3 – Category 4 – Community Halls

Fee	Draft	Revised Draft
Storerooms – where available and on request – each – per week <i>Reason: To correct roundings</i>	\$7.28	\$7.30
Cupboards – where available and on request – each – per week <i>Reason: To correct roundings</i>	\$4.16	\$4.15

Page 30 – Reinstatement – Restoration

Due to the recent revision of Division 81 of *A New Tax System (Goods and Services Tax) Act 1999*, the GST status on all fees on page 30 (numbered 12. – 17) are now classified as GST exempt. Attachment 2 reflects this change. This change will not impact on Council's revenue stream, and therefore does not affect the budget document.

**Rating Structure (Revenue Pricing Policy)**

In adopting the Operational Plan, the *Local Government Act 1993* requires Council to formally make, by resolution, the rates and charges for the period 1 July 2012 to 30 June 2013. This requirement exists to give legal form to the rating structure, rates and annual charges in addition to the summary information provided in the Operational Plan.

The Campbelltown Local Government Area valuations remain unchanged and valued in accordance with the 1 July 2009 base date valuations made by the Valuer General's Department. These values will form the basis for the proposed 2012-2013 financial year rating structure.

**Ordinary Rates**

- a. That the Ordinary Rate of 0.5454 cents in the dollar with a minimum of \$567.47 in accordance with Section 548(1)(a) of the *Local Government Act 1993* on the land value of all rateable land in the City of Campbelltown categorised as RESIDENTIAL in accordance with Section 516 of the Act be made for the year 2012-2013.

In accordance with Section 543(1) of the *Local Government Act 1993* this rate be named '**RESIDENTIAL**'.

- b. That the Ordinary Rate of 0.3352 cents in the dollar with a minimum of \$567.47 in accordance with Section 548(1)(a) of the *Local Government Act 1993* on the land value of all rateable land in the City of Campbelltown categorised as FARMLAND in accordance with Section 515 of the Act be made for the year 2012-2013.

In accordance with Section 543(1) of the *Local Government Act 1993* this rate be named '**FARMLAND**'.

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1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

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- c. That the Ordinary Rate of 0.8229 cents in the dollar with a minimum of \$567.47 in accordance with Section 548(1)(a) of the *Local Government Act 1993* on the land value of all rateable land in the City of Campbelltown categorised as BUSINESS in accordance with Section 518 of the Act be made for the year 2012-2013.

In accordance with Section 543(1) of the *Local Government Act 1993* this rate be named '**BUSINESS**'.

- d. That the Ordinary Rate of 0.8715 cents in the dollar with a minimum of \$567.47 in accordance with Section 548(1)(a) of the *Local Government Act 1993* on the land value of all rateable land in the City of Campbelltown categorised as MINING in accordance with Section 517 of the Act be made for the year 2012-2013.

In accordance with Section 543(1) of the *Local Government Act 1993* this rate be named '**MINING**'.

### Special Rates

- a. That the Special Rate of 0.0428 cents in the dollar with a minimum of \$2.00 in accordance with Section 548(3)(b) of the *Local Government Act 1993* on the land value of all rateable land in the City of Campbelltown in accordance with Section 495 of the *Local Government Act 1993* be made for the year 2012-2013.

In accordance with Section 543(2) of the *Local Government Act 1993* this rate be named '**SPECIAL RATE - LOAN**'.

Council's General Income Variation has increased in accordance with the rate pegging limit of 3.6% determined by the Independent Pricing and Regulatory Tribunal (IPART) under delegation by the Minister for Local Government. The Operational Plan incorporating the Budget have been prepared on the basis of a 3.6% increase in the general rate income for 2012-2013 providing a total rate yield of \$64,336,779.

The table and details below show the rating charges based on Council's rating structure and rateable properties that will apply for the 2012-2013 year.

Rate Type	Category	Ad Valorem Amount (¢ in \$)	Minimum Rate \$	Rate Yield \$
Ordinary	Residential	0.5454	567.47	44,744,588
Ordinary	Farmland	0.3352	567.47	403,334
Ordinary	Business	0.8229	567.47	14,996,804
Ordinary	Mining	0.8715	567.47	13,422
Special	Special Rate - Loan	0.0428	2.00	4,178,631
			<b>Total</b>	<b>64,336,779</b>

In accordance with Section 514 of the *Local Government Act 1993*, each parcel of land within the City of Campbelltown has been categorised for rating purposes with owners notified via the annual rate notice.

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1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

### Domestic Waste Management Service

Council provides a Domestic Waste Management (DWM) Charge for the provisions of the Domestic Waste Management Service for the period 1 July 2012 to 30 June 2013 as follows:

Waste Management Service	Annual Charge \$	Weekly \$
Domestic Waste Management Charge	280.20	5.39
Domestic Waste Management Charge-Business	303.00	5.83
DWM Availability Charge <sup>#</sup>	30.90	0.59

<sup>#</sup> vacant land

It is recommended that all other domestic and commercial/business waste charges be adopted in accordance with the 2012-2013 Fees and Charges document.

### Stormwater Management Service Charge

In accordance with Section 496A of the *Local Government Act 1993*, Council makes an annual charge for Stormwater Management Services for each parcel of urban land within the City of Campbelltown and categorised for rating purposes as Residential or Business excluding vacant land and land owned by the Crown (includes Housing NSW). It is recommended for the period 1 July 2012 to 30 June 2013 that the following charges be made in respect of land to which the charge applies:

- \$20 per residential dwelling house assessment
- \$10 per residential unit dwelling assessment
- \$20 per 700m<sup>2</sup> or part thereof for commercial land, capped to a maximum of \$1,000.

These charges are in accordance with the Division of Local Government's Stormwater Service Charge Guidelines July 2006 and supported by the then Department of Environment, Climate Change and Water, and the Department of Energy, Utilities and Sustainability.

### Stormwater Management Service Program of Works

Activity	Description	Amount \$
Water Quality Testing Program (contract)	Extension of existing water quality testing program	80,000
Stormwater Infrastructure Improvement Program (pits reconstruction)	Pit repairs throughout the drainage network within the LGA	100,000
Drainage System Improvement Program (system cleaning and improvements)	Enhancement to remove minor drainage problem and to improve water quality and quantity run-off	150,000
Leumeah Car Park	Piping of open unlined drain at north end of car park	100,000
Macquarie Ave Drainage Improvements	Drainage system improvement flooding private property	180,000
Roof top garden (stage 2)	Extension of roof top garden / assessment of viability	50,000
Main Drain	Removal of silt build up in floor of earth drain and returf. This would be a rolling program over a number of years	90,000
Soldiers Settlement Creek	Bank stabilisation and erosion control	100,000
Park Central	Water reticular from fountain pond to top pond to improve water quality	30,000
<b>TOTAL</b>		<b>\$880,000</b>

1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

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### **Accrual of Interest on Overdue Rates and Charges**

In accordance with Section 566(3) of the *Local Government Act 1993* the Minister for Local Government has determined that the maximum rate of interest payable on overdue rates and charges for the 2012-2013 rating year will be 10%.

### **Officer's Recommendation**

**1. 2012-2022 Community Strategic Plan and the 2012-2016 Delivery Program**

That Council adopt the 2012-2016 Delivery Program and the 2012-2022 Community Strategic Plan.

**2. 2012-2022 Resourcing Strategy**

That Council adopt the 2012-2022 Resourcing Strategy incorporating the Asset Management Policy, 2012-2022 Asset Management Strategy, 2012-2022 Asset Management Plan, 2012-2016 Workforce Management Plan and the 2012-2022 Long Term Financial Plan.

**3. 2012-2013 Operational Plan incorporating the Budget and Revenue Pricing Policy**

That Council adopt the 2012-2013 Operational Plan incorporating the Budget and Revenue Pricing Policy reflecting the rating structure outlined below:

**4. Ordinary Rate**

That Council adopt the following rate structure:

- a. That the Ordinary Rate of 0.5454 cents in the dollar with a minimum of \$567.47 in accordance with Section 548(1)(a) of the *Local Government Act 1993* on the land value of all rateable land in the City of Campbelltown categorised as RESIDENTIAL in accordance with Section 516 of the Act be made for the year 2012-2013.

In accordance with Section 543(1) of the *Local Government Act 1993* this rate be named '**RESIDENTIAL**'.

- b. That the Ordinary Rate of 0.3352 cents in the dollar with a minimum of \$567.47 in accordance with Section 548(1)(a) of the *Local Government Act 1993* on the land value of all rateable land in the City of Campbelltown categorised as FARMLAND in accordance with Section 515 of the Act be made for the year 2012-2013.

In accordance with Section 543(1) of the *Local Government Act 1993* this rate be named '**FARMLAND**'.

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1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

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- c. That the Ordinary Rate of 0.8229 cents in the dollar with a minimum of \$567.47 in accordance with Section 548(1)(a) of the *Local Government Act 1993* on the land value of all rateable land in the City of Campbelltown categorised as BUSINESS in accordance with Section 518 of the Act be made for the year 2012-2013.

In accordance with Section 543(1) of the *Local Government Act 1993* this rate be named '**BUSINESS**'.

- d. That the Ordinary Rate of 0.8715 cents in the dollar with a minimum of \$567.47 in accordance with Section 548(1)(a) of the *Local Government Act 1993* on the land value of all rateable land in the City of Campbelltown categorised as MINING in accordance with Section 517 of the Act be made for the year 2012-2013.

In accordance with Section 543(1) of the *Local Government Act 1993* this rate be named '**MINING**'.

## 5. Special Rates

- a. That the Special Rate of 0.0428 cents in the dollar with a minimum of \$2.00 in accordance with Section 548(3)(b) of the *Local Government Act 1993* on the land value of all rateable land in the City of Campbelltown in accordance with Section 495 of the *Local Government Act 1993* be made for the year 2012-2013.

In accordance with Section 543(2) of the *Local Government Act 1993* this rate be named '**SPECIAL RATE - LOAN**'.

## 6. Domestic Waste Management Service

- a. That the Domestic Waste Management Charge be made for the provision of Domestic Waste Management Services for each parcel of occupied land for which the service is available in the amount of \$280.20 per annum representing a weekly amount of \$5.39 in accordance with Section 496 of the *Local Government Act 1993* for the year 2012-2013.

In accordance with Section 543(3) of the *Local Government Act 1993* this charge be named '**DOMESTIC WASTE MANAGEMENT CHARGE**'.

- b. That the Domestic Waste Management Availability Charge be made for the availability of the service to vacant land in the amount of \$30.90 per annum representing a weekly amount of \$0.59 in accordance with Section 496 of the *Local Government Act 1993* for the year 2012-2013.

In accordance with Section 543(3) of the *Local Government Act 1993* this charge be named '**DOMESTIC WASTE MANAGEMENT AVAILABILITY CHARGE**'.

- c. That all other Domestic and Commercial Waste Management Charges be adopted in accordance with the 2012-2013 Fees and Charges.
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1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

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## 7. Stormwater Management Service

That in accordance with Section 496A of the *Local Government Act 1993* Council make an annual charge for stormwater management services for each parcel of urban land within the City of Campbelltown and categorised for rating purposes as Residential or Business excluding vacant land, land owned by the Crown (includes Housing NSW) or land within the Ingleburn and Minto Business Industrial area.

For the 2012-2013 year the following charges be made in respect of land to which the charge applies:

- \$20.00 per residential dwelling house assessment
- \$10.00 per residential unit dwelling assessment
- \$20.00 per 700m<sup>2</sup> or part thereof for commercial land, capped to a maximum of \$1,000.00.

In accordance with Section 543(3) of the *Local Government Act 1993* this charge be named '**STORMWATER MANAGEMENT CHARGE**'.

## 8. Stormwater Management Service Program of Works

That Council adopt the Program of Works for Stormwater Management Service as follows:

Activity	Description	Amount \$
Water Quality Testing Program (contract)	Extension of existing water quality testing program	80,000
Stormwater Infrastructure Improvement Program (pits reconstruction)	Pit repairs throughout the drainage network within the LGA	100,000
Drainage System Improvement Program (system cleaning and improvements)	Enhancement to remove minor drainage problem and to improve water quality and quantity run-off	150,000
Leumeah Car Park	Piping of open unlined drain at north end of car park	100,000
Macquarie Ave Drainage Improvements	Drainage system improvement flooding private property	180,000
Roof top garden (stage 2)	Extension of roof top garden / assessment of viability	50,000
Main Drain	Removal of silt build up in floor of earth drain and returf. This would be a rolling program over a number of years	90,000
Soldiers Settlement Creek	Bank stabilisation and erosion control	100,000
Park Central	Water reticular from fountain pond to top pond to improve water quality	30,000
<b>TOTAL</b>		<b>\$880,000</b>

## 9. Accrual of Interest on Overdue Rates and Charges

That in accordance with the determination by the Minister for Local Government the maximum rate of interest payable on overdue rates and charges for the 2012-2013 rating year is 10%.

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1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

**10. 2012-2013 Fees and Charges**

That Council adopt the 2012-2013 Fees and Charges including the amendment of:

Page 2 – Category 3 – Community Halls

Fee	Draft	Revised Draft
Community based Playgroup or Seniors or Community Groups <i>Reason: To correct roundings</i>	\$18.72	\$18.70
Hall Hire – Ambrosia and Rosemeadow – Sat (9am-9pm) – per booking <i>Reason: New Fee to correct consistency between hall hire options</i>	New Fee	\$369.20

Page 3 – Category 4 – Community Halls

Fee	Draft	Revised Draft
Storerooms – where available and on request – each – per week <i>Reason: To correct roundings</i>	\$7.28	\$7.30
Cupboards – where available and on request – each – per week <i>Reason: To correct roundings</i>	\$4.16	\$4.15

Page 30 – Reinstatement – Restoration

That page 30 of the Fees and Charges document be amended to reflect Attachment 2.

**Council Recommendation (Rule/Lake)**

That the Officer's Recommendation be adopted.

**Council Resolution Minute Number 107**

That the Officer's Recommendation be adopted.

There being no further business the meeting closed at 7.05pm.

Confirmed by Council on

..... General Manager ..... Chairperson

## ATTACHMENT 1

**Friday, 8 June 2012  
SOUTH WESTERN SYDNEY ABORIGINAL EMPLOYMENT & JOB COMPACTS  
STEERING COMMITTEE**

**COMMENTS AND FEEDBACK**

**CAMPBELLTOWN CITY COUNCIL'S WORKFORCE MANAGEMENT PLAN**

*LG administration is one of the fastest growing industries in Australia. A 34% increase in the period 2001-06 up to 129,100 in 2006 makes it the 7th fastest growing industry in Australia; almost one third of the LG industry is aged over 50.*

*– Bernard Salt, keynote address to LGMA  
National Congress, May 2009*

### INTRODUCTION & PURPOSE

This paper responds to the opportunity to comment on the Campbelltown City Council Workforce Management Plan 2012-2016. The paper has been prepared by the South Western Sydney Aboriginal Employment & Job Compacts Steering Committee and is in relation to Aboriginal and Torres Strait Islander employment.

It is divided into four main parts:

- **Part 1** : Background and Campbelltown context
- **Part 2** : Role of Local Government
- **Part 3** : Suggestions and Recommendations
- **Part 4** : Supports available to Council

### **PART 1 : BACKGROUND & CAMPBELLTOWN CONTEXT**

#### **Aboriginal and Torres Strait Islander Population:**

Campbelltown is home to a large, young and growing Aboriginal population. According to the 2006 Census, 3,832 people, 2.7% of all residents, (higher than the State average of 2.1%) identified as Aboriginal or Torres Strait Islanders, a rise of 185 or 5.1% over five years. Of these, 3,579 were Aboriginal and 181 were Torres Strait Islanders; 72 identified as both. This is likely to be an undercount as ABS advised that the undercount for Aboriginal people in NSW in the 2006 Census was 6%. Around 44% were in the 15 and under age range.

#### **Labour Force participation**

Labour force participation affects a community's income, so is an important indicator of well-being. Of the 2,140 Aboriginal residents of Campbelltown region aged 15 or over, 1,139 were in the labour force in 2006, a participation rate of 53%. This was 10% lower than the general population. The participation rate for women (47%) was much lower than for men (61%).

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## 1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

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### **Employment**

Aboriginal unemployment rates are high, ranging from 30% among those 15–24 years old and 18% among those 25–34 years. The unemployment rate was 17% higher among those aged 15–24 years and 10% higher among those aged 25–34 years. Of the local Aboriginal labour force, 223 were unemployed, giving an unemployment rate of 20% (20% for men and 19% for women).

### **Employment sectors relevant to Campbelltown**

The largest employer of local Aboriginal people was the manufacturing industry, The next largest employers of Aboriginal people were health care and social assistance, retail trade, transport, postal & warehousing and public administration & safety Industries with the lowest Aboriginal employment relative to non-Aboriginal included financial & insurance services (1% of the Aboriginal workers but 5% of others), manufacturing (13% vs. 15%) and retail trade (10% vs. 12%).

### **Occupational groups**

The largest occupational group of local Aboriginal people was labourers, Within the Aboriginal community; men were most likely to be labourers, technicians & trades workers or machinery operators & drivers, while women were more likely to be clerical & admin workers, community & personal workers, or professionals.

The next most common occupations of Aboriginal workers were community & personal workers, clerical & admin workers, technicians & trades workers and professionals The occupations with the fewest Aboriginal workers, relative to non-Aboriginal, were clerical & admin workers (14% of the Aboriginal workers but 19% of others), managers (4% vs. 9%) and professionals (11% vs. 13%).

**Source:** *Portrait of Campbelltown Region Partnership Community compared with NSW Published by Aboriginal Affairs NSW as a Two Ways Together initiative.*

## **PART 2: ROLE OF LOCAL GOVERNMENT IN RELATION TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE**

Under the Charter of local government in the *Local Government Act 1993* there are several elements pertinent to councils working more closely with Aboriginal residents, notably the obligation to social justice. Access to employment and economic development can make a huge contribution to improving Aboriginal health and well-being generally.

There is a strong case for the development of a proactive strategy to increase Aboriginal employment in Local Government. This case is well canvassed in the 2010 Green Paper produced by the Australian Centre for Excellence in Local Government (ACLEG).

In brief, the Local Government workforce has been recognised as a crucial element to the future sustainability of the sector, as salaries make up a considerable proportion of Council budgets. Local Government is a significant employer in NSW with about 50,000 direct staff. The sector also injects approximately \$6-7 billion into the NSW economy each year.

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## 1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

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As recognised by the Campbelltown City Council Workforce Management Plan, Local Government has an ageing workforce and will increasingly have to compete for talent with the private and non-government sectors. This will become acute in regional areas where the mining boom draws labour from other sectors. Acute skills shortages in areas such as town planning and engineering will affect local government, including Campbelltown. Such skills shortages offer longer term opportunities for Aboriginal people to take advantage of employment, career development and business development through and with Local Government. This highlights the importance of planning for strategic engagement with this sector now.

### **Local Government recognition of its unique role in Indigenous development**

Nationally, Local Government itself has recognised the unique role it can play in Indigenous employment as a place-based employer with national reach:

*“Local government has a central role to play in closing the gap between Indigenous and non-Indigenous Australians – with grassroots, practical solutions delivered locally. To achieve national goals to turn around Indigenous disadvantage, we need to harness the capacity of all levels of government. On the ground, we need to tap into the opportunities and services offered by local government.”*

**Source:** *(Closing the Gap: Indigenous Engagement in Local Communities background paper to November 2008 Australian Council of Local Government (ACLG)).*

### **ACELG – Green paper on Indigenous Employment in Local Government**

The Australian Centre of Excellence for Local Government (ACELG) outlined the strong business case for Indigenous employment in the *Local Government Indigenous Employment Program Green Paper 2010 – Closing the Gap Through Place-based Employment*.

The Green Paper notes that Local Government has additional pressures to deal with which make the need for new talent more urgent. For example, “LG will be at the front line in the provision of local responses to the new demands of climate change which will inevitably involve additional human resources and tapping into traditional Indigenous approaches”;

Local Government is able to take advantage of its unique position as a ‘place based’ employer, a point that is particularly attractive to potential Indigenous employees given the importance of place in Indigenous culture. ‘Place-based’ employment in turn has the additional advantage of improving community cohesion.

The Green Paper highlights the workforce ageing issue. *The non-Indigenous Australian workforce is getting older and the ageing workforce crisis is looming;*

- Approximately 2 of every 5 workers are aged 45 years or older;
  - Around half of the workforce in agriculture, forestry and fishing, education, health and community services are aged over 45 years;
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1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

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*While the Indigenous population is getting younger ... and the fastest rate of growth is projected for the urban areas:*

- The Indigenous population is growing and is younger than the non-Indigenous population.
- In 2006, 38% of Indigenous people were under 15 years, compared to 19% of non-Indigenous people; and
- 32% of Indigenous people live in major cities and 43% in regional areas.

The Green Paper outlines the benefits of a LG Indigenous employment program

The many benefits include:

- Recruitment and engagement of Aboriginal staff will enable the LG sector to be viewed as an employer of choice for Indigenous Australians in the future, particularly when the competition for talent and skill accelerates, and will raise the sector's profile as a good place to work;
- Unlike the trend in the rest of the Australian population, the Indigenous population is young and growing, with the potential to form a substantial part of the LG workforce;
- Indigenous employment has a profound multiplier effect with potential for community cohesion and stability. It extends to improving the lives of that person's whole family and community, e.g. Ganbina in Shepparton Victoria work with approximately 250 young people, however the benefits of employment ripple through and ultimately enhance the lives of approximately 1,000 family and community members;
- Different cultural perspectives, experience and knowledge contributed by Indigenous employees can add substantial value to the development and provision of services to the Australian community; and
- Creating a more culturally diverse LG workforce encourages improved cross-cultural awareness and interaction.

Further, it notes that the benefits of employing a local Indigenous workforce, detailed in an Australian Government publication targeted at the mining industry, could equally be extended to the local government sector. These include:

- Having a pool of local employees who can move between projects and operations as demand changes;
  - A stable workforce of local employees who are not intent on leaving the region to pursue careers elsewhere;
  - A stable, mature workforce living 'at home' and participating in the activities of strong local community groups and civic institutions;
  - Facilitating legal compliance through the protection of Indigenous cultural heritage;
  - Ensuring better outcomes in environmental management through access to local and traditional ecological knowledge; and
  - Enhancing the industry's sustainable development credentials by contributing to the development of prosperous and sustainable regional communities.
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1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

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**Sources:** *The Local Government Practice Unit of the Australian Centre of Excellence for Local Government: Local Government Indigenous Employment Program Green Paper 2010 - Closing the Gap Through Place-based Employment; and*  
*- National LG Skills Shortage Steering Committee National Skills Shortage Strategy for Local Government. May 2007*

### **PART 3: SUGGESTIONS & RECOMMENDATIONS**

In consultation with the local Aboriginal community, the Steering Committee recommends that Council consider developing a Campbelltown City Council Aboriginal Employment, Education and Training Strategy & Action Plan in recognition that Campbelltown City Council:

- identifies the leadership role that Council can play in Whole of Government action to meeting COAG commitments under the Closing The Gap employment targets;
- is committed to taking practical action to recognise the unique position of Aboriginal people and their culture and to overcome the entrenched disadvantage experienced by Aboriginal people and their communities over many generations; and
- recognises the opportunity provided to Council's workforce sustainability by a young, growing, local and increasingly well-educated Aboriginal population available at a time of skills shortages, an ageing workforce and increasing demands on local government to respond to growing and complex range of social, economic and environmental challenges such as climate change and demographic shift.

This could be carried out as part of a Council Reconciliation Plan.

Council may also wish to consider signing an Aboriginal Job Compact with the NSW government through Aboriginal Affairs. This commits signatories to:

- recognising entrenched disadvantage experienced by Aboriginal communities;
- take action to make their workplaces more welcoming and culturally appropriate for Aboriginal people;
- take action to increase employment opportunities for Aboriginal people in their businesses.

Council's Aboriginal community sub-committee, its current Aboriginal and Torres Strait Islander employees and community consultation processes could provide advice and input on priorities and strategies

### **Suggestions and recommendations in relation to the plan**

#### **It is suggested that Council consider:**

- Formalising a role for the Council's Aboriginal Advisory Sub-Committee to help drive development and implementation of an appropriate and effective strategy that has support from the broader Aboriginal community;
  - Setting an initial baseline target of 2.7% to mirror the proportion that Aboriginal people represent in the Campbelltown population; confirming its baseline Aboriginal and Torres Strait Islander staff already employed within Council as soon as practicable as a crucial first step – this is currently at 1.7% according to the Workforce Management Plan.
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## 1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

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- Setting a medium-term 2.7% target as a minimum across the various categories of employees within Council (e.g. in each work unit as well as in each of the main occupational groups);
- Linking this Plan to the Council's Integrated Planning Processes and in particular to its Workforce Strategy and EEO Policy.

The following strategies, actions and projects are suggested for consideration by Council:

### **Increase, encourage and foster opportunity**

- Identify specific opportunities within Council to create traineeships for Aboriginal positions that require specific Aboriginal knowledge relating to Council functions (e.g. heritage and cultural maintenance; youth support; land management and horticulture).

### **Identify opportunities (e.g mainstream procurement and partnerships)**

- Identify and harness opportunities offered by high population growth rates in the region and the need for continual review on how providing services to its increasing population can be used to expand opportunities for Aboriginal employment.
- Identify opportunities through Council's mainstream and social procurement policies to create opportunities for economic development and participation by Aboriginal people.
- Develop partnerships with government including other local governments, local businesses, community and employment agencies to explore opportunities for collaboration such as:
  - Engaging with large employers in the LGA with which Council has developed good relations (such as big retailers, Clubs, the health and community sector etc) to promote opportunities for Aboriginal employment more broadly in the LGA.
  - Engaging with JSAs and DESs and local education providers to inform them of the skills sets required to fill Council roles and to encourage planning for the acquisition of these skills sets and applications from suitably skilled Aboriginal and Torres Strait Islander Jobseekers on their caseloads.

### **Cultural respect, mentoring and support:**

- Ensure that all Council staff undertake appropriate cultural respect training to support and promote the development cultural competencies across the Council workforce.
  - Provide culturally appropriate mentoring and support to both Aboriginal employees and to supervisors and peers to ensure that Council workplaces are supportive and culturally welcoming for Aboriginal people.
  - Investigate strategies for existing and new Aboriginal staff to prevent workplace isolation and to provide both cultural and employment related support.
  - Maintain flexible work practices to accommodate Aboriginal family and community responsibilities.
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1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

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**Facilitate access to mainstream opportunities across all Council functions**

- Actively pursue job rotation, acting opportunities and secondments for Aboriginal employees to ensure that all access to all functional areas of Council and to ensure that Aboriginal staff are not restricted to Aboriginal-specific roles.
- Identify and implement culturally and vocationally appropriate professional development opportunities to provide Aboriginal people with pathways to sustainable career progression at all stages of the career cycle.

**Consider participating in ACELG demonstration projects**

- Work with the Australian Centre for Excellence in Local Government (ACELG) to explore how Council could participate in implementing strategies from the White Paper on Aboriginal Employment in Local Government Roundtable.

**Communication and Promotion of the Strategy and Plan**

- Include information about the strategy and plan in all relevant Council documents.
- Include training in the Strategy and Plan for all HR staff and incorporate key elements in induction training for all new staff.

**Monitoring, Evaluation and ongoing development**

- Ongoing monitoring of the development, implementation and outcomes of the strategy will be needed so as to ensure its effectiveness. It is suggested that this include qualitative and quantitative elements including staff attitudes (both Aboriginal and non-Aboriginal) and changes over time in rates of recruitment, retention and grades across all Council business units.

**PART 4 SUPPORTS & ASSISTANCE AVAILABLE TO COUNCIL**

***Supports & Services available to assist Council to implement Aboriginal employment and retention strategies:***

The Steering Committee draws the attention of Council to the commitment by the range of supports and services available locally to assist it in recruiting and retaining suitable Aboriginal staff. These include:

- TAFE NSW may be able to access a wide range of contestable funding sources and initiatives to provide fully or partially funded competency and professional development training services for jobseekers, new and existing workers, in collaboration with the local Aboriginal community, schools and industry partners.
  - TAFE NSW South Western Sydney Institute can offer an array of consultancy and workforce development products and services to support and inform the overall Council strategy, modelling best practice frameworks for workforce capability development.
  - The Network of Job Services Australia (JSAs), Indigenous Employment Panel Members (IEPs) and Disability Employment Services (DESS) who can work with Council to ensure that its needs for skilled labour are planned for and met at no cost to Council through their existing and future caseloads of Aboriginal Jobseekers.
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1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

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- Indigenous Employment Program (IEP) Panel Members can work with Council to submit proposals for funding to the Department of Education, Employment & Workplace Relations to increase the skills levels of the existing Aboriginal labour force as well as providing development opportunities for Aboriginal workers employed by Council.
- The DEEWR Local Employment Co-ordinator and the Aboriginal Employment & Job Compacts Steering Committee can support access to government programs and subsidies for Council to assist with meeting its targets for Aboriginal employment. For example,
  - The Indigenous Cadetship Program could be used to support the higher skill and executive roles in local government for Aboriginal people. This program links full-time Aboriginal students undertaking a diploma, an advanced diploma or their first undergraduate degree with employers who can give work placements and ongoing employment once they finish their studies. Financial support of \$14,100 per annum is provided to employers to support cadets with a living allowance and study-related costs and offset employer administration costs.
- NSW State Training Service can provide advice and support through a range of programs.

## SUMMARY & CONCLUSIONS

There is no doubt that Local Government is uniquely placed to play a major role in improving the health and well-being as well as socio-economic status of the Aboriginal people who live within the LGA. Local Governments with large Aboriginal populations such as Campbelltown, have a particularly important contribution to make. But this must be planned for and supported at the highest level of Council and adequately resourced.

Considerable support is available to Council to assist in its efforts to close the gap on its own doorstep. The Steering Committee commends the Council for the positive steps it has taken to date and is willing to provide whatever support it can to Council in developing its Aboriginal workforce to meet its future needs.

*From:*

**South Western Sydney Aboriginal Employment & Job Compacts Steering Committee**

*For further information contact the Secretariat at: fidelma.rogers@dhs.nsw.gov.au*

Mob: 0449 702 777

**8 June 2012**

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# 1.1 2012-2022 Community Strategic Plan, 2012-2016 Delivery Program, 2012-2022 Resourcing Strategy And The 2012-2013 Operational Plan Incorporating The Budget And Fees And Charges

## ATTACHMENT 2



### 2012-2013 FEES and CHARGES AMENDMENTS

				Pricing Policy	GST	2011-2012 Including GST \$	2012-2013 Including GST \$	Page
<b>AMENDED</b>								
<b>CATEGORY 3 - COMMUNITY HALLS</b>								
OLD	Community based PLAYGROUP or SENIORS or COMMUNITY groups	per hour			Y	18.00	18.72	2
NEW	Community based PLAYGROUP or SENIORS or COMMUNITY groups	per hour			Y	18.00	18.70	2
NEW	Hall Hire - Ambrosia and Rosemeadow	Sat (9am - 9p	per booking	Community Services	Y	New Fee	369.20	2
<b>CATEGORY 4 - COMMUNITY HALLS</b>								
OLD	Storerooms - where available and on request.	each	per week	Community Services	Y	7.00	7.28	3
NEW	Storerooms - where available and on request.	each	per week	Community Services	Y	7.00	7.30	3
OLD	Cupboards - where available and on request.	each	per week	Community Services	Y	4.00	4.16	3
NEW	Cupboards - where available and on request.	each	per week	Community Services	Y	4.00	4.15	3
<b>REINSTATEMENT - RESTORATION</b>								
<b>12. Road - excludes saw cutting (see item 11)</b>								
OLD	a) Areas to 5 square metres	per sq metre	User Pays Principle		Y	323.65	382.70	30
OLD	b) Areas 5 square metres to 10 square metres	per sq metre	User Pays Principle		Y	312.00	368.90	30
OLD	c) Areas 10 square metres to 20 square metres	per sq metre	User Pays Principle		Y	298.30	352.80	30
OLD	d) Areas above 20 square metres	per sq metre	User Pays Principle		Y	284.40	POA + GST	30
<b>12. Road - excludes saw cutting (see item 11)</b>								
NEW	a) Areas to 5 square metres	per sq metre	User Pays Principle		G4	323.65	347.90	30
NEW	b) Areas 5 square metres to 10 square metres	per sq metre	User Pays Principle		G4	312.00	335.35	30
NEW	c) Areas 10 square metres to 20 square metres	per sq metre	User Pays Principle		G4	298.30	320.70	30
NEW	d) Areas above 20 square metres	per sq metre	User Pays Principle		G4	284.40	POA	30
<b>13. Footpath - excludes saw cutting (see item 11)</b>								
<b>13.1 Pavers</b>								
OLD	a) Areas to 5 square metres	per sq metre	User Pays Principle		Y	320.25	380.50	30
OLD	b) Areas 5 square metres to 10 square metres	per sq metre	User Pays Principle		Y	321.40	381.80	30
OLD	c) Areas 10 square metres to 20 square metres	per sq metre	User Pays Principle		Y	322.50	383.15	30
OLD	d) Areas above 20 square metres	per sq metre	User Pays Principle		Y	POA + GST		30
OLD	13.2 Grassed areas	< 5 square m	per sq metre	User Pays Principle	Y	196.50	233.40	30
OLD	13.3 Bitumen	> 5 square m	per sq metre	User Pays Principle	Y	236.60	281.05	30
<b>13.4 Concrete</b>								
OLD	a) Areas to 5 square metres	per sq metre	User Pays Principle		Y	300.95	357.50	30
OLD	b) Areas 5 square metres to 10 square metres	per sq metre	User Pays Principle		Y	293.50	348.70	30
OLD	c) Areas 10 square metres to 20 square metres	per sq metre	User Pays Principle		Y	285.45	339.15	30
OLD	d) Areas above 20 square metres	per sq metre	User Pays Principle		Y	278.95	331.45	30
OLD	13.5 Pram ramps - (including bitumen reinstatement)	each	User Pays Principle		Y	1,345.50	1,598.40	30
<b>13. Footpath - excludes saw cutting (see item 11)</b>								
<b>13.1 Pavers</b>								
NEW	a) Areas to 5 square metres	per sq metre	User Pays Principle		G4	320.25	345.90	30
NEW	b) Areas 5 square metres to 10 square metres	per sq metre	User Pays Principle		G4	321.40	347.10	30
NEW	c) Areas 10 square metres to 20 square metres	per sq metre	User Pays Principle		G4	322.50	348.30	30
NEW	d) Areas above 20 square metres	per sq metre	User Pays Principle		G4	POA		30
NEW	13.2 Grassed areas	< 5 square m	per sq metre	User Pays Principle	G4	196.50	212.20	30
NEW	13.3 Bitumen	> 5 square m	per sq metre	User Pays Principle	G4	236.60	255.50	30
<b>13.4 Concrete</b>								
NEW	a) Areas to 5 square metres	per sq metre	User Pays Principle		G4	300.95	325.00	30
NEW	b) Areas 5 square metres to 10 square metres	per sq metre	User Pays Principle		G4	293.50	317.00	30
NEW	c) Areas 10 square metres to 20 square metres	per sq metre	User Pays Principle		G4	285.45	308.30	30
NEW	d) Areas above 20 square metres	per sq metre	User Pays Principle		G4	278.95	301.30	30
NEW	13.5 Pram ramps - (including bitumen reinstatement)	each	User Pays Principle		G4	1,345.50	1,453.10	30



**2012-2013  
FEES and CHARGES  
AMENDMENTS**

	Pricing Policy	GST	2011-2012 Including GST \$	2012-2013 Including GST \$	Page
<u>14. Kerb and Gutter - (excludes saw cutting and bitumen reinstatement)</u>					
OLD a) Kerb and Gutter	per lineal metre	User Pays Principle	Y	502.35	596.75 30
OLD b) Layback	per lineal metre	User Pays Principle	Y	502.35	596.75 30
NEW <u>14. Kerb and Gutter - (excludes saw cutting and bitumen reinstatement)</u>					
NEW a) Kerb and Gutter	per lineal metre	User Pays Principle	G4	502.35	542.50 30
NEW b) Layback	per lineal metre	User Pays Principle	G4	502.35	542.50 30
<u>15. Vehicular Driveway - (excludes saw cutting see item 11)</u>					
OLD a) Residential	125 mm per sq metre	User Pays Principle	Y	373.85	444.05 30
OLD	150 mm per sq metre	User Pays Principle	Y	413.10	487.40 30
OLD b) Industrial	175 mm per sq metre	User Pays Principle	Y	490.85	583.10 30
NEW <u>15. Vehicular Driveway - (excludes saw cutting see item 11)</u>					
NEW a) Residential	125 mm per sq metre	User Pays Principle	G4	373.85	403.70 30
NEW	150 mm per sq metre	User Pays Principle	G4	413.10	443.10 30
NEW b) Industrial	175 mm per sq metre	User Pays Principle	G4	490.85	530.10 30
<u>16. TELSTRA Concrete Restorations</u>					
OLD a) Footpath	of disturbed per sq metre	User Pays Principle	Y	543.95	646.25 30
OLD b) Residential driveway	of disturbed per sq metre	User Pays Principle	Y	741.80	881.20 30
OLD c) Medium density driveway	of disturbed per sq metre	User Pays Principle	Y	870.75	1,034.45 30
OLD d) Industrial driveway	of disturbed per sq metre	User Pays Principle	Y	995.15	1,182.15 30
NEW <u>16. TELSTRA Concrete Restorations</u>					
NEW a) Footpath	of disturbed $\zeta$ per sq metre	User Pays Principle	G4	543.95	587.50 30
NEW b) Residential driveway	of disturbed $\zeta$ per sq metre	User Pays Principle	G4	741.80	801.10 30
NEW c) Medium density driveway	of disturbed $\zeta$ per sq metre	User Pays Principle	G4	870.75	940.40 30
NEW d) Industrial driveway	of disturbed $\zeta$ per sq metre	User Pays Principle	G4	995.15	1,074.70 30
<u>17. Kerb Inlet Lintels</u>					
OLD a) < 1.2 metres	each	User Pays Principle	Y	1,804.10	2,143.25 30
OLD b) > 1.2 metres < 1.8 metres	each	User Pays Principle	Y	1,831.40	2,175.70 30
OLD c) > 1.8 metres < 2.4 metres	each	User Pays Principle	Y	2,207.40	2,622.40 30
OLD d) > 2.4 metres < 3.0 metres	each	User Pays Principle	Y	1,896.95	2,253.55 30
OLD e) > 3.0 metres	each	User Pays Principle	Y	POA + GST	30
NEW <u>17. Kerb Inlet Lintels</u>					
NEW a) < 1.2 metres	each	User Pays Principle	G4	1,804.10	1,948.40 30
NEW b) > 1.2 metres < 1.8 metres	each	User Pays Principle	G4	1,831.40	1,977.90 30
NEW c) > 1.8 metres < 2.4 metres	each	User Pays Principle	G4	2,207.40	2,384.00 30
NEW d) > 2.4 metres < 3.0 metres	each	User Pays Principle	G4	1,896.95	2,048.70 30
NEW e) > 3.0 metres	each	User Pays Principle	G4	POA	30