



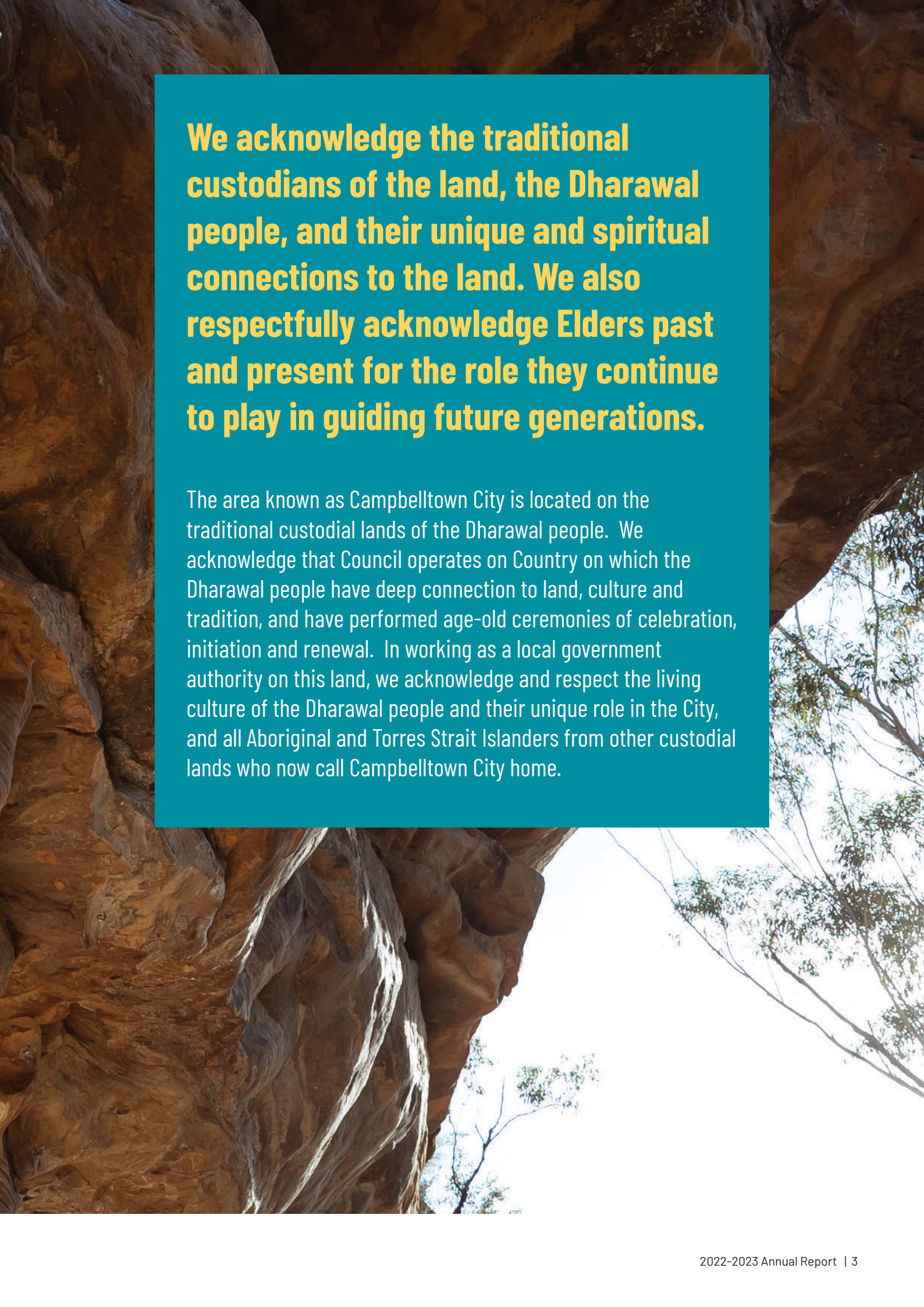
CAMPBELLTOWN

2022-2023

Annual Report

Delivering on our Community Strategic Plan, Campbelltown 2032





We acknowledge the traditional custodians of the land, the Dharawal people, and their unique and spiritual connections to the land. We also respectfully acknowledge Elders past and present for the role they continue to play in guiding future generations.

The area known as Campbelltown City is located on the traditional custodial lands of the Dharawal people. We acknowledge that Council operates on Country on which the Dharawal people have deep connection to land, culture and tradition, and have performed age-old ceremonies of celebration, initiation and renewal. In working as a local government authority on this land, we acknowledge and respect the living culture of the Dharawal people and their unique role in the City, and all Aboriginal and Torres Strait Islanders from other custodial lands who now call Campbelltown City home.



Welcome to the Annual Report 2022-2023 for Campbelltown City Council





Contents

Part 1 – Introduction	8
Mayor's Message	10
GM's Message	11
Purpose of the Annual Report	12
Our City, Our Community	14
Our Council	17
Part 2 – Delivering our Community Strategic Plan	22
How have we done this year?	24
Delivering on our Community Strategic Plan outcomes	26
Our Budget	46
Our People	50
Awards to Council	52
Part 3 – Capital Program	54
Part 4 – Statutory Reporting	82
Planning and Development	84
Governance	86
Compliance	94
Financial Management	98
Appendix	110
Statutory Reporting Index	112
Audited Financial Statements	113



Introduction





Cr George Greiss
Mayor of Campbelltown

Mayor's Message

It is always a pleasure to present Campbelltown City Council's Annual Report, this report details the progress we've made across the past year and report back to the community on what we have achieved.

Over the last year we have had a strong focus on delivering many operational projects, including roads and footpaths, city beautification works, playground improvements, On Q works and the planting of more than 11,000 trees.

As well as expanding our events program, we have delivered a range of major projects such as the Ingleburn Mountain Bike Trail, completion of Raby Road, and a number of new and upgraded sporting facilities, all while maintaining a strong and balanced budget position.

We have continued to work towards the completion of the Campbelltown Billabong Parklands, an iconic new recreation facility, one that I look forward to welcoming our community to in the first part of 2024.

It has also been a strong year of advocacy and we have been successful in attracting significant funding, particularly \$171 million from the NSW Government under the WestInvest program.

Our regular programs, services and projects have continued to be delivered and refined in line with community feedback, which can be seen by the increasing visitation to some of our much-loved facilities, such as the Arts Centre, Libraries, Leisure and Childcare centres. Our staff have continued to be agile and resilient in the face of many challenging external factors, including economic and financial pressures and the ongoing impacts of extreme weather conditions.

To further strengthen our resilience into the future, we are continuing to deliver a strong program of policy reviews focusing on best practice. This will ensure we are well positioned and will enable us to be ahead of the curve and on the front foot for future opportunities as they arise.

I have no doubt we will continue to achieve the best possible outcomes for our community in the year ahead, and will continue our strong position.



LDeitz

Lindy Deitz
General Manager

General Manager's Message

This year's Annual Report is a great reflection on what has been achieved across Campbelltown over the past year. We are in an exciting period where big things are happening that will impact the future of our community. But we recognise that it's critically important that we serve the residents of today to the highest possible standard that is expected of us.

Coming off inclement weather last year, we were faced with a major challenge to repair many key local roads. I'm pleased to say that we completed the entirety of our \$13.6 million Annual Roads Rehabilitation Program, repairing and improving about 232,000m² of road across Campbelltown. More than 15,000m² of footpath was renewed following a \$1.5 million investment as well as new footpaths and shared paths.

The Campbelltown Billabong Parklands is continuing to push ahead with works now well underway to deliver the landscaping and buildings that will surround the unique pool at the centre of the Parklands. This project is a one-of-a-kind recreation space in NSW that will create a new destination in the heart of our city. I look forward to seeing the community enjoy the space following a grand opening next year.

Our ongoing efforts to revitalise the Queen Street and Ingleburn CBD precincts have seen several successful programs roll out throughout the year to improve the public domain and support local business.

As part of this, Campbelltown Arts Centre worked with the businesses and landowners to engage a series of public artworks to enhance the main street and improve the visual appeal of our city. It's been fantastic to see the community response to these works.

We've also provided direct support to businesses through our Street Appeal Shopfront Improvement Grants program which enabled 37 businesses to upgrade their shopfronts. This builds on the ongoing On Q program which continues to bring entertainment and activity to the Queen Street Precinct.

Our teams have continued to deliver engaging educational programs that are teaching local school children about the many amazing plant and animal species in Campbelltown while also preserving and promoting our local nature reserves.

Looking to the long term, several key strategies endorsed by Council include our Disability inclusion Action Plan and Domestic and Family Violence Strategy. Our comprehensive Local Housing Strategy was endorsed by Council and submitted to the State Government.

I'd also like to acknowledge Council's staff, whose work has been recognised across a series of awards programs from Local Government NSW, the National Local Government Customer Service Network, NSW Public Libraries Association and the Institute of Public Works Engineering Australasia this past year.

We have a passionate workforce made up of many people who also live locally, and I'm very proud of the team here who work hard for the people of Campbelltown.

Purpose of the Annual Report

Campbelltown City Council is proud to present our Annual Report for the 2022-2023 financial year. The Annual Report outlines our progress against the key strategic priorities outlined in our Community Strategic Plan (Campbelltown 2032), our Delivery Program 2022-26, and our 2022-23 Operational Plan & Budget.

This report details the achievements made over the past year – providing an open and honest account of our performance and financial position to our community and stakeholders.

The objectives of the Annual Report are to:

- Report on our performance in delivering the key strategic priorities and other key achievements
- Provide transparency to Council operations through statutory reporting information
- Demonstrate our ability to lead with confidence and deliver on our promises
- Promote the Campbelltown City Council to existing partners and potential investors to encourage social and economic development
- Recognise and celebrate the significant achievements of our staff and Council.

How to read this report

This report has 4 main sections, supported by an appendix.

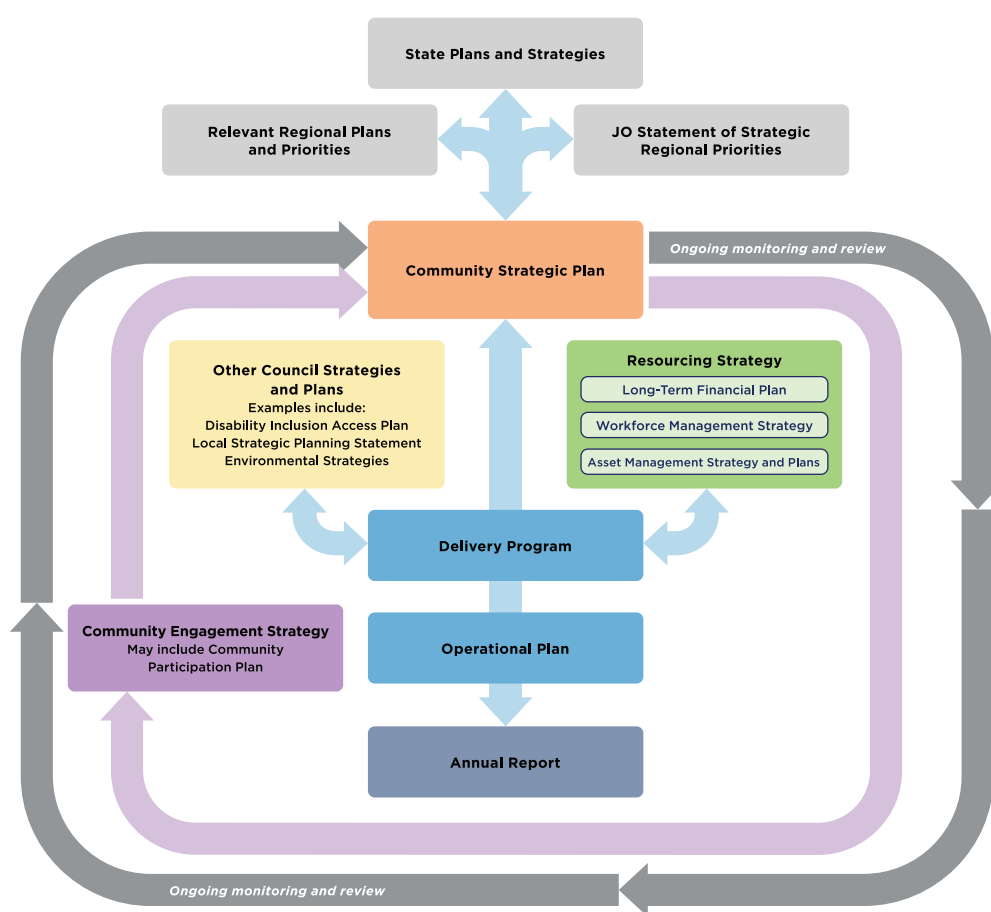
- **Part 1 - Introduction** - Key Information about our City and Council
- **Part 2 - Delivering our Community Strategic Plan** - Take a look at our progress and achievements in implementing our DP in 2022-23 as well as important milestones and awards
- **Part 3 - Capital Program** - Highlighting our program of upgrades delivered across the LGA to provide high quality, accessible, and attractive community infrastructure, open spaces and vibrant community corridors
- **Part 4 - Statutory Reporting** - Statutory reporting requirements in accordance with the Local Government Act 1993 and Local Government Regulation 2005
- **Appendix**

Integrated Planning & Reporting

The Local Government Act 1993 prescribes an Integrated Planning and Reporting (IP&R) Framework designed to improve long-term financial sustainability, asset management, community engagement and organisational planning in local government. The legislation requires all councils to take rigorous approach to strategic planning, financial management and statutory reporting.

We regularly report on our progress in achieving our objectives through six monthly progress reports, the annual report (this report) and the end of term/state of the city report. We also share our performance results and achievements with the community through other communication channels including social media, our website, newsletters and media releases.

The diagram below represents where the Annual Report integrates with the IP&R framework.

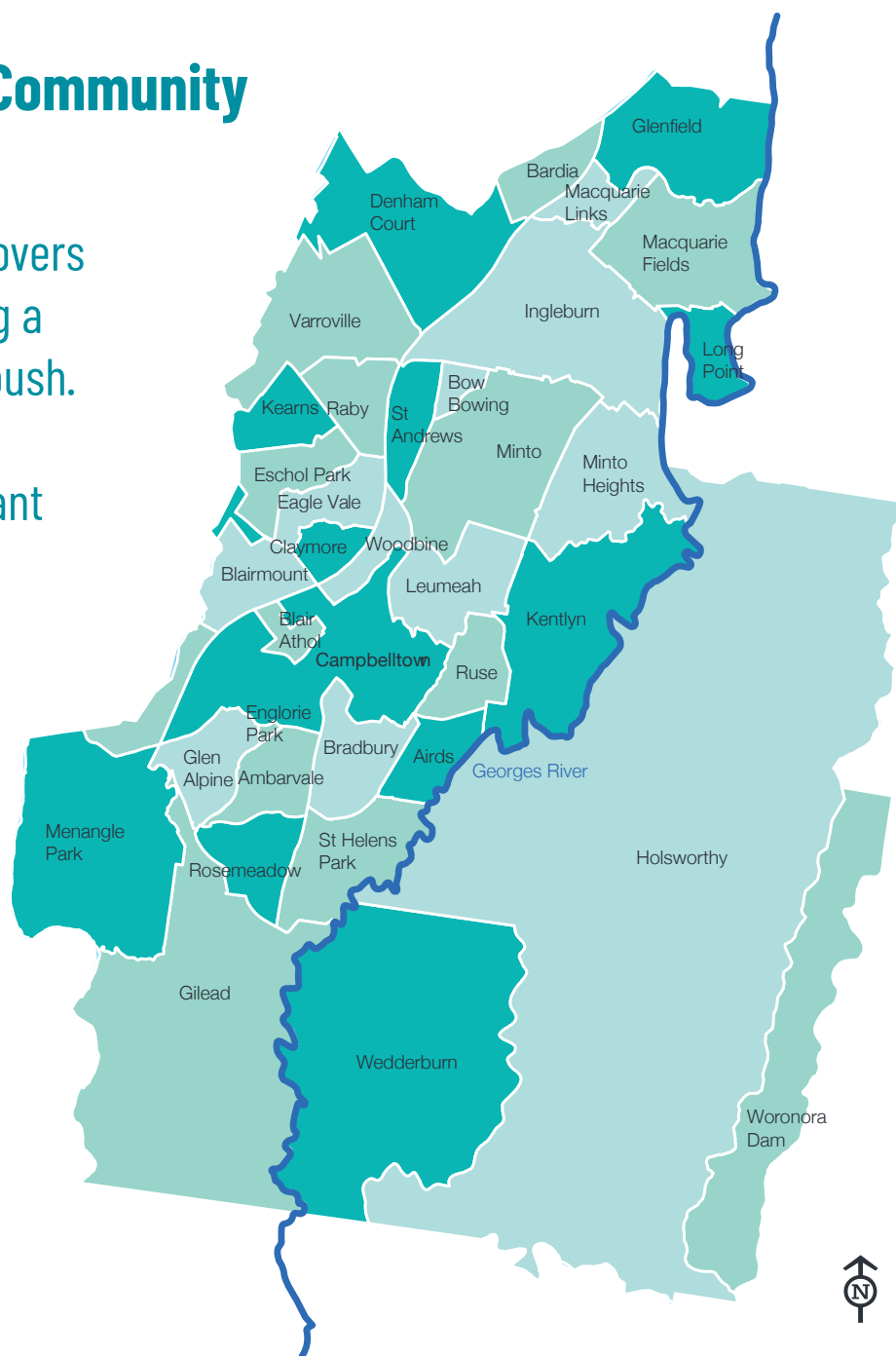


Integrated Planning and Reporting Framework. (Office of Local Government, 2021)

Our City, Our Community

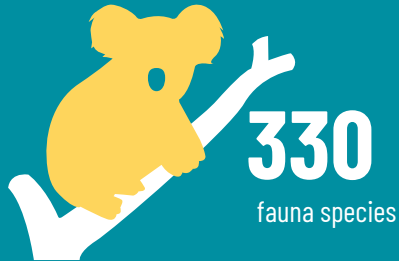
Campbelltown covers 312km², including a mix of city and bush.

We have 36 vibrant suburbs.



The City of Campbelltown is located 55km from the Sydney Central Business District (CBD), in the outer South-Western Sydney region. The Campbelltown Local Government Area (LGA) is bounded by Liverpool LGA to the north, Sutherland Shire to the east, Wollondilly Shire to the south and Camden LGA to the west. Campbelltown comprises 31,200 hectares of land including 1,189 hectares of protected national park.

Campbelltown is the capital of the Macarthur Region, which is one of the fastest growing regions in Australia. Campbelltown is where the City meets the bush. On Dharawal land, the natural landscape and setting of the city are some of Campbelltown's greatest assets, and represent the foundation of the city's structure and places. Campbelltown is known as the land between two rivers - the Nepean and Georges - and is also where the Cumberland Plain in the west meets the coastal plateau in the east. The result is a distinctive natural setting of a city in a valley that characterises the place to this day. Campbelltown is a diverse and growing community of over 180,000 people. The population is expected to grow to almost 250,000 by 2036. Rich in experience and culture, we come from a wide range of backgrounds. Today, 35% of our residents were born overseas and 62% of people living in Campbelltown have parents who were born overseas.



Our Community Vision

The Community's vision for the future of Campbelltown is outlined in Campbelltown 2032: Community Strategic Plan

A City of Opportunity for All

Campbelltown 2032 sets out the high-level goals for our city over the next decade. The Plan is structured to address five key outcomes that we will work to achieve for the community.



The Delivery Program and Operational Plan, outline in detail how we – as a Council – respond to and address the strategic goals captured in Campbelltown 2032.

Governance

Government in Australia is comprised of three tiers: federal, state, and local. Campbelltown City Council is one of 128 local governments in New South Wales operating in accordance with the Local Government Act 1993 (the Act). The Act sets out a system for elected members to form a Council, describes the functions of local governments, provides for the conduct of elections and polls, and provides a framework for the administration and financial management of local government, including accountability and transparency.

Our Councillors meet regularly to make decisions about policies, services and important issues that affect Campbelltown. Council Meetings are held on the second Tuesday of each month at 6:30pm in the Council Chambers.

Councillors review officers' reports and recommendations and make decisions on all issues listed on the agenda. The Council may adopt the recommendation of the officer, amend the recommendation, determine a different course of action, defer the matter for an inspection and further consideration at another meeting, or decline to pursue any course of action.

The General Manager and members of the Executive Team also attend the meetings to provide information or advice when called upon by the Councillors.

Our Councillors

Campbelltown City Council is led by our Elected Council, comprised of 15 Councillors who are elected every 4 years through the Local Government elections. The Council is responsible for electing a Mayor and Deputy Mayor every 2 years. Our Elected Council plays an important role in representing the community, and ensuring that the community's aspirations for Campbelltown are addressed through our Delivery Program and Operational Plan. Our Elected Council achieves this by providing civic leadership for the community, ensuring the financial sustainability of Council, developing and endorsing IP&R documents, and reviewing Council's performance in an ongoing manner.

The following are our Mayor, Deputy Mayor, and Councillors elected in the December 2021 Local Government Elections.



Dr George Greiss
Mayor
M: 0427 325 940



Cr Joshua Cotter
Deputy Mayor**
M: 0408 946 592



Cr George Brticevic
M: 0408 219 865



Dr John Chew
M: 0408 965 218



Cr Margaret Chivers
M: 0408 182 248



Cr Masood Chowdhury
M: 0419 183 600



Cr Marian George
M: 0408 940 419



Cr Karen Hunt
M: 0458 783 257



Cr Masud Khalil
M: 0408 974 248



Cr Darcy Lound
M: 0409 829 103



Cr Rey Manoto
M: 0408 449 981



Cr Warren Morrison
Deputy Mayor*
M: 0437 045 802



Cr Riley Munro
M: 0408 967 871



Cr Meg Oates
M: 0419 467 885



Cr Matt Stellino
M: 0408 955 940

* November 2022 to September 2023

** January 2022 to November 2022

Our Organisation

Our Executive Leadership Team

Our Executive Leadership Team is responsible for providing strategic, operational and cultural leadership, to inspire our staff, and work together to achieve our organisational mission.



Lindy Deitz | General Manager

Lindy brings close to 30 years of Local Government experience to her role as General Manager of Campbelltown City, working closely with all levels of government, private industry and community to ensure that Campbelltown gains the support and infrastructure it needs to embark on its evolution into a bustling metropolis at the southern gateway to Sydney and support our diverse and growing community.

Lindy's capacity to build relationships and collaborate with the wide range of stakeholders sees her placed on steering groups and boards such as Resilient Sydney Steering Committee and the Western Sydney Business Connection to contribute to building great outcomes.



Jim Baldwin | Director City Planning and Environment

With more than 30 years' experience in Local Government across the areas of engineering design and construction, town planning, development and regulation, Jim's portfolio includes all aspects of strategic and statutory planning and development, as well as the areas of building and engineering certification, public health, animal control and regulation.

Having grown up in North Western NSW, Jim says his city mind is always guided by his bush heart and that is what sustains his strong belief that the unique identity of Campbelltown, where the city meets the bush, can be protected through sympathetic planning and considered development that is responsive to the evolving needs of our future generations, and sensitive to the desires of those that already call Campbelltown home.



Scott Grant | Director City Lifestyles

Scott joined Campbelltown in 2021 heading up a division that covers Community Business, Community Life and Community Learning and Library departments, including education and child care centres, stadia, leisure and aquatic centres, libraries, sport and recreation liaison and community events and community support.

Scott is an experienced executive having worked in senior roles both domestically and internationally, previously as the COO at Cricket Australia and in many senior roles across the sport and entertainment, mining and automotive sectors. He has a Master of Business Administration from Macquarie University and is a member of the Australian Institute of Company Directors.

For more two decades, Scott has volunteered extensively across the community with cricket clubs, the Paralympics movement and The W-League. Scott is grounded in community, and believes in the intersection of business, sport and community engagement for social benefit.

**Rebecca Grasso | Director City Futures**

Rebecca joined Campbelltown in 2019 and oversees a diverse division that encompasses City Strategy and Outcomes, City Revitalisation and Urban Renewal, City Projects, Corporate Strategy and Insights, Resilience and Sustainability, City Marketing and Economy and the Campbelltown Arts Centre.

With just on 30 years in local government, her previous role was with City of Parramatta as Director of City Identity, Experience and Engagement. She is currently the Chair of the Western Sydney Health Alliance and continues to serve on the boards of local and state level community and cultural organisations.

Rebecca is committed to supporting the positive growth of Campbelltown and the capability of the organisation to deliver on the community's needs and aspirations.

**Ben Hoyle | Director City Services**

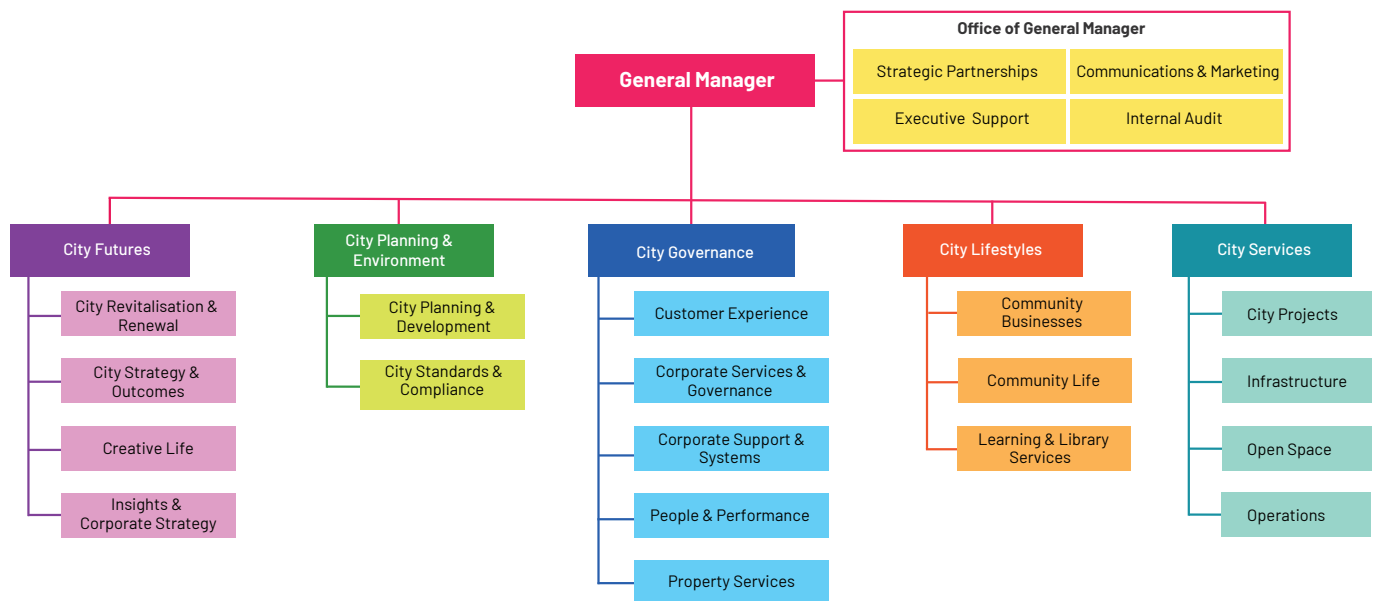
Ben Hoyle has 20+ years of diverse senior executive government and private market expertise in Australia and across the globe. Ben has led significant industry shaping programs to guide large complex workforces, contractual partners, company boards of director, and executive's teams to uplift service value and experience. He is a proven resilient leader of transformational change in driving business excellence and commercial outcomes in highly complex operating environments. He derives genuine passion for creating value for communities and business, while strengthening the connection of customer and service experience to exceed expected outcomes. He is also proud of mentoring and guiding high-potential staff into outstanding leaders.

Throughout his career, leading change and performance in a range of operating complexities, industries, and communities, has been remarkably successful with many proven proof points. This success was enabled by creating trust, respect, and engagement to bring people along the journey and empower them to act and strive towards collective success.

**Director City Governance**

Phu Nguyen until 21 July 2023.

Organisational Structure



Our Values

Our values capture our underlying and enduring principles. These values represent the day-to-day behaviours that our Councillors, Executive Leadership Team, and all staff will live by as we work to achieve our mission.







Delivering our Community Strategic Plan



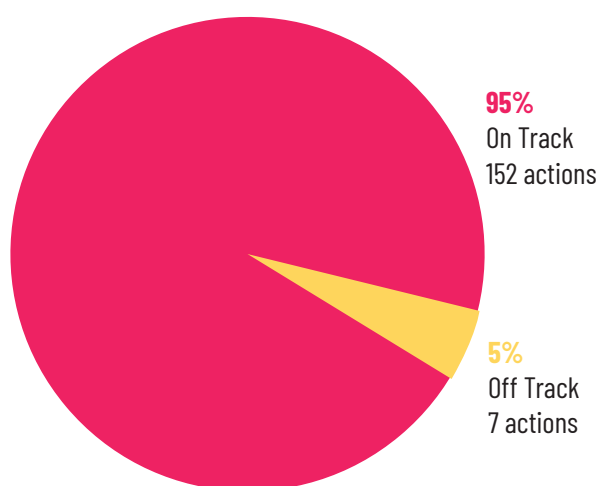
How have we done this year?

The figure below provides a summary of the actions we undertook in this financial year, as outlined in our Delivery Program 2022-26 and Operational Plan 2022-23. Our Delivery Program Activities reflect the ongoing activities we undertake each year, including delivery of services. Our Operational Plan Actions outline specific actions and projects we undertake in a given year.

In the following pages, we provide highlights of our annual progress against these Delivery Program and Operational Plan commitments.

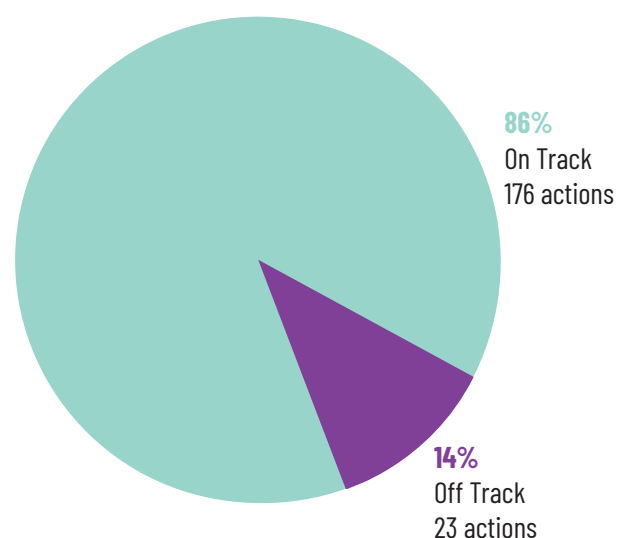
Delivery Program Activities

159 ongoing activities across 2022-26



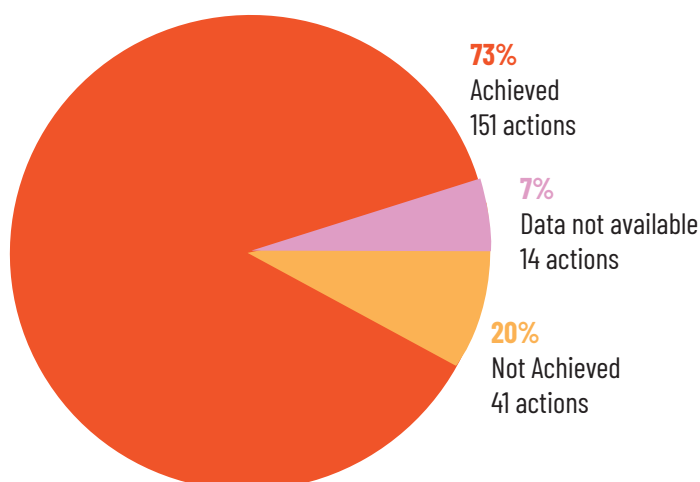
Operational Plan Actions

205 specific commitments for 2022-23



Performance Indicators

206 measures of annual progress against the Delivery Program Activities





DID YOU KNOW?

Council endorsed the Domestic and Family Violence Strategy AND Disability Inclusion Action Plan in November 2022



OUTCOME 1

Community and Belonging

This outcome reflects the community's aspirations for Campbelltown to be a culturally diverse, healthy and inclusive city.

90% of Delivery Program Activities & Operational Plan Actions progressed 'on track/completed'



2,040

new citizens welcomed at Citizenship ceremonies



25

citizenship ceremonies



4,899,916

bins emptied



1,474

hours provided by volunteers



64,824

kerbside clean ups



816

swimming pools inspected



1,082

food businesses inspected



Community Events & Festivals

After two years away, the Festival of Fisher's Ghost returned to our city in a new, revamped format. The first weekend's packed program of events was the highlight of the festival, bringing the Campbelltown CBD to life with a variety of events. Other events as part of the festival included old favourites like the carnival and the 60th anniversary of the prestigious Fisher's Ghost Art Award.

The rich culture, flavours and sounds of Ramadan came to Campbelltown with a series of new family-friendly community events held throughout April and May. Lithgow Street in Campbelltown was transformed into a night-time eat street featuring a range of halal food from local eateries and food trucks during Ramadan On Q. Eid Mubarak Campbelltown marked the end of the holy month of Ramadan and celebrate Eid al-Fitr with a large community gathering featuring dozens of tantalising food and market stalls, a range of cultural performances, kid's activities and amusement rides.

Oxford Road was bursting with live music, entertainment and a variety of food and market stalls when Ingleburn Alive returned in March. Ingleburn Alive is one of the most popular family-focused events in Campbelltown and a fantastic celebration of the diverse local culture.

For the first time in two years, Redfern Park in Minto was transformed into a festive blend of sights, sounds and tastes from all over the world. Campbelltown is home to one of the most diverse and multicultural communities in South West Sydney by coming together and celebrating these cultures at Feast, residents were able to explore the customs and delicious foods of our multicultural community, while connecting with their traditions.

Council delivered five events during 2022/23 in acknowledgement of dates of significance for Aboriginal and Torres Strait Islander communities including NAIDOC Week, Sorry Day and Appin Massacre Memorial.



Campbelltown Events 2022-23

Jul	Aug	Sep	Oct	Nov	Dec
-----	-----	-----	-----	-----	-----

Events & Festivals

NAIDOC
Community
Connection Day
Chill Fest
Arts on Q
Handmade and
Homegrown
Markets

Handmade and
Homegrown
Markets

FEAST
Handmade and
Homegrown
Markets

Spice It Up!
Handmade and
Homegrown
Markets

Festival of
Fisher's Ghost
Festival of
Fisher's Ghost
Carnival
Festival of
Fisher's Ghost Fun
Run
Handmade and
Homegrown
Markets

Lithgow St
Christmas in
Campbelltown
Activation
Handmade and
Homegrown
Christmas
Markets
Rocking Around
Campbelltown
New Year's Eve

Civic Events

Jubilee Awards
Reception
NAIDOC Flag
Raising
Citizenship
Ceremony

RFS Awards
Service
Vietnam Vets
Citizenship
Ceremonies

Memorial Oval
opening
Citizenship
Ceremonies

Citizenship
Ceremonies
Mayor's Charity
Haircut Event

HMAS Memorial
Service
Remembrance
Day
Victor Chang
School Science
Awards
Citizenship
Ceremony

Gift of Time
morning tea
Mayor's Charity
Christmas
Appeal
Citizenship
Ceremonies

Partnership Events & Festivals





185,000

total attendance at events & festivals

Jan	Feb	Mar	Apr	May	Jun
Australia Day	Valentine's on Q Handmade and Homegrown Markets	International Women's Day Ingleburn Alive Campbelltown City Challenge Walk Handmade and Homegrown Markets	Ramadan on Q Handmade and Homegrown Markets	Eid Mubarak Handmade and Homegrown Markets	Ideas, Innovation, Action Youth Forum Refugee Week Finding Freedom Event Handmade and Homegrown Markets
Australia Day Awards Ceremony Citizenship Ceremony	Mother Language Day Flag Raising Citizenship Ceremony	Mayor Charity Gala Dinner HSC High Achiever Reception Citizenship Ceremonies	Mayor's Iftar Dinner Appin Massacre Flag Raising Ceremony Anzac Day Dawn Service and March Citizenship Ceremony	South West Sydney Academy of Sport Reception Citizenship Ceremony	Philippines independence flag raising ceremony Citizenship Ceremonies
		Seniors Week	Claymore Community Iftar Dinner Claymore Easter Event Appin Massacre Memorial Youth Week Little Blue Dinosaur Child Road Safety Launch	Future Cities Campbelltown National Sorry Day	

Community Learning and Libraries

During 2022/23, the Library delivered successful programs including:

- Weekly Early Literacy programs
- School Holiday activities
- Sustainability Talks
- Let's Talk Legal talks
- Write it Write it now writing program for young people and showcase plus writing workshops for adults
- LBGTQA+ activities
- Regular children's programs
- Nostalgia and Nibbles, Sip and Sew, and Sit and Chat
- Comic Book Day which had over 2,000 people in attendance and was a huge success.

The Library also introduced several new services over the year including access to new technologies, customer selection portal for our collections and the Library Unplugged Outreach Program.

Campbelltown City Library hit the road, travelling to local events, services and schools as part of the Library Unplugged outreach program, powered by a new Renault Kangoo electric van. The van will initially target developing areas, community events, aged care facilities and isolated residents, with plans to extend the service to community groups and organisations in the future.

The project is funded through the Public Library Infrastructure Grants program administered by the State Library of NSW on behalf of the Library Council of NSW.

HJ Daley Library's new Creative Studio had a total of 501 individual bookings during 2022/23 where the community could utilise the software and equipment to create their work. Launched in June 2022, the Creative Studio features a range of equipment including a green screen, 3D printer, audio recorders, scanners, cameras and sewing machines, as well as access to Adobe Creative Suite software.



501

Creative Studio
bookings



295,394

visitors to our libraries



Education and Care

The 2022/23 financial year saw the highest number of enrolments across our Education and Care Service. Enrolments increased by 28% from 845 individual children's enrolments in 2019/20 to 1084 in 2022/23.

The Education and Care program delivered during 2022/23 saw a number of exciting events and initiatives. Council partnered with Little Blue Dinosaur Foundation to promote child pedestrian road safety initiatives. Signage was placed in our services reminding families to 'Hold My Hand' and promote pedestrian safety for children in Campbelltown.

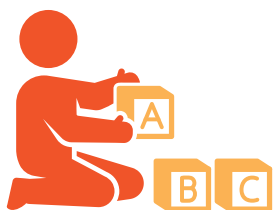
In October, our Educators and Centres supported Day for Daniel - Australia's largest child safety education and awareness day. This year's theme is brave conversations and was the perfect opportunity to have brave conversations with children around personal safety in the real and online world. Many in our community wore red in honour of the day and the children discussed "Our 5 heroes", people who could assist us when we feel unsafe. We traced, coloured and cut out hands to represent 5 people we feel safe to talk to.

Council's Education and Care Service underwent three National Quality Framework assessments. Two 'Exceeding National Quality Standard' rating were received with the third service rated as 'Meeting National Quality Standard'. A total of 8 out of 11 Council Education and Care Services are rated as 'Exceeding National Quality Standard'.



5,571

Visits to the Bicycle Education Centre



1,084

children enrolled in child care services



8/11

currently at exceeding rating and remaining 3 meeting required standards

Arts Centre



62,251

Visitors to the Arts Centre

Campbelltown Arts Centre delivered an engaging and diverse artistic program during the year including Little Orange Goes Big, Notice of Motion II, Get up! Stand Up! Show Up!.

Karla Dickens: Embracing Shadows exhibition in association with Sydney WorldPride 3 was held 3 January to 13 March and included a range of tours, workshops and an education resource kit. The Other Side performances held 3 to 25 February, combining the talents of dancer and choreographer Brianna Kell and experimental music duo Party Dozen.

The National 4: Australian Art Now' brought together 48 new artists projects involving more than 80 artists across Country, generations and communities. A partnership between 4 leading Sydney cultural institutions including the Art Gallery of New South Wales, Carriageworks and the Museum of Contemporary Art Australia.

As part of its program, the Arts Centre facilitated a range of Aboriginal Arts projects that engaged artists and communities including Wiritjiribin Girls Dance Group, NAISDA project, and monthly Yirran Miigaydhu Womens Weaving program in addition to developing a workshop program facilitated by Aboriginal Artist Jason Wing and Maddison Gibbs for young people at Reiby Juvenile Justice Centre.



OUTCOME 2

Places for People

This outcome reflects the community's aspirations for Campbelltown to be a city of great places that connect, inspire and celebrate our lifestyle and heritage.

91% of Delivery
Program Activities
& Operational Plan
Actions progressed
'on track/completed'



516

total events held across the
Stadium & Athletics track



182,000

swim lessons conducted



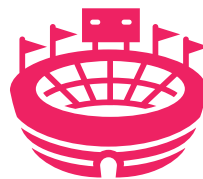
1,400

fitness memberships



5,571

open day bicycle education
centre visitors



153,200

visitors across Campbelltown Sports
Stadium and Athletics Centre



728,000

visits to leisure centres

Open Space & Recreation

The new Ingleburn Reserve Mountain Bike Trail Loop was opened in the first half of financial year as part of a \$1.5 million project to upgrade the riverside reserve's facilities, trails, vegetation and accessibility. The 770 metre trail had been installed based on community suggestions for new attractions to the site and includes a series of jumps, rollovers, rock gardens and berms and for beginner and intermediate riders. The next phase of major upgrades designed to enhance the local environment and amenity of Ingleburn Reserve commenced in March 2023 and included environmental improvements such as weed control and tree planting as well as upgrades to tracks and trails, access paths, picnic facilities, roads, parking and signage.

Seddon and Kennett Park, Glenfield received a \$7 million upgrade funded by Council and Government programs including Greening our Cities, Precinct Support Scheme and Local Roads and Community Infrastructure Program (LRCI). The site received a new amenities building, a new cricket field in Kennett Park and an upgrade to existing cricket field and rugby league fields in Seddon Park, improvements included rainwater harvesting for the automated irrigation system, drainage infrastructure, fencing, and LED sportsfield lighting. From the community consultation and sites master plan process we prioritised other park improvements including a pathway network, over 400 new trees, seating, shelters, vehicle mitigation, new cricket practice nets and a new youth space and exercise area (nearing completion).

Memorial Oval in Ingleburn also received brand new facilities and infrastructure improvements following a \$1.2 million cricket precinct upgrade. The project was jointly-funded by Campbelltown Council and a \$100,000 grant from the NSW Government's ICC T20 World Cup 2020 Cricket Legacy Fund

During the year, shade sail upgrades were rolled out to 7 existing play spaces across the LGA that were not being fully utilised due to heat. These sites include:

- Digger Reserve
- Eschol Park Sports Complex
- Hallinan Reserve
- Rizal Park
- Kenny Reserve
- Lorraine Cibilic Reserve
- Macquarie Fields Park



6

playspace designs completed



7

new shade structures delivered in existing playgrounds



Planning for our City

During 2022/23, a number of Planning Proposals were supported by Council and referred to Gateway determination including Macarthur Grange, 80 O'Sullivan Road, Leumeah, rezoning and reclassification of the Animal Care Facility, Glenlee House and 158 Queen Street Campbelltown. Council continued to advocate for affordable housing by partnering with the Western Sydney Planning Partnership on a regional approach. In quarter 4, the Local Housing Strategy was endorsed by Council and submitted to the Department of Planning and Environment for approval. Council worked with the Department of Planning and Environment to update all employment zones in the Campbelltown Local Environmental Plan, 2015. Development Control Plans were prepared, exhibited and adopted for East Glenfield enabling development applications to be submitted and for Macarthur Gardens North - a significant development delivering 1250 new homes, commercial floor space as well as 10.6 Ha of open space was determined by the Western Sydney City Planning Panel. A Gateway determination was received for the Ingleburn CBD Planning Proposal which was subsequently placed on public exhibition. A policy and procedure to guide the receipt and consideration of voluntary planning agreements was adopted.



564

development applications
received



546

development applications
determined

WestInvest

Campbelltown will benefit from a range of projects designed to enhance the city's liveability and upgrade important community facilities as part of NSW Government's WestInvest Program. Eleven Council-led major projects across 21 locations were announced in October 2022.

- Connected Campbelltown - A network of shared use pathway links and circuits
- Leumeah Youth Precinct
- Outdoor Fitness Facilities Program - For a Fitter Healthier Campbelltown
- St Helens Park Youth Space
- Glenfield Urban Bike Path
- Simmos Beach Parklands - Activating the Upper Georges River
- Kanbyungal Parklands - Mountain Bike Park
- Macarthur Recreational Trail - Australian Botanic Garden, Mt Annan to Campbelltown Station
- Hurley Park - Early Stories of Campbelltown's Resilience
- Town Centre Beautification and Public Art - Glenfield Town Centre
- Campbelltown City Centre Transformation Project

In February 2023, it was announced that a further \$145 million will be invested into the LGA, with nine Council and community-initiated projects being announced. A combination of city-shaping projects, a range of improvements to recreational and sporting infrastructure these projects include:

- Campbelltown Arts Centre Expansion
- Gordon Fetterplace Aquatic Centre Upgrades
- Dharawal Nature Playspace
- Campbelltown Health and Education Precinct Connectivity, Wayfinding and Identity Project
- Multipurpose Community Facilities Hub
- Minto Multicultural Community Centre Enhancement
- Railway Parade Bridge Upgrade, Glenfield
- Ingleburn Town Centre Transformation Project

Major Projects

One of our major projects is underway at the iconic Billabong Parklands with major structures including the main pool, children's pool, the stream and splash pad, balance tanks, bridge structure and cascade completed during the year. Landscaping also commenced with hundreds of trees and native plants already in the ground, establishing themselves as the parklands continue to develop. Construction is scheduled to be completed in 2024.

NSW Government's WestInvest fund will provide \$16.7 million towards building a new Sports and Health Centre of Excellence at Campbelltown Stadium. The \$33 million project will deliver new sports science, health and wellbeing and community development and outreach programs as well as supporting development pathways for elite athletes in the region.

Design of the new state of the art, regional facility - Raby Indoor Sports Centre commenced during quarter two. This inclusive, multipurpose Cricket facility for all levels of the sport will cement the Campbelltown LGA as a leader in regional sports facilities both nationally and internationally. Construction of the facility is due to commence in the first half 2024.





OUTCOME 3

Enriched Natural Environment

This outcome reflects the community's aspirations to protect and enrich our valued natural environment and biodiversity.

97% of Delivery Program Activities & Operational Plan Actions progressed 'on track/completed'



37^{ha}

treated for high priority invasive weeds



608

Bushcare volunteers



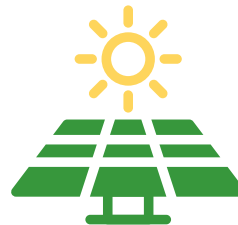
5,043

students engaged through educational events and programs



11,580

trees plants



70%

of our electricity comes from NSW solar farms



76

environmental education events held

Sustainability and Resilience

Council committed to reducing its carbon emissions and creating a healthier, greener environment for the future of our city. Since July 2022, 70% of our electricity has been purchased from three NSW solar farms in Moree Hillston and Nevertire, including the electricity that powers our Civic Centre, street lights and council facilities. The initiative is part of a joint-partnership with 24 other councils and has saved \$1 million since 2019, which is re-invested back into our community.

Our first electric fleet vehicle, a Nissan Leaf nicknamed Evie, has been trialled by our Assets team for the past 12 months. As well as cutting emissions, Evie saved over \$2,000 in costs meaning we can put more money back into the community. We've since added a further 3 electric vehicle to the fleet as part of our commitment to reduce carbon emissions. We'll continue to roll out electric vehicles in our fleet as some of our existing petrol vehicles reach the end of their life cycle.

Increasing Resilience to Climate Change

The 'Increasing Resilience to the Health Impacts of a Changing Climate: A local council resource for the Parks Councils' report was developed by the Western Sydney Health Alliance, in conjunction with Western Sydney University and the Climate Action Health Alliance, to help understand the effects of climate change on people's health and provide a range of tools and actions for Councils to improve health outcomes.

The Western Sydney Health Alliance is a partnership between the 8 Western Parkland Councils of Blue Mountains, Camden, Campbelltown, Fairfield, Hawkesbury, Liverpool, Penrith and Wollondilly as well as the South Western Sydney Local Health District, Nepean Blue Mountains Local Health District, South Western Sydney Primary Health Network and Wentworth Healthcare.

The project was funded by the New South Wales Government with assistance from Local Government NSW. Campbelltown City Council, in collaboration with Fairfield Council, took a lead role in the development of the guide.

Creating a Spark

In partnership with Landcom and consultants, Sourced Energy, Campbelltown Council was one of 3 applicants to receive a Research and Innovation grant through Local Government NSW and the Department of Planning and Environment.

The project, called 'Creating a Spark – energy sharing communities', involved the developed a guideline to address one important question – "what if electricity generated within a community was available for consumption by the community?" In doing so, the guideline:

- introduces the concept of an energy sharing community,
- provides an overview of technologies, electricity market rules and regulations, and
- shows how councils and developers can encourage local generation and future opportunities for energy.



Our Transition to Net Zero

Our transition to Net Zero is helping us to become a cleaner, stronger and resilient organisation, and to realise the many opportunities a low carbon future will provide. Net Zero means that we will be cutting our greenhouse gas emissions to as close to zero as possible, with any remaining emissions being offset.

In March 2020, Council acknowledged the findings of leading climate reports, committed to strengthen its approach to reducing greenhouse gas emissions and to develop a report outlining how it can reach Net Zero.

What have we done so far?

- developed a carbon inventory of our operational emissions from electricity, gas, fleet and waste and engaged a consultant to review our carbon inventory and develop our Net Zero transition strategy
- identified opportunities to increase our energy efficiency at our highest energy consuming sites
- installed an additional 6 solar systems on our Early Learning Centres
- purchased 4 electric fleet vehicles
- increased the purchase of renewable electricity for our operations from 20 to 70 per cent.

What are our next steps?

- finalise a Transitioning to Net Zero Plan
- embed net zero strategies within future asset planning
- continue to explore projects and initiative that help reduce operational carbon emissions
- further increase and encourage the transition of Council fleet vehicles to electric vehicles
- increase charging infrastructure across the LGA.

We are working towards being able to present the findings of our Transition to Net Zero Plan by the end of the year.

Biodiversity and Natural Areas

As part of Campbelltown City Council's contribution to the Greater Sydney Weed Action Program, 37 hectares within the LGA were treated for high priority invasive weeds over the last financial year. Targeted eradication of Boneseed occurred across 20 hectares at 5 cluster locations, including a potentially high risk infestation at Simmos Beach. Fifteen hectares of Green Cestrum also received targeted control, with efforts mainly focused on a large infestation between the Nepean River and Menangle.

Council continued to deliver a range of programs to protect and enhance biodiversity including bush regeneration, environmental assessment and threatened species conservation. Bush regeneration works were completed across multiple sites under the 'Building a Bushcare Army' Grant including projects at John Kidd Reserve, Smiths Creek and Fishers Ghost Creek. Through 'Saving our Species', 100 Hairy Geebung (threatened plants) were translocated by Bushcare Volunteers and the Mount Annan Botanic Gardens to Endangered Ecological Communities.

Council's Natural Areas Team continued to deliver a range of educational programs aiming to engage and educate school students in sustainable practices and key species in the Campbelltown LGA. Activities included over 400 bush tucker plants delivered to local schools, engaging with Home-schooled primary school aged children on National Tree Day, Platypus education at Simmos Beach with students from Macquarie Fields High School, Koalatown School Program delivered to students from Airds High School and Ruse Primary School and Eucalyptus Plant Identification Workshops with 16 koala wildlife carers.



Weed infestation of gum trees
Photo taken by Cindy Fuda, 2023



OUTCOME 4

Economic Property

This outcome reflects the community's aspirations to build a strong and vibrant local economy with diverse jobs, services and education opportunities.



37

local business awarded Street Appeal Shopfront Improvement Grants

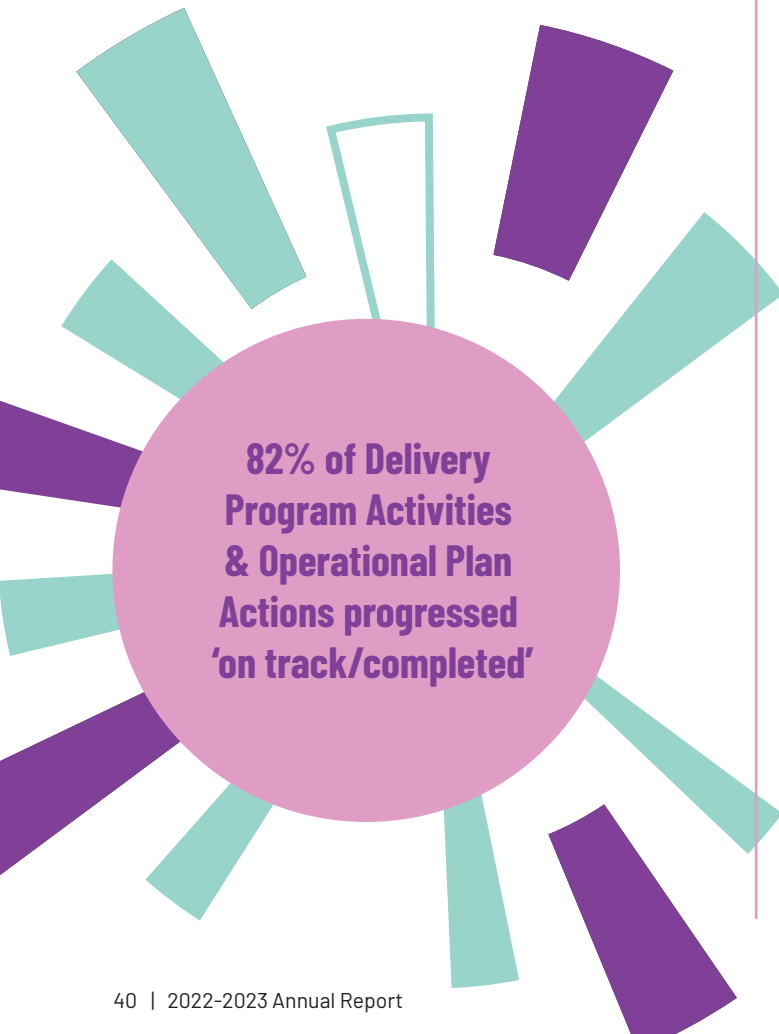


28,057

visitors to Visit Campbelltown website

Local Business Support

Council provided learning and development opportunities to local businesses to help them grow their business including Spark Festival during Small Business Month in November 2022. Consisting of three events, over 50 local entrepreneurs attended and engaged with service providers and speakers to learn more about turning their hobby or passion into fulfilling careers.



**82% of Delivery
Program Activities
& Operational Plan
Actions progressed
'on track/completed'**

City Revitalisation & Attraction

Council continued to advocate to the NSW and Commonwealth Governments to commit to the delivery of new Court infrastructure within the South West Sydney Community and Justice Precinct to catalyse further development and job creation in the centre of our city.

Public spaces across Queen Street were brought to life with the installation of murals throughout the streetscape. Featuring acclaimed artists with strong connections to South West Sydney, alongside a unique multi-disciplinary approach to commissioning, we established iconic, one-of-a-kind spaces that speak to the values of the Campbelltown community by telling stories of diversity, resilience and connection. Fostering dynamic collaborations between artists, artforms, trades, land owners, businesses and Council, the projects present exciting new opportunities for Campbelltown Arts Centre. We can profile the possibilities of our artistic program in the public domain and play a leading role in Campbelltown City Council's plan to 'Reimagining Campbelltown'.

A colourful new mural on the walls of an Ingleburn business as part of round 2 of the Street Appeal Shopfront Improvement Grant Program has breathed new life into the visual amenity of the Ingleburn CBD. As part of the second year of the program, 37 local businesses in and around the Campbelltown Queen Street Precinct and Ingleburn Town Centre were awarded grants of up to \$2000 to enhance their business shopfronts and contribute towards creating a more attractive and inviting visitor experience to the city.

Council continued to advocate on and work collaboratively with Government departments and agencies on a number of regional issues including connecting Campbelltown to the Western Sydney International Airport, the establishment of a CBD university campus in the Campbelltown City Centre and investment attraction in the Community and Justice Precinct.





OUTCOME 5

Strong Leadership

This outcome reflects the community's aspirations for strong local leadership that ensures we realise our shared vision for Campbelltown.

95% of Delivery Program Activities & Operational Plan Actions progressed 'on track/completed'



95%
customer call quality score



1,268
social media posts



83%
of our staff would recommend Council as an employer



67
Projects shaped through community engagement



2,076
members of 'Over to you Campbelltown'



20,000+
participants in community engagement activities

Community engagement is at the heart of local government. Community members increasingly want to actively participate and have a say in shaping the future of their local area. Council's Community Engagement Strategy was endorsed by Council in December 2022 and aims to deliver a consistent approach to community engagement in Council's planning for projects, events and policies as well as in the delivery of every day services.

A number of digital improvements were made across Council services including a visitor management system to address the management of planned and unplanned visits to the Civic Centre streamlining the visitor experience. In quarter two, we delivered a cloud-based customer contact centre solution that integrates with Microsoft Teams and in quarter four, Campbelltown Arts Centre introduced an online meeting room booking system making it easier for the community to book meeting spaces.

Work to further develop Council's Project Management Framework and systems continued with work to enhance the digital automation for project management and documents. This will provide better visibility, transparency and management of project documentation. Project Management Training was also rolled out to staff during the year.

During 2022/23, 19 Mayoral Minutes were noted at Council meetings. Themes included advocacy on key issues for our city, acknowledgment of significant worldwide and local events, matters of importance to Council, updates on major projects and thanks to, and acknowledgement of community members and council staff.

Council Meetings	2021/22	2022/23
Council Meetings Held	13	15
Confidential items reported to Council	11	18
Reports considered by Council	208	249
Motions passed by Council	247	304



Audit & Risk

The Audit Risk and Improvement Committee (ARIC) is an independent advisory committee that operates under its own designated Charter. ARIC provides independent assurance and assistance to Campbelltown City Council on risk management, control, governance, and external accountability responsibilities. The committee comprises of 4 members - 3 independent members and one elected Council representative. The Committee meets three times a year at a minimum and one special meeting to consider Council's Annual Financial Statements.

As of 30 June 2023, members of the Committee include:

- Bruce Hanrahan – Chair (Independent member)
- Jim Mitchell (Independent member)
- Rhonda Wheatley (Independent member)
- Councillor Warren Morrison (Council representative)

During 2022/23, Campbelltown City Council conducted 4 internal audits and recommended control and efficiency improvements across the following diverse operations:

Audit	Completed By
Consultants and Contractors	Internal
Payroll (indoor staff)	Internal
Asset management – Footpaths	Internal
RMS Drives compliance	Internal

Continuous Improvement

We are committed to continuously improving our service delivery and the overall efficiency, productivity, financial management and governance of Council. Through this commitment, we undertook three Service Reviews in this financial year:

Sportsground and Venues Review

This Review examined how we plan, deliver and maintain sportsgrounds and venues that provide a positive customer experience and level of satisfaction.

The review identified opportunities to improve our delivery model, asset management strategies and plans, levels of services and corporate systems.

Integrated Planning and Reporting Review

This Review examined our approach to Integrated Planning and Reporting. The Review has identified opportunities to improve our internal strategic planning processes, and ensure alignment among our key internal functions.

Informing Strategies Review

This Review examined the governance and maturity of Council's 'Informing Strategies'. The findings of this Review have led to a new framework, policy and procedure to streamline the processes for developing, monitoring, and reporting on our Informing Strategies.



Our Budget

Financial Position

Our vision is to position Campbelltown as a self-sustaining city, with access to the highest level services, facilities and amenities, combined with a diversity of employment options available. The financial resourcing underpins the Community Strategic Plan in order to deliver the objectives and strategies that support Campbelltown as a metropolitan centre.

The 2022-23 Operational Plan incorporated the ninth year of the permanent increase to rates income of 11% as per the approved Special Rate Variation. This additional income along with \$1m annually allocated from efficiencies has had a direct and significant impact on our asset renewal and maintenance backlog.

For 2022-23, we achieved an operating surplus of \$14.3m (excluding capital items) and a balanced budget after allowing for a number of transfers to reserves to provide funding for future liabilities and significant capital projects.

Our total expenditure for the 12 month period was \$260m comprising of operational expenditure of \$206m and capital expenditure of \$54m. A summary of key financial results and performance measures for 2022-23 is as follows:

- Total income from continuing operations down 6% to \$249m
- Total expenses including capital up 7% to \$260m
- Total assets up 6% to \$3.167b
- Total liabilities up 22% to \$63m
- Infrastructure, property, plant and equipment up 5% to \$2.906b

Financial Benchmarks

The following financial measures and benchmarks are standard across Local Government in NSW. They provide a thorough overview of our current financial position and ability to operate effectively with sufficient cash flow and resource allocation.

- Operating performance ratio 8.92% - (benchmark >0%)
- Own source operating revenue ratio 69.27% - (benchmark >60%)
- Unrestricted current ratio 2.68:1 - (benchmark >1.5:1)
- Debt service cover ratio 20.13:1 - (benchmark >2:1)
- Rates and annual charges outstanding 4.7% - (benchmark <5%)
- Cash expense cover ratio 14 months - (benchmark >3 months)
- Building and infrastructure renewals ratio 90% - (benchmark 100%)
- Infrastructure backlog 1.05% - (benchmark <2%)
- Asset maintenance ratio 130% - (benchmark 100%)

We continue to have a strong debt service ratio as a result of using borrowings under the Local Infrastructure Renewal Scheme (LIRS) program, which provides a source of funds with a subsidised interest rate for more significant infrastructure projects. In recent years, we have adopted to source funding, if required, for a segment of the capital works program via internally borrowing against reserve funds, with repayments occurring over seven years, including interest. This strategy gives us the capacity to borrow externally for more significant planned capital projects to ensure intergenerational equity and without largely impacting our reserves held for future liabilities.

Our financial statements are produced in accordance with the Australian Accounting Standards and the NSW Local Government Code of Accounting Practice. The Australian Accounting Standards Board (AASB) has adopted International Financial Reporting Standards (IFRS) and issued the Australian equivalents (AIFRS). The application of AIFRS is reflected in the Financial Statements. Our financial statements are independently audited by the Audit Office of NSW, reported to Council, placed on public exhibition and lodged with the Office of Local Government (OLG) by end of October each year. For comprehensive details of our financial information, please refer to our 2022-23 Financial Statements, the accompanying document to this Annual Report, which is also available on our website.

Summary of financial results

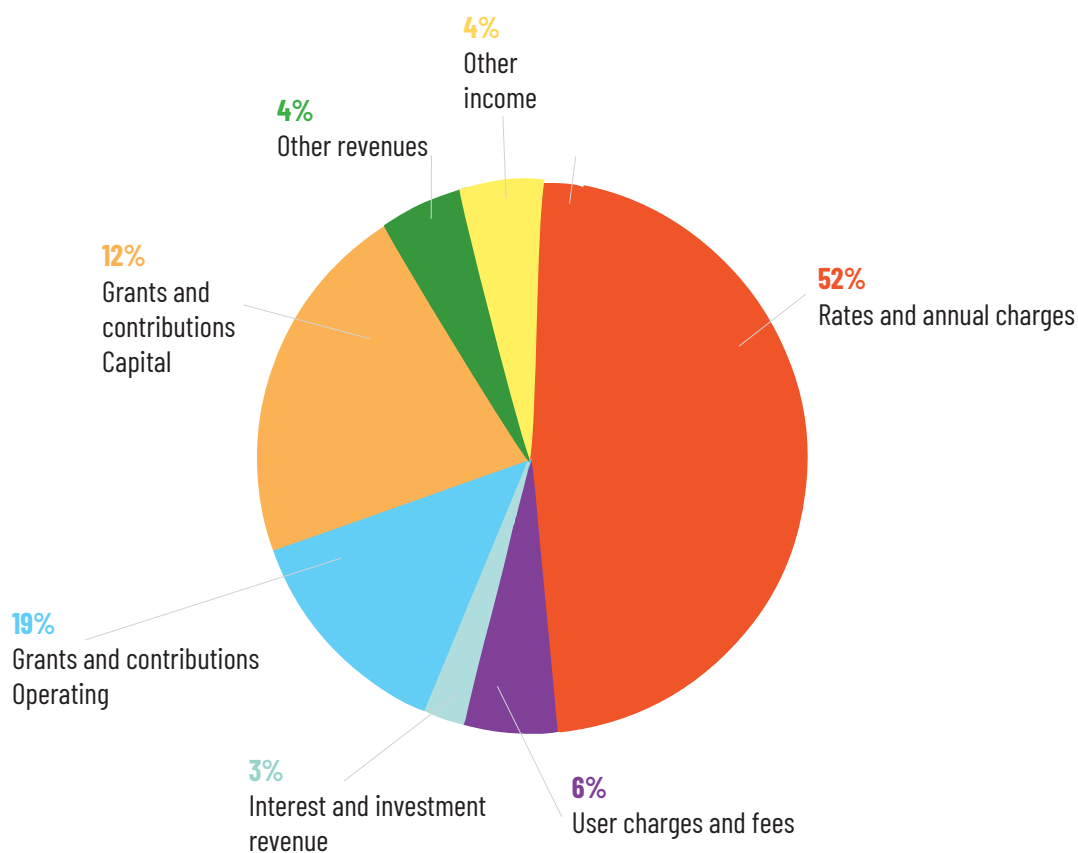
For the year ended 30 June (\$'000)	2023	Restated 2022
Total income from continuing operations	249,296	265,246
Total expenses from continuing operations	206,028	185,469
Net operating result from continuing operations	43,268	79,777
Net operating result before capital grants and contributions	14,329	32,991

For the year ended 30 June (\$'000)	2023	Restated 2022
Current assets	201,046	147,050
Non-current assets	2,966,190	2,834,473
Current liabilities	56,757	45,774
Non-current liabilities	6,402	5,916
Total equity	3,104,077	2,929,833

For the year ended 30 June (\$'000)	2023	2022
Cash flows from operating activities	76,938	64,744
Cash flows from investing activities	(71,950)	(110,801)
Cash flows from financing activities	(2,371)	(2,431)
Cash assets at the end of the reporting period	10,433	7,816

Income

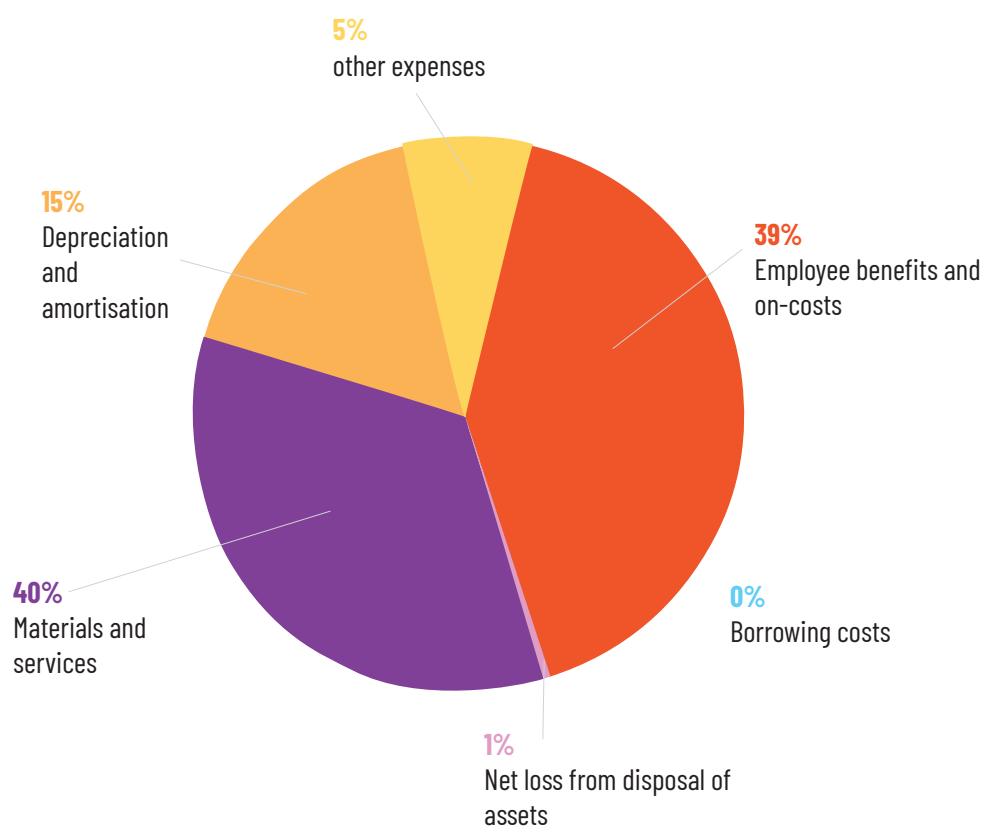
Total income from continuing operations down 6% to \$249m



Income Source (\$'000)	2023	Restated 2022	% change
Rates and annual charges	129,257	125,361	3%
User charges and fees	15,379	11,882	29%
Other revenues	11,286	7,735	46%
Operating grants and contributions	47,682	41,428	15%
Capital grants and contributions	28,939	46,786	-38%
Interest and investment income	7,772	1,641	374%
Other income	8,981	30,413	-70%
Total income from continuing operations	249,296	265,246	-6%

Expenses

Total expenses from continuing operations up 11% to \$206m



Expense Type (\$'000)	2023	Restated 2022	% change
Employee benefits and on-costs	79,954	72,633	10%
Materials and contracts	82,882	75,200	10%
Borrowing costs	171	295	-42%
Depreciation, amortisation and impairment	31,330	29,533	6%
Other expenses	10,361	6,275	65%
Net loss from disposal of assets	1,330	1,533	-13%
Total expenses from continuing operations	206,028	185,469	11%

Our People

Our workforce

We employ nearly 1,200 staff who deliver a wide range of services and activities for the community.

As one of the largest employers in the LGA, we provide permanent, casual and contract employment opportunities across diverse roles. In addition to direct employment, we host work experience placements, trainees and apprentices in a range of disciplines each year as part of our commitment to youth employment. In 2023, we hosted 3 apprentices, 2 school based trainees and 6 full-time trainees.



38

cultural backgrounds
reflected in our staff



45%
male

55%
female



100+
volunteers



343

new starters FY23



Management

65% female
35% male



16

employees identifying as
living with a disability



30

employees identifying
as indigenous



7.15

years Average Tenure



10

employees identifying as a
veteran or spouse of veteran



18.9%

staff turnover



\$540

staff training spend per FTE

Length of service

The average employee tenure is 7.15 years. We especially acknowledge the dedication of the 128 employees that have worked at Council and served the community for more than 20 years.

Recruitment

During the 2022/23 Financial Year, we saw an increase in recruitment activity in response to staff turn-over and organisation growth. We welcomed 343 new employees. A further 135 existing staff progressed into new roles within Council during the financial year. We are proud to offer genuine flexible work options and career development opportunities, which sees continued strong interest from passionate candidates across all role levels.

Learning and Development

We continue to invest in the development of our staff. In addition to a range of job related training, 38 staff participated in our Study Assistance program which provides support to obtain a tertiary qualification.

We again participated in the Australasian Management Challenge with our team, C-Town Disruptors competing with other Councils across NSW in a range of challenge activities.

People and Performance

With the updated Local Government (State) Award in effect from 1 July 2023, we took the opportunity to evolve our staff salary system, providing a streamlined and more competitive system to support the attraction and retention of staff.

Our Work Health and Safety

We are pleased to report once again year on year reduction of Lost Time Injuries. Our Return To Work rates continues to outperform industry average and this combined with our strong audit results (above 90% in all categories) resulted in Council being assessed as a Low Risk Insurer.

Equal Employment Opportunity

We operate within a positive environment and culture based on our shared values, which fosters equal employment opportunities. Below is a statement of activities undertaken under our Equal Employment Opportunity (EEO) Management Plan:

- All new employees received a thorough induction including a copy of the EEO policy in the employment pack
- EEO training is mandatory for all employees
- All employees and management have access to the EEO policy and EEO Management Plan
- Position descriptions have been used to ensure inclusion of EEO responsibilities for all staff in essential and desirable selection criteria are non-discriminatory
- Reviewed and supported the implementation of the Aboriginal Employment Strategy (AES) and Reconciliation Action Plan (RAP)
- Job advertisements include EEO statement welcoming applications from all forms of diversity
- Updated Workforce Management plan with dedicated Commitment to increasing participation of Aboriginal and Torres Strait Islander people in our workplace. This commitment includes defined initiatives aligned to pillars of: Engagement, Cultural Safety, Career Pathways.
- Broadened type of diversity data captured and reported through the Workforce Management Plan.

Employment Status (number of staff at 23 November 2022)

Directly employed by Council

Senior Staff	7	Casual Employee	412
Permanent Full Time	707	Fixed-Term Contract	39
Permanent Part Time	167		
Engaged by council, under a contract or other arrangement with the person's employer, that is wholly or principally for the labour of the person	0	Supplied to the council, under a contract or other arrangement with the person's employer, as an apprentice or trainee	18

Awards to Council

In 2022/23 Campbelltown City Council was proud to receive the following awards.

Award	What For?	Date
Highly Commended Leo Kelly OAM Arts Cultural Award 2022 LGNSW Local Government Award	Campbelltown Arts Centre (C-A-C) program and exhibition, Budjari Mudjingaal, meaning 'good friends' in Dharawal language. This was an ongoing term program of pottery lessons held at C-A-C for a group of female Aboriginal elders local to Campbelltown	August 2022
Highly Commended 2022 Innovation of the Year National Local Government Customer Service Network	Delivery of a new project enhancing customer and staff experience	November 2022
Finalist Customer Service Individual of the Year Award National Local Government Customer Service Network	C Sloane was recognised for the work this year in delivering a new streamlined training framework	November 2022
Highly Commended NSW Public Libraries Association	The team were celebrated for their work in the LGBTQIA+ space with the Library's Sense of Pride project, which focused on making library spaces inclusive and welcoming for LGBTQIA+ members and other intersectional communities	November 2022
Communication Education and Empowerment Award Local Government NSW Excellence in the Environment Awards	Platypus Pals project - a citizen science initiative to confirm the presence of platypus in the Georges River. The Council-run project drew on the support of passionate locals and fishers to collect water samples that were analysed using a new scientific method called environmental DNA (eDNA). The analyses confirmed a small population of platypus living in the Georges and Nepean Rivers and a population of endangered Macquarie perch with the Georges River.	December 2022
Highly Commended Award IPWEA Engineering Excellence Awards	Council received a Highly Commended Award for its project "Infrastructure Assets Revaluation by In-house staff using IPWEA Guidelines.	March 2023
Pemulwuy Prize	L Deitz, General Manager, along with South Western Sydney Local Health District Chief Executive, A Larkin was awarded the Pemulwuy Prize for fearless advocacy for Greater Western Sydney	June 2023





Capital Program



Roads

The total renewal expenditure for the 2022-23 Road Renewal Program was \$13,600,000. The total area of pavement treated was approximately 232,000m². A total of 39,700m² of pavement repairs were completed through the reactive heavy and minor patching program.

We completed 100% of the annual Roads Rehabilitation Program, which was carried out across various suburbs including Ambarvale, Blair Athol, Bow Bowling, Campbelltown, Denham Court, Glenfield, Ingleburn, Leumeah, Macquarie Fields, Rosemeadow and Woodbine. The works encompassed a wide range of activities, such as asphalt re-sheeting, pavement stabilisation, reconstruction, spray sealing, rejuvenation, micro-surfacing, mill and fill, heavy patching, and crack sealing, among others.

The program was implemented for all classes of roads that we maintain, namely 'Class 6 - Regional Road', 'Class 7 - Collector Road', 'Class 8 - Residential Road' and 'Class 9 - Cul-de-sac Road'.



Roadworks undertaken at Minto and Menangle Park

Car Parks

The total expenditure for the car park program 2022-23 was \$524,000. Key projects completed:

- Ambarvale Sports Complex Car Park
- Waminda Oval Car Park
- Pembroke Car Park
- Lynwood Park Car Park
- Bensley Road Reserve Car Park

The main activities involved sealing works with microsurfacing. A total area of 45,000m² has been treated as part of the Car Park Renewal Program.



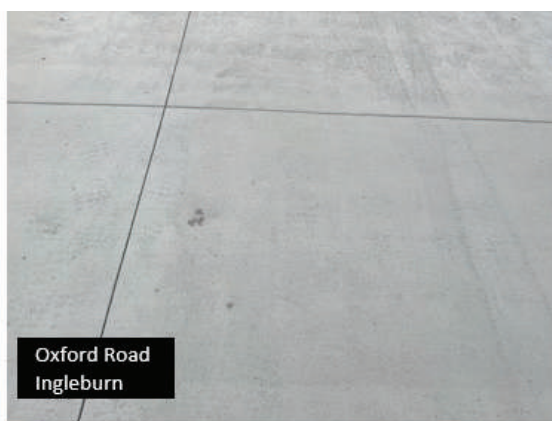
Kerb and Gutter

The total expenditure for the renewal of the Kerb and Gutter program 2022-23 was \$545,000. This included the completion of a total of 391 actions across the local government area. Construction of more than 2800m of kerb and gutter was completed under the Annual Reconstruction Program.



Footpath and Cycle way

The total expenditure for the footpath renewal program 2022-23 was \$1,500,000. This included the completion of 1,164 actions across the LGA. Construction of more than 15,000m² of footpath and cycle way was completed under the Annual Reconstruction Program.



New Footpaths 1.2 m wide- various locations in LGA

Construction of 1500m of new footpaths at various locations in the LGA which met the criteria as well as the priority. New Footpaths are constructed within the yearly allocated budget for this program with a cost of \$150,000 for 22/23.

Community benefits:

- Provides greater connectivity.
- Provide missing links between existing footpaths
- Promoting Active Transport

Shared Paths (New Cycle ways) - 2.5 m wide

Construction of 485m of shared pathways at various locations in the LGA (Airds Road, Minto Road, and Williamson Road) which met the criteria as well as the priority. Shared paths are constructed within the yearly allocated budget for this program with a cost of \$250,000 for 22/23.

Community benefits:

- To encourage active transportation and improve community connectivity.
- To continuously expand the cycle way network in accordance with Council's active transport network plan. Council aims to encourage active transportation and improve community connectivity.



Bridges and Major Culverts

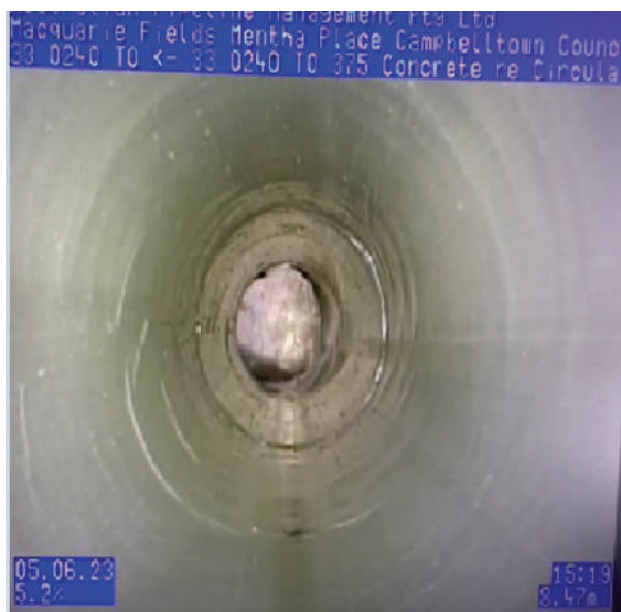
The total expenditure for the bridge and culvert repair program 2022-23 was \$1,040,000. The large scale projects in the program included Gilchrist Drive asphalt resheeting, Gilchrist Bridge



Stormwater Drainage Network

The expenditure for the stormwater assets renewal/maintenance program 2022-23 was \$324,000. The program consisted of multiple gross pollutant trap works, stormwater pipe relining works and lintel replacements for stormwater pits. One of the key stormwater projects undertaken was Saywell Road Pipe Replacement at Macquarie Fields.

The main projects delivered under the Stormwater Management Levy (\$804,096) were Milton Park drainage works, Marsden Park GPT and Waminda Oval Drainage Improvements.



Stormwater pipe relining work at Mentha Pl, Macquarie Fields



Stormwater pipe replacement in Saywell Rd, Macquarie Fields

Public Spaces

Hard asset achievements during the reporting period include:

- Renewal of synthetic grass across the LGA in Ruse Tennis Court, Macquarie Fields Park, Monarch Oval and Glen Alpine Tennis Centre
- Major fencing replacement works carried out at the Animal Care facility including installation of new motorised sliding gate and roofing installation at kennels
- Shade sail replacement work done at Fieldhouse Park, Mandurama Reserve, Willowdale Park, Campbelltown Sports Stadium
- Completion of the maintenance of playground and park assets, bus shelters, fencing, and other miscellaneous assets through reactive programs
- Renewal of sports field floodlight at Campbelltown Showground, Minto Softball sportsground and Koorunga Reserve.
- Metal sign post replacement at multiple parks including Canally Reserve, Mandurama Reserve, and Monarch Oval.
- Street cleansing and bin servicing programs were carried out within the Campbelltown LGA central business districts, roads, footpaths, car parks, parks and reserves.
- Seddon/Kennett Park - Cricket Nets Upgrade, Upgrade from a double bay cricket nets to 3 bay with new concrete pad, synthetic surface and fencing - \$160,000.
- Seddon/Kennett Park - site circulation - Concrete pathway system throughout the site including shared path loops surrounding the site, key entry connection points - \$570,884.



- Seddon/Kennett Park – Furniture items including, shelters, seating, bins and drinking fountain. New tree planting, signage and vehicle mitigation measures throughout the site – \$600,000.
- 22/23 Parks and Reserve Upgrades Shade sails to 7 existing play spaces – \$205,000. Sites include:
 - Digger Reserve
 - Eschol Park Sports Complex
 - Hallinan Reserve
 - Rizal Park
 - Kenny Reserve
 - Lorraine Cibilic Reserve
 - Macquarie Fields Park



Digger Black Reserve



Eschol Park



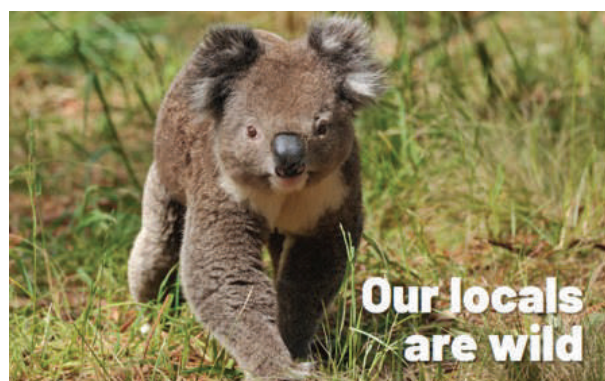
Lorraine Cibilic Reserve



Macquarie Fields Park

Installation of dog and koala safety signage and tangle bins signage across the following locations:

- Simmos Beach Reserve
- Ingleburn Reserve
- Smiths Creek Reserve – three main entrances Ruse, Leumeah and Waminda Avenue
- Freres Crossing, Kentlyn
- Keith Longhurst Reserve, Kentlyn
- Scattergood Reserve, St Helens Park
- The Wool wash, Airds
- Noorumba Reserve, Rosemeadow



Protect our koalas, walk your dog on a lead

Koalas are active here, day and night.
Koalas can be seriously injured or killed by a dog bite.
For wildlife and dog safety please keep your dog on a lead.

Report wildlife in trouble to
WIRES 0466 318 688
SYDNEY WILDLIFE 9433 4300

To report a koala
sighting please scan
this QR code



CAMPBELLTOWN

KOALATOWN



Australian Government



Protect our koalas, walk your dog on a lead

Campbelltown is home to a small but significant threatened
population of wild koalas. Let's work together to help
our koalas thrive!

Borrow one of our leads below for your furry friend
and return for someone else to use.

Thank you for helping us protect our wildlife.

Report wildlife in trouble to
WIRES 0466 318 688
SYDNEY WILDLIFE 9433 4300

To report a koala
sighting please scan
this QR code



CAMPBELLTOWN

KOALATOWN



Australian Government

Soft Assets

Seddon/Kennett Park sport field upgrade (\$3,648,596) involved the following:

- Complete reorientation and regrade of sports field to now include 1 senior cricket and 1 junior cricket and 2 rugby league fields
- Complete drainage and irrigation system with water harvesting system from sports pavilion.
- New lights, fencing, electrical upgrade and coaches boxes



Ingleburn Reserve Mountain Bike facility: 800m of beginner to intermediate mountain bike track with jumps, berms and timber features. Project included signage and entry connections \$160,000.



Bushcare Volunteer Program

- Number of volunteer hours: 1474 hours
- Number of group days held: 104 group days
- Number of attendees: 608

Engaging and Educating our Community on the Environment

- 76 Environmental education events across International Women's day, Seniors Week, Mountain Bike Youth Workshops and Seed Bomb Workshops at events.
- Delivered a range of events and programs that engage and educate the community, schools and early learning centres to foster stewardship for the environment - 5043 students engaged.

Bush regeneration works across grant projects at John Kidd Reserve and Smiths Creek with works completed at Fishers Ghost Creek. Program delivered across multiple Bushcare sites under Building a Bushcare Army Grant.

Translocation of 100 Hairy Geebung (threatened plants) through saving our Species, Bushcare Volunteers and Mount Annan Botanic Gardens to Endangered Ecological Communities

Location	Start Date	Finish Date	Number of Trees
Emerald Dr Avenue Planting	20 August 2022	27 August 2022	55
Ambarvale Sports Complex	17 October 2022	25 November 2022	352
Eagle Farm Reserve	17 October 2022	25 November 2022	204
Eschol Park Sports Complex	17 October 2022	25 November 2022	361
Harvey Brown Reserve	17 October 2022	25 November 2022	120
Raby Sports Complex	7 November 2022	02 December 2022	485
Glenfield Sports Complex (Seddon and Kennett Park)	1 March 2023 (Approx.)	1 April 2023 (Approx.)	350
Narellan Rd	11 October 2022	9 December 2022	4,278
Milton Park	30 July 2022	30 October	4,300
Wild Koala Day	3 May 2023	3 May 2023	1,000
Total Trees			11,505



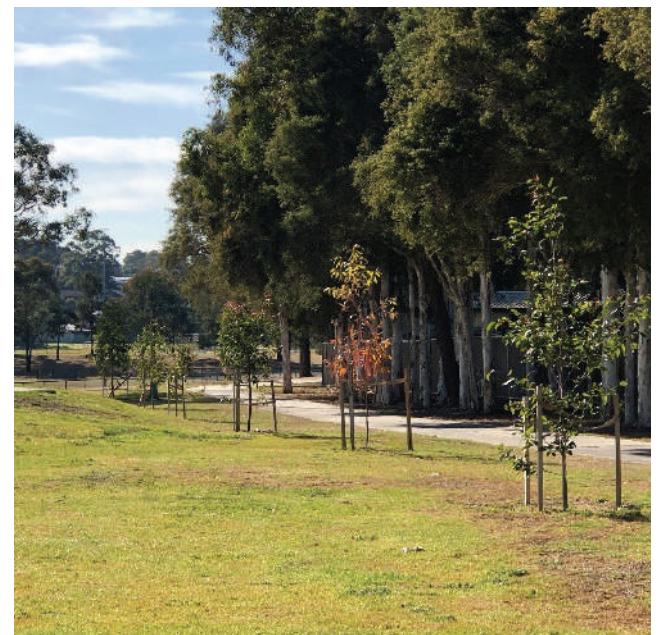
Shade for Shared Pathways - Emerald Drive Planting Shade



Shade for Shared Pathways - Ambarvale Sports Complex



Shade for Shared Pathways - Eagle Farm Reserve



Shade for Shared Pathways - Eschol Park Sports Complex

Bush Fire Hazard Reduction

- As a part of Campbelltown City Council's contribution to the Macarthur Bush Fire Risk Management Plan 2012, 30ha of Asset Protection Zones were maintained across the LGA.
- Council's Bushland Management Officer worked closely with Rural Fire Service and Fire and Rescue to plan and support Hazard Reduction Burning activities.

RFS successfully conducted

- a 76ha Hazard Reduction Burn in Kentlyn
- a 2.9ha Hazard Burn in St Helens Park
- 2km of lineal metres of Fire Trails were maintained with support from Council's Operations team

Priority Weed Control

- As part of Campbelltown City Council's contribution to the Greater Sydney Weed Action Program, 37ha within the LGA were treated for high priority invasive weeds over the last financial year. Targeted eradication of Boneseed occurred across 20ha at 5 cluster locations, including a potentially high risk infestation at Simmos Beach.
- Small infestations of asparagus species, including the Ming, Climbing and Sickletorn varieties, as well as Glory Lily, were treated across 10ha within Minto Heights, Kentlyn, Bradbury and Denham Court, with the Fishers Ghost Park infestation close to being under control.
- Two hectares were targeted for containment of Cat's Claw Creeper containment, including locations at Smiths Creek Reserve and Milton Park, and another 3ha between Denfield House and Macquarie House were the target of Tiger Pear containment.
- 15ha of Green Cestrum also received targeted control, with efforts mainly focused on a large infestation between the Nepean River and Menangle.



Soft Asset Achievements – across the LGA

Innovative Play Spaces Program

The following is a breakdown of the play space program expenditure during 2022/23

- New works - \$490,000
- The program delivered a series of play and exercise spaces that provide the community a balanced and safe environment, following a process including public consultation, public quotation and internal collaboration groups.
 - New neighborhood scale play space and exercise equipment to Passfield Park, Minto - \$400,000
 - Upgrade outdoor exercise equipment at Harvey Brown Reserve, Blair Athol - \$90,000



Harvey Brown Outdoor Fitness

Playground Reactive and Proactive Maintenance

The playground reactive and proactive maintenance program ensures that our playground assets are in peak condition and are safe, meeting all relevant standards, at all times. The reactive maintenance program is focused on replacing equipment when it is broken or stolen, and undertaking emergency activities. The proactive maintenance program consists of renewal activities such as topping up of playground mulch, resurfacing or replacing rubber soft fall, replacing aged equipment, recoating slide equipment and repainting. The approximate expenditure for playground maintenance was \$52,000.



Parks and Open Spaces Program Maintenance

The total expenditure for parks and open spaces maintenance for 2022-23 was approximately \$1,000,000. Works included the improvement of sporting facilities, installation of shade structures, floodlights and fencing renewals and improvements to access in and around Council's public spaces. Key projects include maintenance works at Raby Dog Training Facility, Clifford Walk Ingleburn, and Glen Alpine Tennis Courts.

- Renewal works - \$864,000
- Soft fall maintenance - \$139,200



Building Maintenance and Construction Program

The building maintenance expenditure including reactive, preventative and program maintenance for 2022-23 was approximately \$4,422,000.

This can be divided into the following categories:

- Building Maintenance works \$1,176,000
- Building Program Maintenance \$1,989,100
- RCR program \$37,900
- Building Construction \$1,219,000

One of the key projects undertaken as part of the Local Roads and Community Infrastructure Program (LRCI) phase 2 program was Seddon Park Amenities/Canteen



LRCI phase 3 Funding

In addition to the building maintenance program, Council received LRCI funding for approx. \$900,000. Based on this funding, Council has completed an extensive program of upgrades across our Leisure Centres including painting, new branded signage, additional shade structures, new seating, renovation of change room areas, addition of a new yoga room, new gym flooring and a comprehensive landscaping program.



Exterior Painting and Gym Floor Replacement at Macquarie Fields Fitness and Sports Centre

Billabong Parklands

The Billabong Project continues to advance with pool structures now complete and tiling works underway. Over 150,000 individual Sukabumi stone tiles have been installed throughout the main pool and children pool to create the natural shaded Billabong water colour. The building and landscaping contractors have commenced on site and the amenities building and plant room foundations are under construction. The amenities and plant room buildings maintain a natural feel throughout the landscapes with timber notes incorporated into the design of external façades.



Billabong Parklands under construction

Major Works - Engineering & Traffic Management

Raby Road, Raby- Upgrade of intersections with Eagle Vale Drive and Spitfire Drive to Traffic Signals

Cost: \$7,391,500

Project: The project aimed to widen the roads approaching both these intersections and upgrading to traffic signals including removal of roundabout at the Eagle Vale Drive/Raby Road intersection. The intersection of Spitfire Drive was upgraded to two left hand turn lanes and no right turn on to Raby Road to improve the safety at the intersection.

Community benefits:

- Enhanced safety for road users, pedestrians, and cyclists.
- Improved efficiency of the intersection
- Reduction in travel time
- Safe passage for pedestrians, cyclists and other road users
- Reduction in pollution
- Reduction in queue lengths during peak hours
- Better connectivity for the community



Raby Road Upgrade Works

The Parkway, Bradbury – New Roundabout at the intersection with driveway to Bradbury Oval

Cost: \$721,000

Project: Roundabout at the intersection of The Parkway and the driveway to Bradbury Oval, Bradbury including pedestrian crossing points, efficient street lights, kerb medians and central medians with associated signs and line markings.

Community benefits:

This upgraded roundabout project provides main entry point to the Billabong Parklands, Bradbury Oval and Gordon Fetterplace Aquatic Centre. The primary objectives of this project are to improve road safety, address speeding concerns, enhance traffic flow, and prioritise pedestrian safety.



Victoria Road, Minto- Kerb and Gutter, Drainage, Footpath and Pavement

Cost: \$340,000

Project: Formalised Victoria Road in Minto by providing essential infrastructure, including kerb and gutter, footpath and widening of pavement. Additionally, the stormwater drainage system was upgraded to address potential flooding concerns.

Community benefits:

The project's benefits to the community are numerous such as increased road safety and improved connectivity for residents, flood mitigation which reduces damage and enhancement of the overall appearance of the street.



New Car Parks

Farrow Road, Campbelltown- At Grade Car Park

Spaces: 114

Cost: \$300,000

Project: Construction of a temporary car park on Lot 2, Farrow Road including energy efficient streetlights, fencing and footpath link to connect to Railway Station entry on Farrow Road.

Community benefits:

This carpark will serve as an alternative to commuters who will be temporarily impacted from the existing at-grade car park during the construction of the multi-deck carpark at Lot 245 Farrow Road.



Leumeah Rd, Leumeah on Street carpark

Spaces: 9

Cost: \$138,840

Project: Car parking facility along Leumeah Road indenting into nature strip without compromising existing footpath.

Community benefits:

- Improved safety for residents while parking on kerb side due to increased heavy vehicles on the road
- Additional kerb side parking



Baulks - 5 Locations across the LGA

Cost: \$5,000

Project:

2022-2023 Baulks Program, which involves placing baulks at various locations within the LGA, specifically at the entry points to the reserve.

Community benefits:

The primary goal of this annual program is to deter illegal activities, safeguard Council assets, and enhance community safety.



PAMPS (Pram Ramps) - 10 across the LGA

Cost: \$10,000

Project:

Pram ramps constructed at multiple high-demand locations as per Australian Standard to enhance pedestrian safety.

Community benefits:

- Safety of residents



Traffic Calming Devices at various locations- Blackspot Funded

Roundabouts, speed cushions, high pedestrian activity area and speed radar signs

Cost: \$1,080,000

Project: Installation of traffic calming devices at the identified Blackspot Location in the LGA which include roundabouts, speed humps, speed radar signs, sign posting and High Pedestrian Activity Areas

Community benefits:

- Enhance road safety.
- Enhance safety of road users, pedestrians, and the adjoining residents
- Speed reduction
- Reduction in accidents/ crashes
- Efficient flow of traffic
- Improved performance of intersections



Pedestrian Crossings

Locations: St Lawrence Public School, Kearns, Bardia Public School, Bardia and Jamboree Avenue, Denham Court

Cost: \$370,000

Projects: Installation of pedestrian crossings at strategic locations, near schools and a retirement village

Community benefits:

- Enhance pedestrian safety.
- Speed reduction around schools
- Safe passage for elderly living in the nearby retirement village/ nursing home.



Bus Shelters

- Townson Avenue, Leumeah
- Dickens Road, Ambarvale
- Emerald Drive, Eschol Park

Cost: \$100,000

Project: Installation of new bus shelters at locations where use of public transport increased.

Community benefits:

- Provide infrastructure to the community to encourage use of public transport.
- To protect community from weather conditions.



Drainage - Various Locations

- Waminda Oval, Campbelltown
- Lynwood Park, St Helens Park
- Milton Park, Ingleburn
- Park Central, Campbelltown

Cost: \$750,000

Project: Drainage improvement works in parks and sports fields.

Community benefits:

- Prevent potential flooding and damage to the assets.



Asset Condition and Expenditure

Council has 4 main asset categories: Transportation; buildings and facilities; public spaces and stormwater and drainage. These assets undergo 2 types of work: (1) maintenance or renewal and (2) the creation of new assets. The Annual Report details maintenance and renewal work performed on these assets during the year, as well as on the condition of those assets in line with the following condition ratings.

Condition	Condition description	Residual life (estimated % of asset's design life remaining)
0	New or recently rehabilitated asset	90 to 100
1	Very good – no work required	72 to 90
2	Good – minor maintenance required	54 to 72
3	Average – Some work required	32 to 54
4	Poor – renewal required within one year	11 to 32
5	Very poor – urgent renewal required	1 to 11
6	End of Life	0 to 1

Condition and Expenditure on Roads

We maintain more than 800 km of roads throughout the city. The table below outlines the condition of public roads that we manage at the end of the reporting period.

Condition	Roadwork Network	
	Pavement (%)	Surfacing (%)
Very good	43.07	55.15
Good	43.55	32.2
Fair	10.87	10.3
Poor	2.51	2.35
Very poor	0.00	0.00

The following table demonstrates the estimated expenditure required to maintain the road network.

Asset Type	Estimated cost to bring to a satisfactory standard (\$,000)	Estimated annual maintenance cost (\$,000)	Maintenance & Renewal expenditure (\$,000)
Pavements	5,620	2,544	5,215
Surfacing	5,359	2,000	15,996

Condition and Expenditure of Road Infrastructure

The following table demonstrates the condition ratings of bridges and major culverts; footpaths and cycleway; kerb and gutters; traffic islands; road furniture; car parks surfacing; car park pavement, and other infrastructure across the city that are part of our responsibility to maintain.

Asset Types	Quantity	Unit	Very good	Good	Fair	Poor	Very poor
Bridges and Major Culverts	200	nos	41.66%	37.57%	20.77%	0.00%	0.00%
Footpaths Cycle ways	593	km	27.00%	33.99%	37.42%	1.59%	0.00%
Kerb & Gutter (km)	1389	km	85.27%	10.71%	3.89%	0.13%	0.00%
Traffic Islands	1382	nos	8.27%	57.78%	29.93%	4.02%	0.00%
Traffic Management Devices	1012	nos	14.76%	58.81%	23.57%	2.86%	0.00%
Road Furniture	17846	nos	39.90%	49.71%	9.96%	0.43%	0.00%
Car Parks Surfacing	415,699	sqm	39.51%	44.32%	15.54%	0.63%	0.00%
Car Parks Pavements	427,637	sqm	44.36%	35.60%	18.96%	1.07%	0.00%

The following table demonstrates the estimated expenditure required to maintain these asset types.

Asset Type	Estimated cost to bring to a satisfactory standard (\$,000)	Estimated annual maintenance cost (\$,000)	Maintenance & Renewal expenditure (\$,000)
Bridges and Culverts	602	164	1,266
Footpaths Cycle ways	193	455	1715
Kerb & Gutter and Traffic Islands	212	108	889
Traffic Management Devices	0	38	675
Road Furniture	61	183	278
Car Parks Surfacing	104	22	519
Car Parks Pavements	59	22	61

Condition and Expenditure of Stormwater Drainage Network

The table below demonstrates the condition rating of our stormwater assets.

Asset Types	Quantity	Unit	Very good	Good	Average	Poor	Very poor
Pipe	699	km	78.68%	20.59%	0.73%	0.00%	0.00%
Pits & headwall	27,485	nos	32.95%	48.05%	18.94%	0.06%	0.00%
Channels	137	nos	35.21%	44.31%	20.16%	0.32%	0.00%
Flood Mitigation	214	nos	21%	75%	3%	1%	0%
Water quality devices	85	nos	59%	33%	7%	1%	0%

The table below demonstrates the estimated expenditure required to maintain these asset types.

Asset Type	Estimated cost to bring to a satisfactory standard (\$,000)	Estimated annual maintenance cost (\$,000)	Maintenance & Renewal expenditure (\$,000)
Pipe	0	359	231
Pits & headwall	63	161	1,624
Channels	85	63	0
Flood Mitigation	207	50	0
Water quality devices	91	12	54

Public Spaces

The following table demonstrates the condition ratings of public spaces across the city.

Asset Types	Quantity	Unit	Very good	Good	Average	Poor	Very poor
Recreational Assets exclude Swimming Pools	2,230	nos	15.13%	71.75%	12.85%	0.26%	0.00%
Other Structures	5,379	nos	35.65%	39.74%	23.80%	0.58%	0.21%
Swimming Pools	13	nos	24.15%	49.25%	26.60%	0.00%	0.00%

The following table demonstrates the estimated expenditure required to maintain the public spaces of the city.

Asset Type	Estimated cost to bring to a satisfactory standard (\$,000)	Estimated annual maintenance cost (\$,000)	Maintenance & Renewal expenditure (\$,000)
Recreational Assets exclude Swimming Pools	657	535	1,424
Other Structures	539	561	6,317
Swimming Pools	22	222	291

Building Facilities

The following table demonstrates the condition rating of building assets under the responsibility of Council.

Asset Types	Quantity	Unit	Condition %					
			New	Very good	Good	Average	Poor	Very poor
Buildings	231	nos	12.9	11.52	50.29	24.48	0.74	0.08

The following table demonstrates the estimated expenditure required to maintain this asset type.

Asset Type	Estimated cost to bring to a satisfactory standard (\$,000)	Estimated annual maintenance cost (\$,000)	Maintenance & Renewal expenditure (\$,000)
Buildings	1,480	4,236	4,422



Statutory Reporting



Planning and Development

Planning Agreements in Force

There are 8 executed Planning Agreements currently in effect in the Campbelltown LGA. Particulars of compliance with and the effect of planning agreements in force during the year 2022-23 are detailed in the table below.

VPA Name	Executed	Description	Status
Aird Bradbury	19 November 2014	For the Airds Bradbury Renewal Project	Active
Bensley Road (Caledonia Precinct)	7 August 2019	In conjunction with a Planning Proposal	Active
Claymore	2 September 2019	For the Claymore Renewal Project	Active
East Leppington	13 October 2017	East Leppington (Willowdale) Precinct	Active
Edmondson Park South	6 July 2015	Edmondson Park South (Bardia) Precinct	Active
Menangle Park	4 February 2021	Menangle Park Urban Release Area Stages 1, 2A & 2B	Active
Mt Gilead 1	8 August 2018	Stage 1 of Mount Gilead Urban Release Area	Active
University of Western Sydney	18 December 2015	Redevelopment of the UWS Precinct	Active

Council keeps a register of all relevant planning agreements on our website.

<https://www.campbelltown.nsw.gov.au/Build-and-Develop/Planning-Policies-and-Controls/Planning-Agreement-Register>

Contributions Plans

There are 4 Contributions Plans currently in effect in the Campbelltown LGA as detailed in the table below.

VPA Name	Executed	Description	Status
Campbelltown Local Infrastructure Plan 2018	19 December 2018	LGA wide combined S7.11 and S7.12 Plan	Active
Section 94 Contributions Plan Glenfield Road Urban Release Area	18 December 2007	Contribution Plan specific to the northern portion of Glenfield	Active
Contributions Plan for Public Car Parking	21 September 2004	For Car Parking in the Campbelltown and Ingleburn Business Centres	Active
Menangle Park Contributions Plan 2020	24 June 2020	IPART reviewed Plan applying to the Menangle Park Urban Release Area	Active

Development Contributions and Levies

Council received \$6,014,021 in levies during 2022/23 and expended \$2,232,086, as per the details provided in the table below.

Project ID Number	Project Description	Service Project Relates To	Amount Contributions or Levies Spent	% Project funded by Contributions or Levies	Amount Spent from Temporary Borrowings	Value of Land	Material Public Benefit	Project Status
OSR48	Seddon Park	CLIP 2018	\$1,482,083	100%	\$0	\$0	No	Ongoing
CW6	Ctown LIC Plan-Ing Res-Mountain Bike Tr	CLIP 2018	\$48,227	100%	\$0	\$0	No	Ongoing
OSR37	Ctown LIC Plan-Scenic Hills Lscape Study	CLIP 2018	\$100,000	100%	\$0	\$0	No	Ongoing
OSR16	Ctown LIC Plan-Ingleburn Reserve-Const	CLIP 2018	\$386,061	100%	\$0	\$0	No	Ongoing
	Ctown LIC Plan - Scriven Pk Play Equip	CLIP 2018	\$0	100%	\$0	\$0	No	Ongoing
	Road Works-Phyllis Street Minto	CLIP 2018	\$200,000	100%	\$0	\$0	Yes	Complete
17	Menangle Park land valuation	Menangle Park CP	\$4,950	100%	\$0	\$0	No	Ongoing

Governance

Councillor Induction Training and Professional Development

Following the 2021 Local Government election, the Mayor Cr George Greiss and Councillors D Lound, K Hunt, M Chowdhury, R Manoto, M Oates, W Morrison, M Khalil, M Stellino, J Cotter, G Brticevic, M Chivers, M George, J Chew and R Munro completed Council's induction program in the 2021-22 financial year.

During 2022/23, the Mayor and all Councillors participated in an ongoing professional development program. The total cost of induction and professional development was \$7614 (excl. GST)

A total of 24 briefings/training sessions related to Council's Policies, Strategies, Plans and Code of Meeting Practice were provided to the Mayor and Councillors during the year as part of a professional development program.

The Mayor and all Councillors were invited to attend the following conferences to supplement the professional development program (costs detailed in the Mayoral and Councillor Expenses table)

- LGNSW Annual conference,
- Australian Local Government Association National General Assembly, Canberra
- Urban Development Institute of Australia National Congress, Perth

Provided in accordance with clause 217(1)(a)(iii) of the Local Government (General) Regulation 2005

Council participation in external bodies

We participated in the following corporations, partnerships, trusts, joint ventures, syndicates or other bodies during 2022/23.

- Statewide Mutual (for the purposes of managing liability and property insurance)
- South West Sydney Community and Justice Precinct through memorandum of understanding with NSW Government
- Western Sydney University through memorandum of understanding for CBD campus, Justice Precinct, Sports Centre of Excellence and Macarthur Medical Research Centre
- Campbelltown Health and Education Precinct Partnership with Western Sydney University, South West Sydney Local Health District, South West Sydney Primary Health Network, University of NSW, TAFE NSW and Ingham Institute
- Western Parkland Councils alliance with 7 other councils in Western Parkland City (Blue Mountains, Camden, Fairfield, Hawkesbury, Liverpool, Penrith and Wollondilly)
- Western Sydney Health Alliance with Western Parkland Councils, South West Sydney Local Health District, South West Sydney Primary Health Network through agreement
- Western Sydney City Deal with NSW, Australian and Local (Western Parkland Councils) Governments
- Western Sydney Planning Partnership with the Western Parkland Councils, plus Blacktown City Council
- Resilient Sydney
- Southern Sydney Regional Organisation of Councils (joint electricity, gas and renewable energy contract)
- Landcom and Sourced Energy partnership – Creating a Spark – energy sharing communities grant
- Georges Riverkeeper membership with 8 Councils located along the Georges River.
- s355 Committee – Town Hall Theatre management committee
- Western Sydney University – Benchmarking heat and CoolSeal trial
- Wollondilly and Camden Council for environmental education programs (Threatened Species Art Competition and Macarthur Nature Photography Competition) and onground research and works programs (Platypus and Aquatic Weed Spraying).

Disability Inclusion Action Plan

In November 2022 we endorsed our Disability Inclusion Action Plan (DIAP) 2022-2026. Building on the solid foundation and achievements of the 2017-2021 plan, the new DIAP outlines the way in which we will improve the experience of living in the Campbelltown area for people with disability.

Our plan has four key pillars – attitudes and behaviours, liveable communities, meaningful employment, and systems and processes – that align with NSW Government identified focus areas and reflect the focus areas that our community told us were important during consultations in early 2022. These strategies inform a range of strategies and actions that we will deliver to improve wellbeing, health, employment and education opportunities and outcomes for people with disability.

In addition to extensive consultation and developing a new plan, we are proud to have undertaken the following activities within the last financial year:



Develop positive attitudes and behaviour

- The Campbelltown Arts Centre (C-A-C) runs weekly sessions of Little Orange, a working studio for Artists who identify with having a disability. The Little Orange Project engaged artists on several projects including commissioning new works for exhibitions, public art, and workshop programs.
- The Macability Art Award is offered within the broader Fisher's Ghost Art Awards program, providing options to showcase and recognise artists who identify with having a disability. The Macability Art Award receives over 90 entries a year.

Create liveable communities

- C-A-C continued to offer accessible public programming through Auslan interpreters, sensory and tactile activities, live captioning, accessible tours, quiet spaces and collaborating with artists who identify as having a disability.
- Consultation with Autism Australia (ASPECT) has also offered insight on how to make our environmental spaces more inclusive.
- We have started assessing how we can make improvements to our public areas to improve accessibility for people with disability. This work will continue as we implement the new DIAP over the coming years.
- Our events continue to improve with the inclusion of wheelchair accessible ramps, increased disability parking, and the inclusion of quiet sessions for people with disability.

Support access to meaningful employment

- Our libraries have developed a local partnership to deliver a vocational skills program for people with disability. This pilot program involves introducing young people aged 18 to 24 years to libraries to engage with the library team and hear about professional pathways into library services. Young people were also supported to gain some practical work experience in our libraries.
- C-A-C has arranged several professional development opportunities for Little Orange Artists and have supported employment opportunities through workshops, exhibitions, and sales through the Artist Exchange Gallery Shop and Arts Market. Little Orange is provided with a free stall at the quarterly Arts Market.
- We employ people with a lived experience of disability and has hosted work experience students, interns and placements in order to provide pathways into employment.

Improve systems and processes

- All our library locations have invested in equipment to support people with low vision to access library services. This includes high visibility clocks and keyboards, and magnifiers and noise cancelling headphones on all public computer terminals.
- We continue to invest in supporting our staff to understand the needs of people with all abilities through training opportunities, including training available through Accessible Arts.

Services provided to Carers

While we do not directly provide services for Carers, we do provide a range of inclusive programs and services for all members of our community.

- We indirectly provide support to all families of children attending our Child Care Centres including those children with a disability
- We provide free entry to our Leisure Centres to all Carers (with a valid Companion Card) when providing care for another.
- We provide free entry to our library facilities which provide resources and spaces for Carers and their families.
- We provide information and refer our residents to service delivery agents in the community

Public Interest Disclosures

The Public Interest Disclosures Act 2022 (PID Act) sets in place a system to encourage public officials to report serious wrongdoing. With the commencement of the 2022 PID Act on 1 October 2023, work has been underway throughout the reporting period to update and harmonise Council's Internal Reporting Procedures with the new legislative requirements.

All Councillors received Code of Conduct training (incorporating Public Interest Disclosures) in 2022/23.

Details of Public Interest Disclosures received by us for the period 1 July 2022 to 30 June 2023 under the PID Act are provided in the tables below.

	Made by public officials performing their day to day functions	Under a statutory or other legal obligation	All other PIDs
Number of public officials who made public interest disclosures to your public authority	1		
Number of public interest disclosure received by your public authority	1		
Of public interest disclosures received, how many were primarily about: <ul style="list-style-type: none">• Corrupt conduct• Maladministration• Serious and substantial waste• Government information contravention• Local government pecuniary interest	1		
Number of public interest disclosures (received since 1 January 2012) that have been finalised in this reporting period	0		

Government Information Public Access

The Government Information Public Access (GIPA) Act is designed to help develop and maintain a system of government that is open, accountable, fair and effective.

We publish a range of information under the GIPA Act on our website. However, not all information held by us can be published online. Depending on the nature of information required an Informal or Formal Release Application may be required.

Details of requests for information that we received for the period 1 July 2022 to 30 June 2023 under the Government Information (Public Access) Act and Regulation are provided in the tables below.

Clause 8A: Details of the review carried out by the agency under section 7(3) of the Act during the reporting year and the details of any information made publicly available by the agency as a result of the review

Reviews carried out by the agency	Information made publicly available by the agency
Yes	No

Clause 7B: The total number of access applications received by the agency during the reporting year (including withdrawn applications but not including invalid applications)

Total number of applications received
110

Clause 8C: The total number of access applications received by the agency during the reporting year that the agency refused either wholly or partly, because the application was for the disclosure of information referred to in Schedule 1 to the Act (information for which there is conclusive presumption of overriding public interest against disclosure)

Number of applications refused	Wholly	Partially	Total
	0	0	0
% of total	0%	0%	0%

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

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn	Total	% of Total
Media	0	0	0	0	0	0	0	0	0	0%
Members of Parliament	0	0	0	0	0	0	0	0	0	0%
Private sector business	41	0	1	17	6	0	0	5	72	47%
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0	0%
Members of the public (by legal representative)	13	2	0	12	3	1	0	1	32	21%
Members of the public (other)	35	1	3	10	0	0	0	1	50	32%
Total	89	5	4	39	9	1	0	7	154	
% of Total	58%	3%	3%	25%	6%	1%	0%	5%		

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

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

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn	Total	% of Total
Personal information applications*	0	0	0	0	0	0	0	0	0	0%
Access applications (other than personal information applications)	89	5	4	39	9	1	0	7	154	100%
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0	0	0%
Total	89	5	4	39	9	1	0	7	154	
% of Total	58%	3%	3%	25%	6%	1%	0%	5%		

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

Table C: Invalid applications

Reason for invalidity	No of applications	% of total
Application does not comply with formal requirements (section 41 of the Act)	22	100%
Application is for excluded information of the agency (section 43 of the Act)	0	0%
Application contravenes restraint order (section 110 of the Act)	0	0%
Total number of invalid applications received	22	100%
Invalid applications that subsequently became valid applications	22	100%

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

	Number of times consideration used*	% of total
Overriding secrecy laws	0	0%
Cabinet information	0	0%
Executive Council information	0	0%
Contempt	0	0%
Legal professional privilege	0	0%
Excluded information	0	0%
Documents affecting law enforcement and public safety	0	0%
Transport safety	0	0%
Adoption	0	0%
Care and protection of children	0	0%
Ministerial code of conduct	0	0%
Aboriginal and environmental heritage	0	0%
Total	0	

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

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

	Number of times consideration used*	% of total
Responsible and effective government	1	10%
Law enforcement and security	0	0%
Individual rights, judicial processes and natural justice	7	70%
Business interests of agencies and other persons	2	20%
Environment, culture, economy and general matters	0	0%
Secrecy provisions	0	0%
Exempt documents under interstate Freedom of Information legislation	0	0%
Total	10	0%

Table F: Timeliness

	Number of times consideration used*	% of total
Decided within the statutory timeframe (20 days plus any extensions)	99	95%
Decided after 35 days (by agreement with applicant)	5	5%
Not decided within time (deemed refusal)	0	0%
Total	104	

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

	Decision varied	Decision upheld	Total	% of total
Internal review	1	0	1	100%
Review by Information Commissioner*	0	0	0	0%
Internal review following recommendation under section 93 of Act	0	0	0	0%
Review by NCAT	0	0	0	0%
Total	1	0	1	
% of Total	100%	0%		

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

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

	Number of applications for review	% of total
Applications by access applicants	1	100%
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0	0%
Total	1	

Table I: Applications transferred to other agencies

	Number of applications for transferred	% of total
Agency initiated transfers	0	0%
Applicant initiated transfers	0	0%
Total	0	

Compliance

Animal Care Facility

The Animal Care Facility's (ACF) primary role is to provide accommodation facilities to receive impounded and surrendered animals, promote responsible pet ownership, rehoming, rescue, and release of impounded companion animals.

During 2022-23, 1,454 animals came into the ACF, with 1,317 animals being sold, rescued, or released to their owners.

We have a dedicated Facebook page that actively promotes animals for sale, animals available for rescue, and lost animals with most animals either placed in new homes or reunited with their owners.

Responding to calls from members of the public requiring assistance in relation to animal control matters, our Animal Control Officers issued a total of 4849 penalty notices for identified breaches of the Companion Animals Act 1998.

Key activities over the past 12 months include:

- Live television promotion of ACF on Channel 7 Sunrise Program – Simparica Trio Dog of the Year
- Live television promotion of ACF on Studio 10 Morning Show
- Reopen the ACF to the public post-Covid with dedicated guide tour times
- Launch inaugural Quarterly Open Days at the ACF
- Implemented Shelter Buddy new database for Impounding Animals
- Complete Security Audit and completed Recommended Actions
- Complete external Work Health & Safety Risk Audit and implemented all Recommended Actions
- Design and build 3 dedicated Dangerous Dog Kennels – Stage 1
- Complete Security Fencing, paving signage, and new entry gate access
- Redesigned and completed customer service counter
- Inaugural Dog Day Out as part of the Fisher's Ghost Festival 2022
- Hosted the Council Unites for Pets Working Group with over 170 attendees in person and online
- Draft Companion Animal Management Plan 2022-26
- Draft Animal Care Facility Operational Plan

Additional reporting information on our ACF is outlined below, in accordance with the Companion Animals Act 1998 and Regulation 2008.

2022-2023	Cats	Dogs	Total
Impounded	635	721	1356
Surrendered	42	56	98
Released to owner	2	368	370
Sold	284	164	448
Rescue organisation	332	167	499
Euthanased			
- at owner's request	0	32	32
- health/temperament	37	10	47
- unable to rehome	0	40 (dangerous dogs)	40

Lodgment of data relating to dog attacks with the Office of Local Government

During the reporting period, Council received reports of 155 reported dog attacks resulting in 115 dog attack investigations, with 19 dogs currently being declared menacing, 13 currently declared dangerous, and 45 penalty notices issued. 40 dogs have been surrendered to the Council by their owners due to the serious nature of the incidents.

Amount of funding spent on companion animal management activities

Our expenditure for the reporting period was \$1,024,645 which was offset by income from companion animal registration, penalty notices, sale fees and charges of \$730,943.73.

Companion animal community education programs

Information has been included in local media and Council publications, supplementing responsible pet ownership information available on Council's website. Community education on responsible pet ownership was also delivered through the CAWS (Community Animal Welfare Scheme) and the Keeping Cats Safe at Home (KCSH) programs, in addition to providing subsidised desexing for companion animals participating in the program.

Strategies Council has in place to promote and assist the desexing of dogs and cats

- Dedicated full-time impounding and rehoming officers
- Dedicated fulltime Companion Animals Registration Officer (CAMS)
- Professional photography and individual profiles on the Council's website
- Promotion of dogs and cats for sale on Bus Shelters, and social media
- Advertisement of animals on the Council's and the Animal Care Facility Facebook pages
- Ongoing collaboration and networking with community and rescue groups to post information on our dogs/cats to social media
- Conducting responsible pet owner education programs and participation at information stalls at community events such as the Annual Dog Day Out and the Animal Care Facility Quarterly Open Days
- Advertising of all animals on PetRescue.com.au

Council is committed to our responsible pet policy with all animals sold or adopted from the Animal Care Facility being vaccinated, health checked, registered and desexed. The CAWS (Community Animal Welfare Scheme) subsidised desexing program is also conducted on an annual basis with over 140 animals going through this program alone.

Strategies in place to comply with the requirement under Section 64 (Companion Animals Act) to seek alternatives to euthanasia for unclaimed animals

The Council's Companion Animal Rehoming Officer promotes animals available for sale and rescue. We worked with over 90 approved animal rescue organisations as well as several other non-recognised rescue groups which rescue animals that are unable to be rehomed. Several local community interest groups also assisted in rehoming animals by passing on information about animals for sale through their own networks and social media channels.

The Animal Care Facility also utilised the Council's website and other sites to display lost and for-sale dogs and cats to facilitate rehoming. We also network with several local pet shop suppliers who regularly advertise and promote the ACF and the dogs and cats we have available for adoption.

Leash-free areas provided in the Council area

We provide and maintain 6 leash-free areas across Campbelltown City located at the following locations

- Mt Olympus St, Bardia
- St Johns Road, Bradbury
- Fawcett Street, Glenfield
- Kellerman Drive, St Helens Park
- Macquarie Road, Macquarie Fields.
- Eagleview Road, Minto
- Hurricane Drive, Raby

Detailed information on how fund money was used for managing and controlling companion animals in our LGA (Local Government Area)

The total cost for the Animal Care Facility Program for 22/23 was \$1,024,645 with Animal related Income of \$787,104.43

Private Swimming Pool Inspections

We continued to conduct swimming pool inspections and encourage Campbelltown residents to safely enjoy our warm climate in the great outdoors.

We encourage all pool owners to self-check their pool safety barriers and to rectify any problems they encounter. We also undertake our own inspection program of private swimming pools to encourage pool owners to ensure their child-safe barrier complies with relevant requirements.

During 2022-23 we performed a range of private swimming pool inspection activities including:

- Inspected 1 tourist and visitor accommodation
- Inspected 86 premises with more than 2 dwellings
- Under section 22D of the Swimming Pools Act 1992, 87 certificates of compliance were issued by Council officers
- Under Clause 21 of the Swimming Pools Regulation 2018, Council officers issued 95 non-compliance certificates.





Financial Management



Special rate variation

Following extensive community consultation, we made an application in February 2014 to the Independent Pricing and Regulatory Tribunal to vary rates by 11%. There are 2 components to the special rate variation, 2.3% for operational requirements and 8.7% directed solely towards asset maintenance and renewal requirements. The 8.7% is represented by \$7.79m and remains permanent within our rate base to fund the lifecycle costs of community's assets in perpetuity and address the infrastructure renewal backlog within a 10 year period. Following is a breakdown of our additional commitment to asset maintenance and renewal for 2022-23:

Additional commitment to asset maintenance and renewal for 2022-23	Amount (\$)
Income	
Special rate variation – 8.7%	7,790,400
Expenditure	
Roads	3,370,700
Footpaths	484,800
Kerbs and gutters	397,800
Bridges	208,200
Car parks	214,100
Buildings	2,563,200
Public spaces	551,600

The special rate variation funded works form part of our city improvements program, for more information on projects and outcomes. Refer to <http://www.campbelltown.nsw.gov.au/CityImprovements>.

Rates and charges written off

To comply with the Local Government Act 1993, Local Government (General) Regulation 2005 and Council's Pensioner Rebate Scheme, Council is required to report on rates and charges written off.

The value of rates and charges written off during 2022-23 was as follows:

- Section 575 of the Local Government Act 1993: pensioner rebate concession \$1,947,207 is the total abandonment – Council write off \$876,243
- Section 582 of the Local Government Act 1993: Council voluntary pensioner rebate concession \$389,411
- Section 595 of the Local Government Act 1993: postponed rates on properties which are zoned for a higher use than their actual use \$117,545

Financial assistance to others

To comply with Local Government (General) Regulations 2005, Council provides the following report on contributions and donations to others. During 2022-2023 Council provided a range of contributions and donations to individuals, community groups and non-profit organisations.

Under section 356 of the Local Government Act 1993, contributions and donations to the value of \$157,513 were delivered through the following programs:

Type of assistance provided	Amount (\$)
Sister Cities	9,750
Community Groups	51,240
Other	5,069
Charities	91,455
Total Contributions and Donations	157,513

Councillor Remuneration and Expenses

The Local Government Act 1993 requires councils to adopt a policy for the payment of expenses incurred by, and the provision of facilities to, mayors, deputy mayors and other councillors. Mayors, deputy mayors and councillors can only be reimbursed for expenses, and provided with facilities, in discharging the functions of civic office, in accordance with this policy. Our policy on the provision of facilities for use by councillors and the payment of councillors' expenses is available on our website.

As a requirement of the Local Government Act 1993 and associated Regulation, we are required to report on councillor remuneration and expenses in the Annual Report. Details of the total cost for the payment of expenses and provision of facilities to councillors to attend their civic duties are itemised below.

In accordance with Section 241 and 248 of the Local Government Act 1993 and the determination of the Remuneration Tribunal, the Mayor provides for an annual allowance of \$71,300 for the year ending 30 June 2023.

In accordance with Section 241 and 248 of the Local Government Act 1993 and the determination of the Remuneration Tribunal, Councillors allowed an annual fee of \$26,840 each for the year ending 30 June 2023.

Total fees paid to councillors for the year ending 30 June 2023 were \$581,000. In accordance with Section 252 of the Local Government Act 1993, we are required to pay expenses incurred or to be incurred and provide facilities for the Mayor, Deputy Mayor and councillors to enable them to discharge their functions of civic office.

The total cost during the year of the payment of the expenses of, and the provision of facilities to, councillors in relation to their civic functions (as paid by council, reimbursed to the councillor or reconciled with the councillor) was \$107,000. These costs include but are not limited to the items detailed below:

Mayoral and Councillors' Expenses	Amount (\$)
Office equipment including laptop computers, mobile telephones, telephones, facsimile machines, line rental costs and internet access costs	\$18,959.09
Telephone calls including mobiles, landline and facsimile services	\$4,624.86
Attendance at conferences and seminars	\$56,223.82
Training and professional development programs	\$7,613.81
Training and Skill development	\$0
Interstate travel	\$17,654.65
Overseas travel	\$0
Spouse/Partner accompanying a councillor	\$0
Care for a child of, or an immediate family member	\$1,417.50

Overseas Visits

Details of overseas visits by our Mayor, Councillors, council staff or other persons representing Council (including visits sponsored by other organisations) for the period of 2022-23.

Purpose of Travel	Destination	Officer	Date	Costs met by Council
To connect with and establish relationships with contemporary artists and institutions for Campbelltown Arts Centre	Frankfurt, Kassel, Berlin, Venice	A Porter, Head of Curatorial (Campbelltown Arts Centre)	5 September – 24 September 2022 (includes personal leave from 15 September to 19 September)	No cost to Council other than staff salaries. Funded through Gordon Darling Travel Grant and from Create NSW.
To conduct research, develop networks and seek partnerships that would consider the influence of South-East Asia and Europe. Build new relationships with curators and galleries internationally	Singapore, Kassel and Berlin	E Rolfe, Curator – Contemporary Visual Art (Campbelltown Arts Centre)	10 September – 19 September 2022	No cost to Council other than staff salaries. Gordon Darling Travel Grant and from Create NSW.

General Manager and Senior Staff Remuneration

Remuneration	Amount (\$)
General Manager	
Salary	369,158.40
Bonus, performance or other payments	0
Superannuation (employer contribution or salary sacrifice)	25,291.94
Non-Cash Benefits	8,356.78
Fringe benefits tax payable	11,202.22
Total Remuneration Package	414,009
Senior Staff (excluding General Manager)	
Salary	1,320,462
Bonus, performance or other payments	0
Superannuation (employer contribution or salary sacrifice)	136,377
Non-Cash Benefits	30,863
Fringe benefits tax payable	57,014
Total Remuneration Packages	1,544,715

Ethical procurement

Council is committed to acting ethically and with integrity in our operations. This includes ensuring our employees and contractors are alert to possible modern slavery or related exploitation in supply chains.

In the past financial year, Council has taken steps to ensure that goods and services procured by Council during the financial year were not the product of modern slavery within the meaning of the Modern Slavery Act 2018.

Council has introduced Modern Slavery Response Forms in our Request for Tender packages which are designed to assist us in identifying business that are a reporting entity or if not required to be a reporting entity, documentation to bring awareness of their modern slavery obligations in their supply chain. Modern slavery obligations are raised at tender briefings. Contractual provisions are being introduced in all of Council's standard form contracts.

Further steps to be introduced in the next financial year are:

- staff training on modern slavery obligations and awareness in supply chains
- modern slavery awareness to be included in Council's Statement of Business Ethics

Contracts Awarded above \$150,000

Name of Contractor	Nature of Goods or Services Supplied	Estimated Amount Payable to Contractor under Contract	Notes
Knight Civil Pty Ltd Star Structures Pty Ltd	T22/12 Playground Equipment and Surfacing Maintenance and Repairs	\$600,000	1
Acacia Connection Pty Ltd	T22/14 Employee Assistance Program	\$340,000	2
MKP Projects Pty Ltd	T22/19 Design & Construct New Amenities/ storage Building at Campbelltown Golf Club	\$740,514	
B & D Electrical Pty Ltd HiX Group Pty Limited T/A HiX Electrical & Data Radi Pty Ltd	T22/21 Electrical and Data Cabling Services	\$2,000,000	1
B & W Wrought Iron Pty Ltd TSS Engineering Pty Ltd Falcon Fabrication Pty Ltd	T22/22 Metal Fabrication and Structural Steel	\$500,000	1
Central Industries Pty Ltd ATF Central Industries Trust	T22/23 Design, Construct and Install Shade Structures at Parks and Reserves	\$178,024	
SMEC AUSTRALIA PTY LTD	T22/24 Menangle Park Village Infrastructure Design	\$1,001,296	
Australasian Food Group Pty Ltd Erinfen Pty Ltd T/A Daily Fresh Food Service Youfoodz Pty Ltd	T22/25 Kiosk Supplies for Leisure Centres (panel)	\$220, 000	1
TST Property Services Pty Ltd	T23/02 Cleaning of Public Amenities	\$290,000 per annum	1
Everflow Plumbing Services Pty Ltd Hix Group Pty Ltd Jescaslac Holdings Pty Ltd	T23/03 Plumbing Services	\$2,500,000	2
ANR Engineering Pty Ltd	T23/06 Seddon Park Youthspace	\$567,684	

Name of Contractor	Nature of Goods or Services Supplied	Estimated Amount Payable to Contractor under Contract	Notes
J.R. & E.G. Richards (N.S.W.) Pty Ltd T/AS JR Richards and Sons	T22/06 Supply and Servicing of Frontlift and Rearlift Bins and Disposal of their Contents	\$680,000	2
Ethos Urban Pty Ltd	Q22/05 Hurley Street Integrated Movement and Place Masterplan	\$250,000	
Pro Asset Painting Maintenance Pty Ltd Programmed Property Services Pty Ltd	T22/07 Painting Services	\$1,720,000	1
Austec Irrigation and Garden Supplies Pty Ltd Green Options Pty Ltd	T22/03 Irrigation Services	\$560,000	1
OpenCities Pty Ltd	D22/09 Website and Content Management System	\$775,300	
Smartbuilt (NSW) Pty Ltd	T22/08 Pest Control Services	\$640,000	2
Stydall Pty Ltd t/as Executive Collections	Q22/08 Debt Collection Services	\$1,400,000	2 amounts also recoverable
Habitat Innovation and Management Pty Ltd	T22/09 Water Quality Monitoring Program	\$210,588	2
Envirochoice Industries Pty Ltd	T23/09 Cleaning of Roof Gutters and Downpipes	\$400,000	2
Renew Initiatives Australia Limited	T23/14 No Vacancy on Q	\$396,000	
Landscape Solutions Pty Ltd	Construction of Buildings and Landscaping Works at the Billabong	\$14,684,554	
Roejen Services Pty Ltd ATF Roejen Services Unit Trust	T22/11 Swimming Pool Maintenance	\$280,163	2
MKP Projects Pty Ltd	T22/19 Design and Construct Amenities/ Storage Building at Campbelltown Gold Club	\$723,014.94	
Nearmap Australia Pty Ltd	Q22/11 Aerial Photography	\$199,250	2

Notes:

1: This contract was awarded to a panel of providers to respond to Council's requirements on an "as required" basis. Estimated Amount Payable to Contractor under Contract figure is quoted as the anticipated expenditure under the contract amongst the panel for reporting purposes over the initial term plus any options for extension periods, if applicable.

2: Contract price is per service on an "as required" basis, therefore the Estimated Amount Payable to Contractor under Contract is based on an estimation of services required. Contract values are estimated over the initial term plus any options for extension periods, if applicable.

Legal Proceedings Costs Incurred

Legal Matters for the period 1 July 2022 to 30 June 2023

Particulars	Finalised (Yes/ No)	Expenses including GST
Recovery of Overdue Rates and Charges	Yes	\$410,882
Recovery of Overdue Rates and Charges	No	\$151,969
Recovery of Overdue Accounts Receivable	Yes	\$4420
Recovery of Overdue Accounts Receivable	No	\$0

Industrial Relations Matters

Matter	Status	Costs incurred
USU v's Council	Closed	Nil

Representation by LG NSW covered as part of membership. No separate legal costs incurred.

Land and Environment Court Matters

Class Type	Matters	Costs incurred
Class 1 Appeals against Council's determination of Development Applications	21	\$603,321.81
Class 1 Appeals against Council's determination of Building Information Certificate Applications	1	\$2,975.40
Class 1 & 2 Appeals against Notices/Orders/ Directions issued by Council	1	\$9,914.23
Class 4 Judicial review – an appeal of court or administrative decision	2	\$33,395.55
Class 4 Civil enforcement for non-compliance with Development Consent or Notices/Orders/Directions	2	\$2,938.30

Supreme Court Matters

Class Type - appeal from Supreme Court prosecution matters	Matters	Costs incurred
Appeal – Judicial review of Court or administrative decision	1	\$15,848.06

Local Court Matters

Class Type - Penalty Notice Court Election or Council Charge prosecution matters	Matters	Costs incurred
Penalty Notice Court Election - various matters	41	\$56,780.92

Legal Advice Matters

Class Type	Matters	Costs incurred
Advice - various matters - sought from legal firms on Council's contracted panel	5	\$7,338.19

Costs Summary of Matters

Summary of 2022/23 net legal costs for City Development division	Debit	Credit
L&E Court Class 1 Appeals against Council's determination of Development Applications or Building Information Certificate Applications	\$603,321.81	\$30,000.00
L&E Court Class 1 Appeals against Council's determination of Building Information Certificate Applications	\$2,975.40	\$0.00
L&E Court Class 1 & 2 Appeals against Notices/Orders/Directions issued by Council	\$9,914.23	\$0.00
L&E Court Class 4 Judicial Review - an appeal of court and administrative decisions	\$33,395.55	\$0.00
L&E Court Class 4 Civil Enforcement for non-compliance with Development Consent or Notices/Orders/Directions	\$2,938.30	\$1945.00
Supreme Court civil proceedings matters	\$15,848.06	\$0.00
Local Court prosecution matters	\$56,780.92	\$5,680.00
Legal Advice	\$7,338.19	\$0.00
Costs Sub-Total	\$732,512.46	\$37,625.00
Net cost total (GST Exclusive)	\$694,887.46	

Costs Comparison Table

Comparison with previous four financial year legal costs for City Development division

	2018/19	2019/20	2020/21	2021/22	2022/23
L&E Court Class 1 Appeals against Council's determination of Development Applications	\$256,137.82	\$330,649.52	\$619,200.88	\$310,722.16	\$573,321.81
L&E Court Class 1 Appeals against Council's determination of Building Information Certificate Applications	\$0.00	\$17,354.61	\$11,024.20	\$0.00	\$2,975.40
L&E Court Class 1 & 2 Appeals against Notices/ Orders/Directions issued by Council	\$30,893.39	\$5,155.76	\$4,387.43	\$11,193.56	\$9,914.23
L&E Court Class 4 Judicial Review – an appeal of court and administrative decisions	\$32,682.04	\$26,436.20	\$202,649.51	\$238.00	\$33,395.55
L&E Court Class 4 Civil Enforcement for non-compliance with Development Consent or Notices/ Orders/Directions	\$6,777.60	\$32,643.77	\$34,437.45	\$39,986.43	\$993.3
L&E Court Class 5 Criminal Prosecution for alleged pollution offences and various breaches of environmental and planning laws	\$-74,188.52	\$-170.00	\$0.00	\$0.00	\$0.00
Supreme Court civil proceedings matters	\$2,464.40	\$0.00	\$0.00	\$0.00	\$15,848.06
District Court appeal matters	\$919.56	\$0.00	\$2,316.80	\$0.00	\$0.00
Local Court prosecution matters	\$3,532.66	\$8,132.96	\$11,083.91	\$33,820.87	\$51,100.92
Legal Advice	\$74,305.62	\$20,750.15	\$50,566.88	\$41,154.98	\$7338.19
OVERALL COSTS TOTAL	\$333,524.57	\$440,952.97	\$935,667.06	\$437,116.01	\$694,887.46





Appendix



Statutory Reporting Index

In accordance with the Office of Local Government Annual Report Checklist for 2022/23, the following statutory reporting information can be found on the following pages, where applicable.

Reporting Requirement	Reference	Applicable 2022/23	Page Number
Audited financial reports	Act s 428(4)(a)	Yes	114
Capital works projects report	OLG Capital Expenditure Guidelines*	Yes	54
Carer services	Carers Recognition Act 2010, s 8(2)	No	88
Companion animals	Reg cl 217(1)(f) Guideline on the exercise of functions under the Companion Animals Act*	Yes	95
Contracts awarded greater than \$150,000	Reg cl 217(1)(a2) (i), (ii)	Yes	104
Contributions and development levies received and expended	EPA Reg 218A(3)(a), (b)	Yes	85
Contributions and development levies used or expended including details of projects	Environment Planning and Assessment Regulation 2021(EPA Reg) cl 218A(1) EPA Reg 218A (2)(a),(b),(c),(d),(e),(f),(g)	Yes	85
Financial assistance to others	Reg cl 217(1)(a5) & Act s 356	Yes	101
Council controlling interest in external bodies	Reg cl 217(1)(a7)	No	N/A
Council functions exercised by external bodies	Reg cl 217(1)(a6)	No	N/A
Council participation in external bodies	Reg cl 217(1)(a8)	Yes	86
Councillor expenses and facilities	Reg cl 217(1)(a1) (i), (ii), (iii), (iiia), (iv), (v), (vi), (vii), (viii)	Yes	101
Councillor induction training and professional development	Reg cl 186	Yes	86
Disability Inclusion Action Plan	Disability Inclusion Act 2014, s 13(1)	Yes	87
EEO management plan	Reg cl 217(1)(a9)	Yes	51
Employment statistics	Reg cl 217 (1)(d) (i),(ii),(iii),(iv)	Yes	51
Environmental upgrade agreements	Act s 54P(1)	No	N/A
Government information public access (GIPA)	Government Information (Public Access) Act 2009, s 125(1) Government Information (Public Access) Regulation 2018, cl 8, Schedule 2	Yes	89
Legal proceedings costs incurred	Reg cl 217(1)(a3)	Yes	106
Levied coastal protection services	Reg cl 217(1)(e1)	No	N/A

Levied stormwater management services	Reg cl 217(1)(e)	Yes	59
Overseas visits	Reg cl 217(1)(a)	Yes	102
Planning agreements in force	Environmental Planning & Assessment Act 1979, s 7.5(5)	Yes	84
Private swimming pools inspections	Swimming Pools Act 1992 (SP Act), s 22F(2) Swimming Pools Regulation 2018 (SP Reg) cl 23	Yes	97
Public interest disclosures (PID)	Public Interest Disclosures Act 1994, s 31 Public Interest Disclosures Regulation 2011, cl 4	Yes	88
Rates and charges written off	Local Government (General) Regulation 2021 (Reg), cl 132	Yes	100
Recovery and threat abatement plans	Fisheries Management Act 1994, s220ZT (2)	No	N/A
Remuneration - General Manager	Reg cl 217(1)(b)(i), (ii), (iii), (iv), (v)	Yes	102
Remuneration - Senior staff	Reg cl 217(1)(c) (i), (ii), (iii), (iv), (v)	Yes	102
Slavery - Procurement of goods and services	Act s 428(4)(d)	Yes	104
Slavery - Issues raised by the Anti-Slavery Commissioner	Act s 428(4)(c)	No	N/A
Special rate variation	Special Rate Variation Guidelines* 7.1	Yes	100
Works carried out on private land	Reg cl 217(1)(a4) & Act s 67, 67(2)(b), 67(3)	No	N/A

Audited Financial Statements

Our audited Financial Statements for 2022/23 can be found on our website:

www.campbelltown.nsw.gov.au/CouncilandCouncillors/FinancialInformation



