



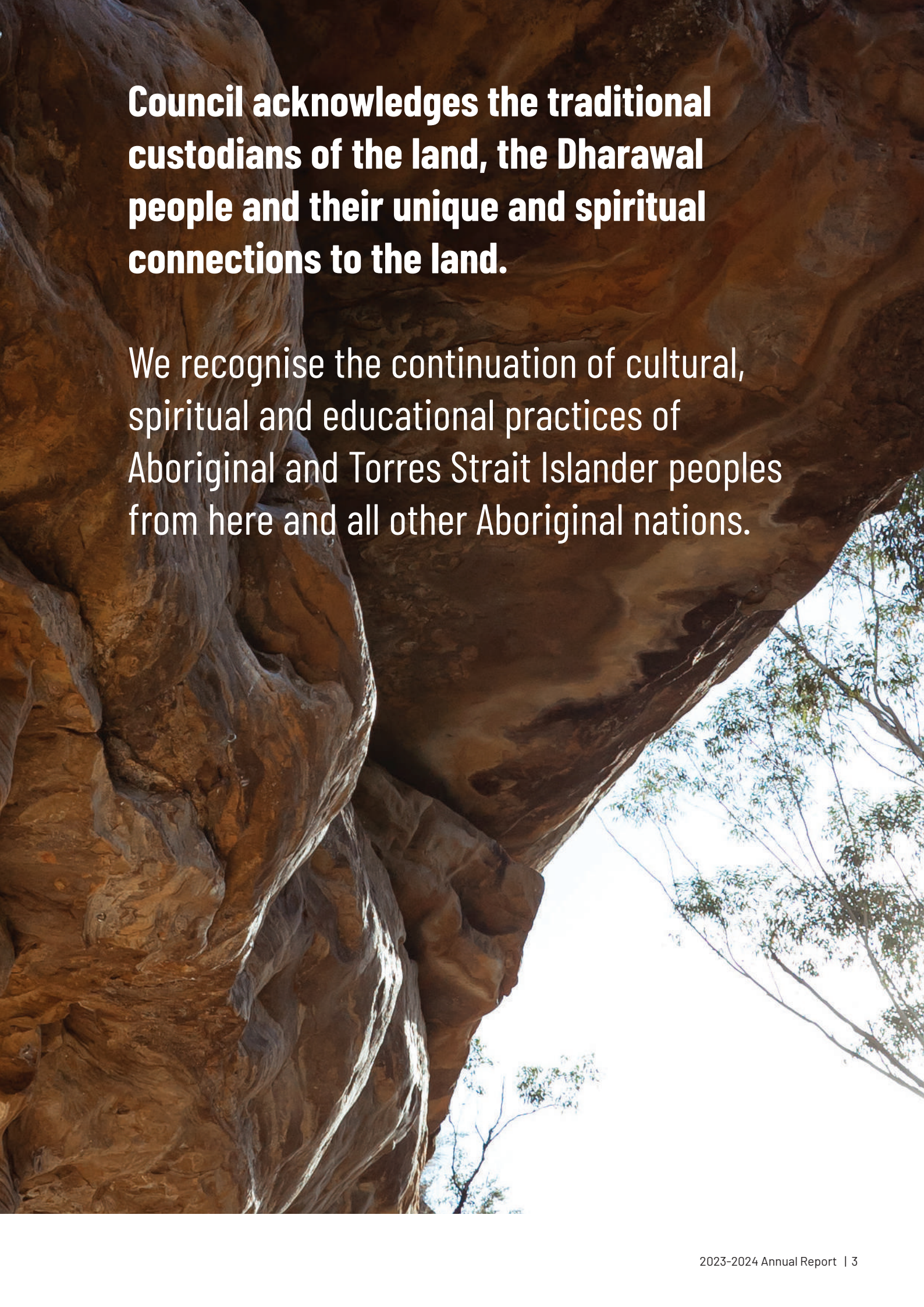
CAMPBELLTOWN

2023-2024

Annual Report

Delivering on our Community Strategic Plan, Campbelltown 2027





Council acknowledges the traditional custodians of the land, the Dharawal people and their unique and spiritual connections to the land.

We recognise the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples from here and all other Aboriginal nations.

A large crowd of people is gathered for a 'Challenge Walk' event. In the foreground, a woman in a grey t-shirt and a bucket hat is smiling and waving. She has a yellow race bib with the number 382. To her left, a man in a white t-shirt and a hat is also smiling, with a yellow race bib numbered 232. In the bottom left corner, a person is wearing a blue t-shirt with the text 'SPRING INTO SHAPE SERIES' and 'CHALLENGE WALK'. The background shows a large group of people, some with their hands raised, and a building with a grey roof. The entire scene is overlaid with a large blue rectangle containing white text.

Welcome to the Annual Report 2023-2024 for Campbelltown City Council







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Mayor's Message

It's my pleasure to introduce our Annual Report for 2023-2024, sharing the highlights of this past year across Council's many different services and programs.

This will be my final Annual Report as Mayor before my retirement from Council. I am incredibly proud to have had the opportunity to serve as Mayor over the past two-and-a-half years. I believe the work we've achieved during this time has elevated Campbelltown as a wonderful place to live and work.

Throughout my tenure, we focused on three strategic directions: delivering local infrastructure projects, advocating for increased investment, and engaging in a comprehensive review of the city's overarching policies to support sustainable growth. While much of this work is highlighted in this report, it represents an ongoing commitment from Council that will continue well into the future.

In June, we celebrated the opening of the Campbelltown Billabong Parklands - a unique attraction that promises to be a hub of activity as we head into summer. The Billabong is a place where families and friends will create lasting memories, enjoying the stunning pools and lush green spaces for decades to come.

We've also led initiatives to refurbish fitness facilities and leisure centres, repaired tens of thousands of potholes, resurfaced thousands of square kilometres of roads and footpaths, and planted more than 20,000 trees—over 11,000 of which were added in the 2023-2024 year alone.

Our extensive advocacy program has enabled us to represent Campbelltown's interests to Ministers, Shadow Ministers, and Members of Parliament at both the state and federal levels. This has been vital in ensuring that our city's priorities are front and centre in government decision-making, securing the best possible outcomes for Campbelltown's future.

To drive our sustainable growth, we have reviewed our policies to ensure we're well-prepared for the future. This year, our strategic projects have included the draft City Centre Design Framework and ongoing work on the City Centre Planning Proposal. These planning tools will attract private investment to Campbelltown, strengthening our city's economic vitality and reinforcing our status as the capital of Macarthur.

We've already seen significant investment following the opening of GenesisCare's cancer care and health centre, a partnership with Council and a great example of how we can think strategically to attract investment that will boost local employment opportunities, while also providing vital services to residents.

As I sign off on this final Annual Report and pass the baton to the next generation, I extend my heartfelt thank you to our amazing community for allowing me to serve as Mayor of our great city.

Thank you.

Cr George Greiss

Mayor of Campbelltown



Chief Executive Officer's Message

What an exciting year this has been for Campbelltown. Over the past 12 months several significant city-shaping projects have been started or completed, including the spectacular Campbelltown Billabong Parklands.

I'm delighted to present this Annual Report to the community to highlight some of the major milestones achieved in 2023-2024.

Using our land assets and some savvy strategic planning, we attracted significant private investment to our city centre with the opening of the new GenesisCare health facility on Hurley Street. I'm very excited to see the 2nd stage of this development take place shortly.

We've continued to invest in efforts to revitalise Queen Street through the On Q street activation program, which held a range of events and programs including the very popular Handmade and Homegrown Markets as well as partnering with Renew Australia to activate shopfronts with Renew On Q.

We have also taken great strides in planning the relocation of HJ Daley Library to the Queen Street Precinct. This project will attract more than 10,000 visitors to the area, providing an economic boost to the surrounding businesses and bringing a vitally important service to a central and accessible location.

We know the value the Campbelltown community places on quality playgrounds for families to enjoy so we invested significantly in a series of playground upgrades, the most prominent being the upgrade of Marsden Park to a district playground.

Our vibrant and diverse range of events; which includes the traditional Festival of Fisher's Ghost, Feast Campbelltown multicultural festival and Ingleburn Alive attracted more than 80,000 attendees throughout the year.

These important events bring the community together and celebrate the many different aspects of Campbelltown and the things that make our city special.

Campbelltown Arts Centre continued to provide a wide-ranging and fascinating program of exhibitions and programs, attracting more than 110,000 visitors to enjoy visual art, music, events, theatre performances and more.

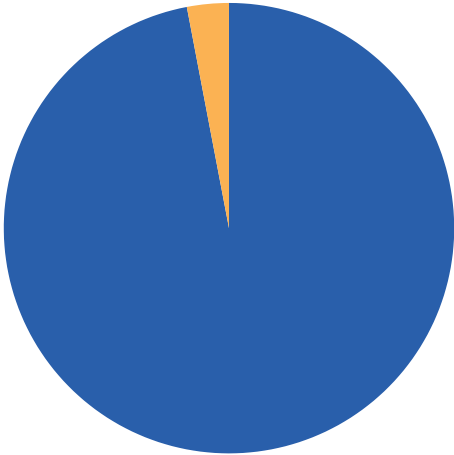
The hard work of Council's staff was acknowledged through a number of awards, including from the NSW Public Libraries Association, Western Sydney University's Women of Western Sydney Award and the Australian Road Safety Awards.

It is great to reflect on our achievements, many of which are outlined in this Annual Report and with so many exciting projects underway or about to begin, I look forward to an exciting future for our city.

Lindy Deitz
Chief Executive Officer

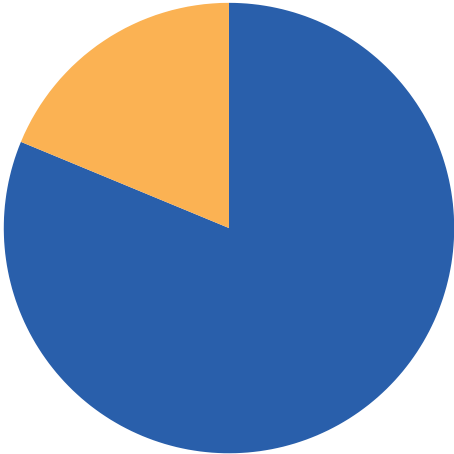
How have we done this year?

Delivery Program Activities



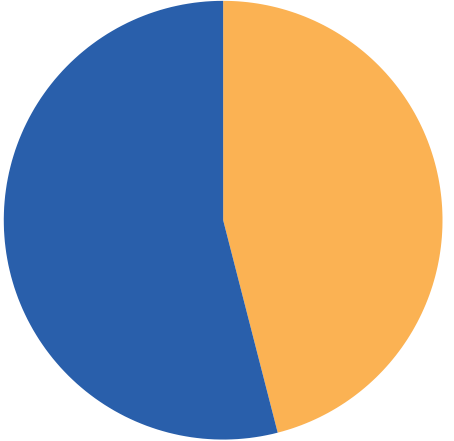
- Completed or on track 97%
- Off Track / Not Delivered as planned or cancelled 3%

Operational Plan Actions



- Completed or on track 82%
- Off Track / Not Delivered as planned or cancelled 18%

2023-24 Operational Result



- Income 54%
- Expenditure 46%

Purpose of the Annual Report

Campbelltown City Council is proud to present our Annual Report for the financial year to 30 June 2024. This report outlines our financial and operational performance for the year against the key strategic priorities of our Community Strategic Plan – Campbelltown 2032, our Delivery Program 2022-26 and our 2023-24 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.

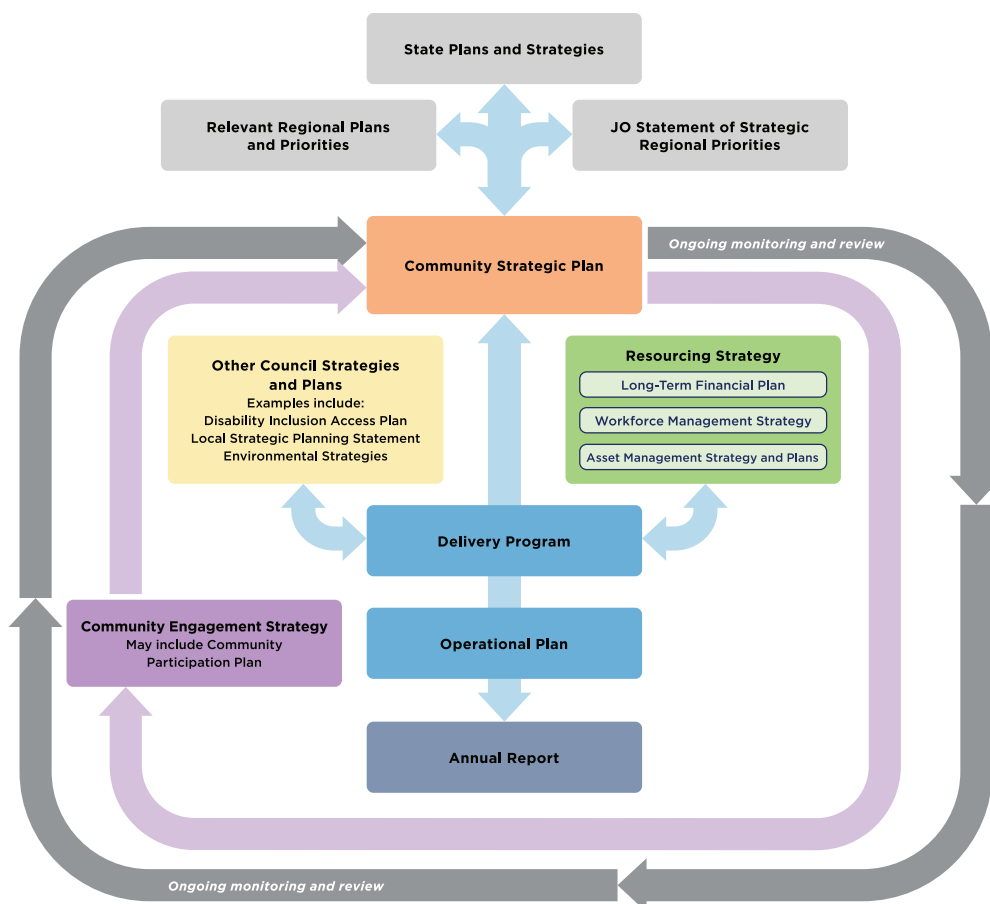
The objectives of the Annual Report are to:

- 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 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.

IPR Framework

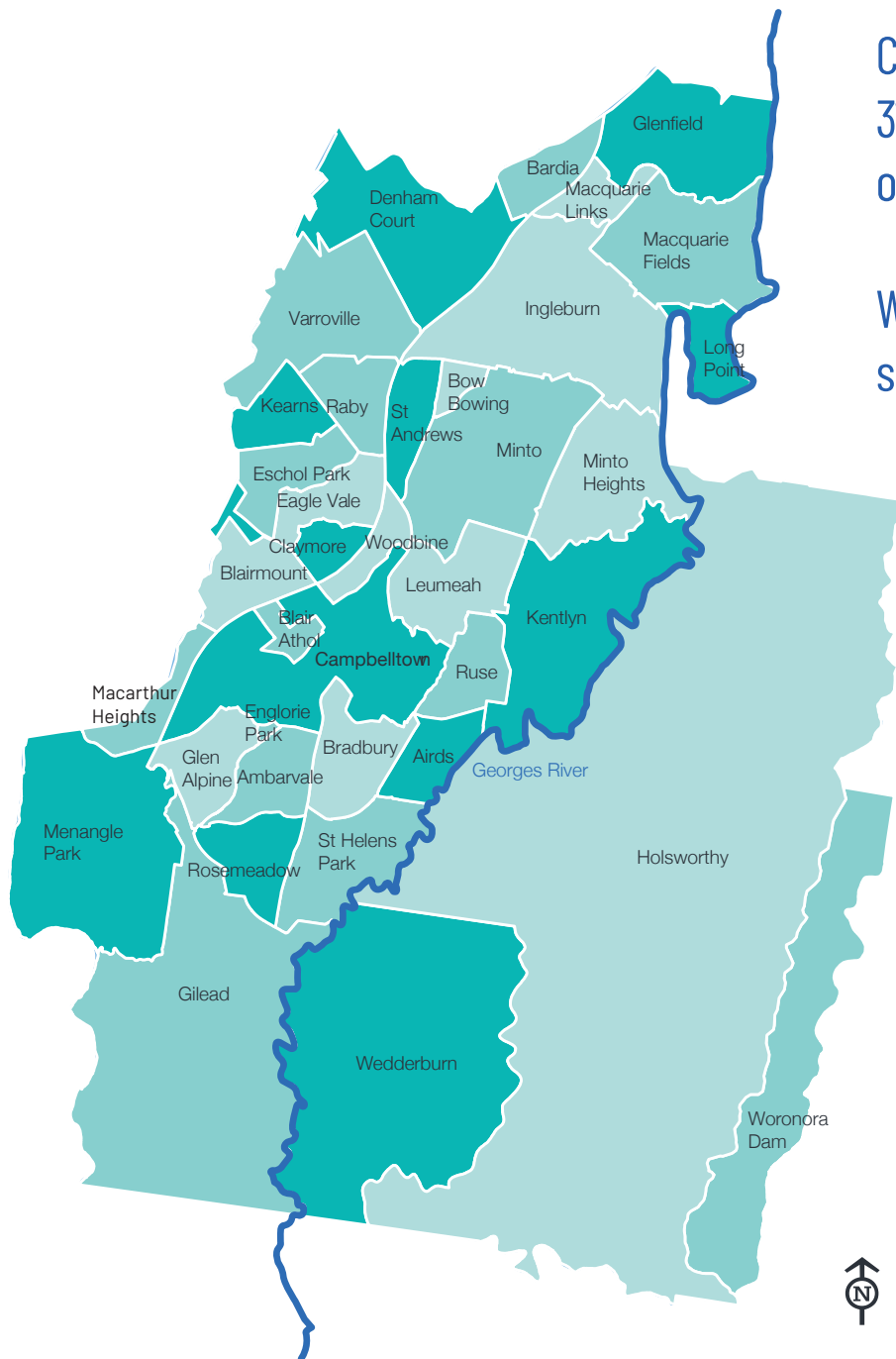
This report adheres to the Integrated Planning and Reporting (IP&R) Framework (see below), which aims to improve long-term financial sustainability, asset management, community engagement and organisational planning in local government.

The diagram below represents where the Annual Report sits within the IP&R framework.



Snapshot of Our LGA

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, 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.



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

We have 36 vibrant suburbs.

Our Community

2 out of 5 residents live with one or more long term health condition



11% of residents at retirement age (67) or older



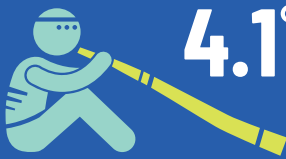
35% of residents born overseas



144 Languages spoken



35% of residents under 25

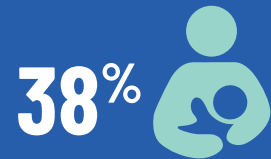


4.1%
Aboriginal and Torres Strait Islander people

180,000



Community members



38% of households are couples with children



1 in 5 resident adults have completed a bachelor or higher degree



2,748 Babies born (2022)



8% of residents have done some form of volunteer work

Our City



\$1.86

million annual visitors



64,700

local jobs



11,896

local businesses



\$8.75b

Gross regional product

Our Environment



1,189

hectares of national park



330

fauna species



1,500

flora species

45% tree canopy cover across LGA





Our Performance



Our Operational Plan 2023-24

Refer to Appendices for a summary of our performance against 2023-24 Operational Plan actions.



Our Financial Performance 2023-24

At a glance:

- \$82.4m of capital works completed;
- \$35.1m net operating result
- \$3,309m net assets;
- \$255.6m in revenue with 54% from rates;
- \$26.08m in cash and deposits at call;
- \$1.0m in borrowing.

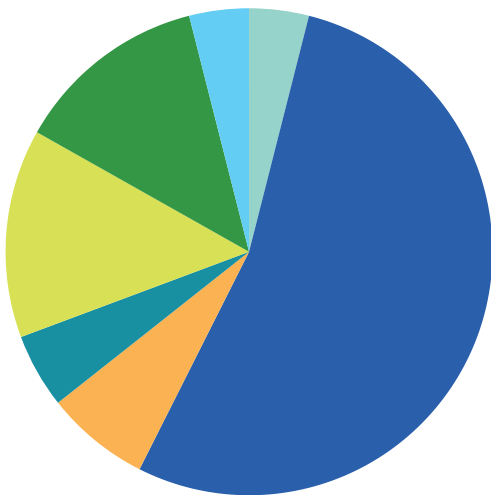
Liabilities

As at 30 June 2024, Council's liabilities totalled \$100.63m.

This was principally made up of:

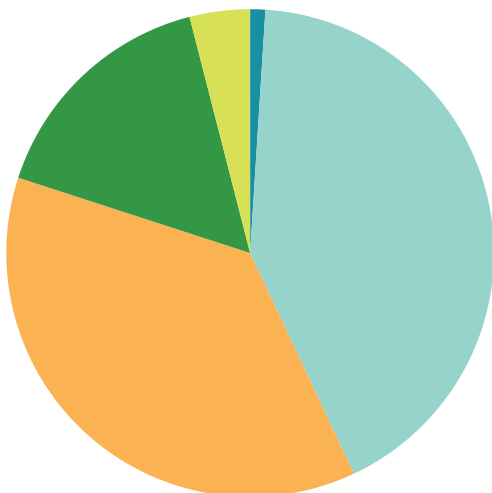
- Amounts owed to suppliers
- Bonds and deposits held
- Lease Liabilities
- Contract liabilities
- Employee leave entitlements
- Other liabilities

Revenue - Where did it come from?



- Rates & Annual Charges 54%
- User Charges & Fees 7%
- Interest & Investment Revenue 5%
- Grants & Contributions - Operating 14%
- Grants and Contributions - Capital 13%
- Other Incomes 4%
- Other Revenues 3%

Expenses - What did we spend it on?



- Borrowing Costs 0%
- Materials & Services 37%
- Net Loss from Disposal of Assets 1%
- Other Expenses 4%
- Depreciation & Amortisation 16%
- Employee Benefits and On - Costs 42%

OUTCOME 1 Community and Belonging

Arts, Culture and Entertainment

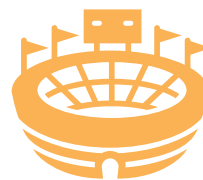
The **Campbelltown Sports Stadium and the Campbelltown Athletics Centre** hosted multiple music and sporting events including the most national/international professional sporting events across 3 competitions (NRL, A-League and AFC Cup) in the venue's history, Sunset Sounds Music Festival, Campbelltown Christmas Carol and the official team training site for South Korean Women's National Football team during the 2023 FIFA Women's World Cup tournament.

In addition, the following capital improvements were delivered:

- Enhanced safety measures to ensure a secure environment for all patrons.
- New LED promotional screens installed across the precinct.
- Landscaping upgrades throughout the stadium.



50 Local junior and senior men's and women's rugby league matches



538

Total events held across Campbelltown Sports Stadium and Athletics Centre



207,472

Visitors across Campbelltown Sports Stadium and Athletics Centre



120

Athletics Carnivals

Campbelltown Arts Centre delivered an engaging and diverse artistic program in the 2023-24 financial year attracting over 100,000 visitors. The program included, but was not limited to: visual arts exhibitions, music programs, public art, professional development opportunities, after hours events, festivals, theatre performances, workshops and education activities.

Campbelltown Arts Centre presented two major solo exhibitions by artists with a strong connection to Campbelltown. From August to October, 2023 we presented 'Savanhdary Vongpoothorn: Aflame' and from January to March, 2024 we presented 'Telly Tuita: Tongpop's Great Expectations'.

Sundown Social and Sundown Squad was held every Thursday to Saturday over the summer months. The Arts Centre Café provided summer cocktails and nibbles, with exciting DJs and live music every week including performances by the current Conscious cohort of rising hip hop artists in Western Sydney facilitated by L-FRESH The Lion and supported by Campbelltown Arts Centre.

The Arts Centre continued to facilitate Aboriginal Arts projects that engage local artists and communities including 'Ngana Birrung' music performance in partnership with City of Parramatta; the Wiritjiribin Girls Dance Group; 'Burrra Buma!' In-School Dance Workshops and mentorships; and exhibitions by regional artist, George Williams, 'Gunagala buluuy-dhi Gunimaa-ga (From the night sky to Mother Earth); and 'Ngaba Dyalgalama' a collaborative exhibition by Yirran Miigaydhu women weavers and Waridi Barrabarragga ceramics group.

In March 2024, our first 'Creative Campbelltown' Cultural Strategy was endorsed by Council which aims to guide our investment in arts and culture over the next five years and was developed through ongoing engagement with our community and representatives from the arts industry over the past two years.



103,421

Visitors to Campbelltown Arts Centre



3

3 Public Art projects delivered



Our community **Events and Festivals** continued to be delivered during 2023-24. Festival of Fisher's Ghost was held from 3rd November to 12th November. 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 the carnival and the prestigious Fisher's Ghost Art Award.



In December 2023, Council delivered an expansive Christmas program, incorporating lighting of the Christmas tree in Campbelltown Civic Centre Forecourt, Rocking Around Campbelltown convoy, and Campbelltown Christmas Carols.



Ramadan on Q was attended by approximately 30,000 visitors who took part in a fantastic celebration of culture, community and cuisine.

Council delivered 5 events during 2023-24 in acknowledgement of dates of significance for Aboriginal and Torres Strait Islander communities including NAIDOC Week, Sorry Day and Appin Massacre Memorial and Flag Raising event.

Our Handmade and Homegrown Markets continued for the third consecutive year. The markets provided unique handmade goods produced by local artisans, family friendly entertainment, and special offerings during school holidays, Easter, Mother's Day and Christmas.



Civic Events delivered included a notable program of events and activities to celebrate the 40th anniversary of our sister city relationship with Koshigaya. This program included delegation visits, creative programs, new public art, tree plantings and a logo design competition.



1,738

new citizens welcomed over 23 Citizenship ceremonies



80,000

attendees to our events and festivals

Campbelltown Events

	Jul	Aug	Sept	Oct	Nov	Dec
Events and Festivals	ChillFest Naidoc Community March and Connections Day		FEAST Multicultural Festival		Fisher's Ghost Festival Sunset Sounds Art After Dark	Rockin around Campbelltown Campbelltown Christmas Carols New Years Eve
Civic Events	Koshigaya Inbound Student Delegation NAIDOC Week Flag Raising Korean Republic Womens World Cup Team Welcome Reception	Jubilee Awards Victor Chang School Science Awards	Koshigaya Outbound Student Delegation		Remembrance Day HMAS Sydney Memorial Steven Tougher Tree Memorial	Gift of Time Light the Tree Mayor's Christmas Appeal
Partnership Events and Festivals	Handmade and Homegrown Monthly Markets	Handmade and Homegrown Monthly Markets	Handmade and Homegrown Monthly Markets	Handmade and Homegrown Monthly Markets	Handmade and Homegrown Monthly Markets	Handmade and Homegrown Monthly Markets, plus Christmas Edition

	Jan	Feb	Mar	Apr	May	June
Events and Festivals	Australia Day		Campbelltown City Challenge Walk Ingleburn Alive Ramadan on Q			
Civic Events	Australia Day Awards		HSC High Achievers Mayor's Charity Gala Dinner Iftar Event	Anzac Day Companion Animal Rescue and Rehoming Groups Recognition Awards Appin Massacre Memorial Flag Raising Koshigaya Official Delegation events program	South West Sydney Academy of Sport Athletes Function	Campbelltown Billabong Parklands Opening Marsden Park Playground Opening
Partnership Events and Festivals		Handmade and Homegrown Monthly Markets, Valentines Edition Market	Handmade and Homegrown Weekly Markets, Easter Hunt Activation	Handmade and Homegrown Weekly Markets	Handmade and Homegrown Weekly Markets	Handmade and Homegrown Markets

Community Health and Safety

During the 2023-24 period, **The Animal Care Facility (ACF)** received 909 animals. Of these, 852 were sold, rescued, or returned to their owners. There was a notable reduction in incoming animals, largely due to several disease outbreaks in the community. These outbreaks necessitated quarantine measures at the facility which prevented the facility from accepting new animals.

Rehoming and adoption efforts remained the number one priority. The ACF faced increased difficulties with longer stays for animals due to many rescue and rehoming organizations being unable to assist. This situation led to an increase in the duration that animals stayed at the ACF, straining resources, and highlighting the need for continued support and collaboration with external partners.

Other ACF Key Initiatives and Activities include:

- CAWS Desexing Program in collaboration with RSPCA, and Sydney University.
- Keeping Cats Safe at Home Desexing Program jointly funded by RSPCA and Council.
- Guided Tours of the ACF.
- Quarterly Open Days hosted at the ACF.
- Facility Upgrades undertaken with security fencing, paving, signage, and a new entry gate completed.
- Ongoing participation with the Council Unites for Pets Working Group and the Australian Institute of Animal Management.
- Animal Control Officers responded to public calls for assistance with animal control matters and issued 247 penalty notices for breaches of the Companion Animals Act 1998.



852

animals were sold, rescued, or returned to their owners



352

public health inspections completed



381

Schools monitored under the School Safety Program



100%

of Food premises within the LGA were inspected for the second year in a row

The **Environmental Health** Team handled approximately 250 enquiries, offering guidance on regulations for operating home-based food businesses and assisting with the development application process. The Council's webpage was updated to provide comprehensive and up-to-date information on the requirements for home-based food businesses.

Environmental Health Officers (EHOs) collaborated with the NSW Food Authority to address a significant food-borne illness outbreak. The NSW Food Authority is taking appropriate action against the business owner to prevent future incidents and ensure community safety.

Council continues to regularly monitor and update the legal requirements for home-based skin penetration, beauty, and hairdressing businesses on our website. This information is shared with business owners during routine inspections. Over the past year, we received approximately 50 inquiries regarding the establishment of such businesses. The team provided education and guidance to homeowners and applicants involved in the development application process.

Additionally, we addressed 8 cases of unauthorised operations of home-based skin penetration, beauty, and hairdressing businesses, taking appropriate action in each instance to ensure compliance and public safety.

To improve well-being and quality of life, we conducted inspections of regulated public health premises to ensure compliance with high safety standards. This financial year, 352 public health inspections were completed, including:

- 113 regulated systems
- 11 public swimming pools
- 3 sex premises
- 225 skin penetration, beauty, and hairdressing inspections


During these EHO inspections, minimal concerns were identified under the Public Health Regulation 2022. To ensure public safety, 9 Improvement Notices and 2 Prohibition Orders were issued.

The Environmental Health Team also focuses on ensuring food safety and quality through rigorous inspections and educational initiatives. This year, we successfully inspected all mandatory high and medium-risk food premises within the LGA as required by the NSW Food Authority. This program aims to ensure that food in our community is safe for consumption.

A total of 1,113 inspections were conducted, including primary inspections, reinspection's, and secondary reinspection's where necessary. In September 2023, in collaboration with the NSW Food Authority, we organised a Retail and Food Service Information Session at the Campbelltown Arts Centre. This event, attended by approximately 100 individuals, provided valuable guidance to local retail food businesses. Representatives from Sydney Water, Service NSW, and the Council's Business Support and Waste Team participated, highlighting available services and support mechanisms. Feedback from attendees was overwhelmingly positive.

The Council also subscribed to the I'm Alert Food Safety Program, a free online resource accessible through our website. Within the financial year, 1,626 new and returning users visited the program to obtain basic knowledge and skills in food safety.





During 2023-24, **Community Response** Officers proactively patrolled 381 schools and issued 579 school zone related fines. We actively engaged with school staff, parents, and caregivers to assist in educating safe school zone parking compliance. Schools were supplied educational material relating to parking compliance and related penalties.

Council received 202 truck parking complaints and conducted 137 proactive patrols in identified hotspots. 1,032 penalty notices were issued to heavy vehicles parking for longer than 1 hour in response to the complaints and proactive patrols.

Council received 693 complaints relating to unattended vehicles parked in residential and industrial areas of the LGA. 511 penalty notices were issued to the registered owners of these vehicles resulting in 49 vehicles being impounded and 81 previously impounded vehicles being disposed of.

Council received 154 complaints and conducted 52 proactive patrols relating to unattended shopping trolleys. We worked with key stakeholders, Campbelltown Mall, and the major supermarket chains, to develop a more efficient approach to dealing with unattended trolleys. Coles have implemented coin operated locks because of this meeting where there has been a reduction in Coles trolleys in the CBD. We installed trolley collection bays near bus stops and council carparks in the CBD.

We investigated 128 dog attacks in the LGA, with 15 dogs declared menacing and 5 dangerous dog orders were made. We actively engaged with dog owners to assist in complying with the declaration or orders when asked for with the assistance of the Animal Care Facility. 247 penalty notices were issued to companion animals for noncompliance with orders or declarations, roaming and attacking dogs and failure to register or microchip the animals.

Throughout the year, **Development & Environmental Compliance** officers actively monitored and investigated illegal land use across Campbelltown, responding to a total of 416 requests. A total of 197 fines were issued throughout the year.

We monitored development sites for compliance with Development Application conditions and Environmental Protection Legislation, responding to 973 customer requests throughout the year. This rigorous monitoring resulted in 187 Notices/Orders.

Council's compliance staff actively participate in the Georges Riverkeeper's Get the Site Right compliance initiatives, reinforcing Council's commitment to environmental protection. During the two weeklong blitzes conducted in October 2023 and May 2024, 65 building sites were monitored. These initiatives found that 92% of the sites were non-compliant with environmental pollution controls, building compliance with development consent, or both.

During 2023-24, we continued to use a resilience lens which places our community at the centre of all our **emergency management** efforts and focussed our attention around four key areas - prevention, preparedness, response, and recovery, and delivered a number of initiatives including:

- Establishment of the Resilience Sub-Committee, which focussed on heat and bush fire preparedness.
- The Resilient Residents program, which involved community pop-ups in four vulnerable bushland communities - Wedderburn, Kentlyn, Minto Heights and Long Point.
- Emergency Ready event in September, which saw over 400 community members attend.
- Installed a network of 18 flood sensors and 4 weather stations to provide real-time information on weather related events.
- We developed and launched an online platform that provides the community with the latest emergency and safety information during, before and after an event. This Emergency Help Hub had over 7,500 visits.
- During flooding events, we provided support to our emergency services through staff assistance in administration and plant and machinery operations.



7,500
visits to our Emergency Help Hub

Community Learning and Childcare

We announced that the HJ Daley Library is on the move, back to the heart of the Campbelltown City Centre. The relocation will see all existing programs and services move to Queen Street. This will increase the ability of Council to trial new services and programs as well as work with community partners within the Campbelltown City Centre. The relocation and opening of the new location is expected in the first half of 2025.

In February 2024, our library service became accessible 24/7 with the launch of our Library App. 1,245 members logged in 12,655 times, to manage their account, search the catalogue, renew, and reserve items and even loan items out on the go from their mobile device.

Saturday 4 May, saw our most successful Comic Book Day yet with record attendance of 2,387 people and 20 community partners. Highlights of the day included a meet and greet with actor Matt Doran (Star Wars, The Matrix and Home and Away), Artist Alley with 18 talented artists, drawing workshops with comic artists Matthew Lin and Marcelo Baez and musical performances from geek pop singer Meri Amber.

Library staff, in partnership with The Parks - Sydney's Parkland Councils, delivered the Digital Equity and Inclusion Program which delivered staff training and resources to better support library members' technology needs.

Our Visitor Information Centre recorded 3,795 people walking through their doors wanting local destination information and also information about Campbelltown's rich heritage. 1,552 of these visitors were from outside the Campbelltown LGA and 169 visitors were visiting from overseas.

2023-24 saw a record level of enrolments in our **childcare** centres increasing from 845 enrolments in 2020 to 1,084 in 2023. A number of improvements to our childcare centres were delivered during the year including external & internal painting of all locations, kitchen upgrades and replacements, extensive landscaping improvements at all sites including additional seating, structures, shade structures in garden areas, new furniture & children's activities supplies, and completion of essential repairs across all sites.



30 years

Minto Early Learning Centre celebrated



8,968

visits to the Bicycle Education Centre



1,084

children enrolled in childcare services



333,172

Visitors to our libraries



22,671

library program participants



333,855

items borrowed across the network

Community Support

In March 2024, Council endorsed the 'Our Journey, Our Future' - Youth Action Plan 2024-2030 which was co-written and designed with youth representatives. This Plan provides the strategic direction to 2030 for the delivery of contemporary youth services, programs, activities and events that meet the needs of a diverse population.

Partnering with NSW Council for Pacific Communities and Southwest Multicultural Community Centre, we hosted Champions of Change - A Domestic Family Violence prevention initiative, in October 2023, with keynote speakers, Matt and Sarah Brown, authors and founders of She Is Not Your Rehab, New Zealand's best-selling book and global activist organisation. A discussion panel, moderated by Professor Jioji Ravulo, also engaged guest speakers on how the local community can play a vital role in the prevention of domestic and family violence.

Resilient Campbelltown Project

The Resilient Campbelltown Project is funded by the NSW Reconstruction Authority's Disaster Risk Reduction Fund and its initiatives support the actions outlined in our Resilience Hazard Assessment.

Resilient Campbelltown is focused on collaborating with key leaders from our local Pasifika communities to identify risks and champion disaster risk reduction and emergency preparedness.

Current achievements include:

- Establishing an advisory committee of local Pasifika leaders to guide the delivery of the project in a culturally safe and inclusive manner.
- Development of maps outlining areas of significant risk to Pasifika communities.
- Regular collaboration with the Pasifika community through numerous networks.
- Development of cultural and language inclusive information and flyers.
- Promotion and education on the use of CCC's Emergency Help Hub.
- Delivery of two emergency preparedness workshops, to 50 Pasifika community members, by NSW Rural Fire Service, NSW SES, Red Cross. The workshops focused on how to prepare for bushfires, storms, floods, how to create an emergency pack. Participants were supported to download the Hazards Near Me App and save the link to CCC's Emergency Help Hub.





CAMPBELLTOWN CITY COUNCIL
**DISABILITY INCLUSION
ACTION PLAN (DIAP)**
2022-2026

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. Underneath each of these pillars sit a range of strategies and actions that we will deliver to improve wellbeing, health, employment and education opportunities and outcomes for people with disability.

Below are some highlights from the financial year.

Develop positive attitudes and behaviour

Commenced scoping of opportunities to establish activities that foster social connectivity. We developed partnerships with internal and external stakeholders to support these activities. People With Disabilities Australia delivered community advocacy information sessions at our Libraries.

Create liveable communities

Our Inclusive Events Guidelines were drafted. Chillfest and Fishers Ghost Carnival included quiet sessions, and low sensory sessions. Ingleburn Alive and Christmas Carols include sensory activities. Christmas Carols include Auslan Interpreters on stage. All Council events are wheelchair accessible and provide adequate shade, seating and accessible facilities. Staff wear fluoro pink vests to be identifiable for guidance and assistance at all events. Accessible events are encouraged at all Council facilities and information about event accessibility is included in Council's programs.

Support access to meaningful employment

We took steps to create a more inclusive workplace. We updated our recruitment policies to ensure fairness for all, provided comprehensive training to our recruitment team, and implemented a system to collect disability data to better understand our workforce. We also committed to offering reasonable adjustments to support employees with disabilities and promoting flexible working arrangements for a better work-life balance.

To further enhance our inclusivity efforts, we're providing work experience opportunities for people with disabilities and collaborating with local disability service providers. While we've faced some challenges, we're determined to make a positive impact and create a workplace where everyone feels valued and supported.

Improve systems and processes

Disability service providers were actively involved in both Campbelltown City Youth Interagency and Camden Youth Network. Strong partnerships were developed with counterparts in Camden and Wollondilly. Support was provided to the Vision Impaired Group to access library services.

Celebrating our Local Community

Australia Day Awards

Our 2024 Australia Day award recipients were:

- Citizen of the Year - Samantha Oakes
- Young Citizen of the Year - Hayleigh Keogh
- Senior Citizen of the Year - Ian Shepherd
- Environmental Citizen of the Year - Rita Mikolaitis
- Sports Award - Angela Jean Fowler
- Community Group Initiative of the Year - Eden College

Gift of Time Awards

This year's Gift of Time Awards program recognised 1035 volunteers from across 51 community organisations and services who have collectively given up more than 21,000 hours of their time throughout the year.



Campbelltown City Jubilee Awards

Twenty residents and 2 local sporting clubs were recognised for their long-standing contributions on 21 August 2023. The Awards celebrate people and organisations who have lived in Campbelltown for 50 years or more, and for 30 years or more for members of our Indigenous community. The 2023 Jubilee Award recipients include:

- Campbelltown Collegians Football Club
- Campbelltown Harlequins Football Club
- Rhonda Sampson
- Dorothy Dover
- Judith Trimboli
- Michael Trimboli
- Jennifer Watt
- Phillip Watt
- Janice Neaves
- Paul Neaves
- Meg Oates
- Denise Cunningham
- Vivienne Dillon
- Nola Jay
- Phillip Jay
- John Lysle
- Vickie Connolly
- Maureen O'Brien
- Gaye Webster
- Roger Webster
- John Galluzzo
- Lynette Biddle





Victor Chang School Science Awards

The Victor Chang Cardiac Research Institute established the awards to foster and encourage an interest in science and careers in the field. A career in science can be hugely rewarding, and these awards are a great way for Year 11 (or equivalent) Australian students to be recognised for their outstanding achievement in Biology, Physics, Chemistry or other science related subjects. Run by Campbelltown City Council, in conjunction with the Victor Chang Cardiac Research Institute, the awards were presented at a ceremony hosted by the Mayor of Campbelltown on 15 August 2023. The 2023 award recipients were:

- Danya Albadran - Hurlstone Agricultural High School
- Jorja Gosling - St Patrick's College Campbelltown
- Monil Gurung - Ingleburn High school
- Oojoo Hah - Ingleburn High school
- Gabriella Klarick - John Therry Catholic College
- Prisha Kumar - Macquarie Fields High School
- Niel Lal - Thomas Reddall High School
- James Luu - Hurlstone Agricultural High School
- Amber Mason - John Therry Catholic College
- Alissa Palazzo- St Patrick's College Campbelltown



OUTCOME 2 Places for People

Aquatic, Fitness and Indoor Sport

Billabong Parklands

Mayor Dr George Greiss declared the Billabong Parklands open at a special Grand Opening ceremony on Saturday 8 June, followed by a series of community events and activities on Sunday 9 June and Monday 10 June.

The Billabong Parklands is a significant investment in the future of Campbelltown and will be a meeting place in the heart of our city for friends and families to enjoy over many generations to come.



During 2023-24, a number of key planning proposals and significant development applications were received and assessed by our **Strategic Land Use Planning and Development** Team. These include:

- Approved relocation of Campbelltown Library to 147-157 Queen Street, Campbelltown,
- Approval of 423 residential lots at Menangle Road, Menangle Park (Stage 4 South),
- Approved mixed-use commercial and residential redevelopment at 22-32 Queen St, Campbelltown including 5 residential towers containing 558 apartments.
- Reclassification and rezoning of the Animal Care Facility finalised to facilitate more efficient use of the land, employment opportunities and enable facility expansion.
- Ingleburn CBD Planning Proposal finalised increasing the permissible height of buildings to deliver additional housing, open space, car parking and intersection upgrades.
- Rosalind Park Planning proposal endorsed by Council to seek a Gateway Determination for rezoning land to deliver approximately 1450 new houses. This will establish a koala corridor, environmental corridors, open space, primary school and associated uses.
- Gateway determination received for a planning proposal at 80 O'Sullivan Road, Leumeah that will increase the permissible building height and enable about 150 dwellings close to public transport and recreation facilities.
- Gateway determination received for a planning proposal at Hollylea Road, Leumeah. This will rezone the land to MU1 Mixed Use and increase permissible building heights to enable 800 new dwellings, improved employment space, public open space and pedestrian access along Bow Bowling Creek.
- Gateway determination received for a planning proposal at Macarthur Grange Golf Course which will enable 52 Rural residential lots, public parks and environmental conservation zones.



384

development applications received



322

development applications determined

Our **City Presentation** team, carried out a number of improvement works on Queen Street during 2023-24, funded by the Australian Government through the Local Roads and Community Infrastructure Program and Council. These works included approximately 700sqm of pavement replaced to address cracks, potholes and uneven surfaces, replacement of existing street furniture and timber decking with new artificial grass and shade, and the installation of five tree pits with weeping Lilly Pilly trees.



We delivered **Open Space & Sportsgrounds** upgrades across Campbelltown to provide high quality, accessible, and attractive community infrastructure.

Local cricketers will soon be able to train in a new state-of-the-art indoor cricket facility to be built at Raby Oval. Raby Indoor Cricket Centre redevelopment commenced in November 2023. The \$4.86 million project will include six lanes and nets, increasing the capacity of the facility for all-weather training year-round and is due to be completed late 2024.

Raby Oval was awarded third place in the prestigious Ground of the Year Award at Cricket NSW's 2023-24 Premier Cricket Awards. With umpires from First and Second Grade making ground assessments each match, Raby Oval was awarded high points for the pitch performance and condition, outfield and line markings. Our other cricket oval at Raby Sports Complex used by lower grades was awarded 7th out of 39 fields.



The Bow Bowling Neighbourhood Centre received a new playspace as part of the 2023-24 playspace program. The neighbourhood playspace designed for a wide range of ages includes multiplay unit and slide, swing set, shade sail and picnic.

Prentice Park in Kearns and Sauvignon Reserve in Eschol Park received playspace upgrades, including a newly designed playspace, swing sets and picnic setting, bench seating and sandstone logs to sit and rest. Sauvignon Reserve also received a newly designed playspace including multiplay unit and slides, swing set, climbing nets, balancing trail, trampoline and shade sail.



Marsden Park Playspace

Funded by Campbelltown City Council and NSW Government's Places to Play program, the new \$1.1m playground features:

- Enhanced play equipment
- New water play area and natural play area
- Seating areas, picnic shelters and BBQ areas
- Semi-mature shade tree plantings and shade sails
- Safety fencing around the playground and pedestrian entry points
- New accessible entry pathways

Mayor Dr George Greiss said that, "Marsden Park is a busy precinct that deserves a high quality playground to service the families who may be visiting the two major hospitals or businesses in the area as well as the current and future residents of the area."

"We saw a fantastic response from the community to the concept plan and took on board feedback about the need for more shade, a flying fox, more slides and extra seating in the final design," Dr Greiss said.

Upgrades to our **roads and transport** infrastructure included:

Commenced construction of a new multi-deck car park at Farrow Road. This car park will provide 500 new parking spaces at Campbelltown Station and is due to be completed in the first half of 2025.

Upgrades to the entrance and car park area of Keith Longhurst Reserve were delivered during 2023-24 to improve accessibility for visitors. Key elements of the upgrade include relaying of the car park surface, improved parking capacity, wayfinding signage, tree plantings and vegetation restoration.

Other carparks upgraded during the year included Leumeah Carpark (North), Coronation Park Netball Courts Carpark, and Milton Park Carpark.

We delivered road preservation works at the following locations to maintain and enhance the road quality and condition.

- Badgally Road from Blaxland Road to North Steyne
- Broughton Street from Moore Street to Howe Street, Campbelltown
- Chester Road between Collins Promenade to Lancia Drive (West), Ingleburn
- Copperfield Drive from Crispsparkle Drive to Boythorn Avenue, Ambarvale
- Eagle Vale Drive, Eagle Vale
- Eagleview Road between Ben Lomond Road and Ashmead Road, Minto
- Glen Alpine Drive from Menangle Road to Mount Huon Circuit (North)
- Henderson Road between Rail Bridge to Macquarie Road
- Jacaranda Avenue Bradbury from Macleay Street to Tallowood (North)
- Johnson Road Blair Athol from Frost Road to The Kraal Drive
- MacDonald Road between the Freeway to Paul Cullen Drive
- Macquarie Avenue, Campbelltown from Waminda Avenue to Angle Road
- Entrance road to Simmos Beach Reserve, Macquarie Fields
- Sunderland Drive Raby from Spitfire Drive to Hurricane Drive
- Williamson Road from Bunbury Curran Creek to Benson Road





OUTCOME 3 Enriched Natural Environment



1,945
of Bushcare volunteer hours



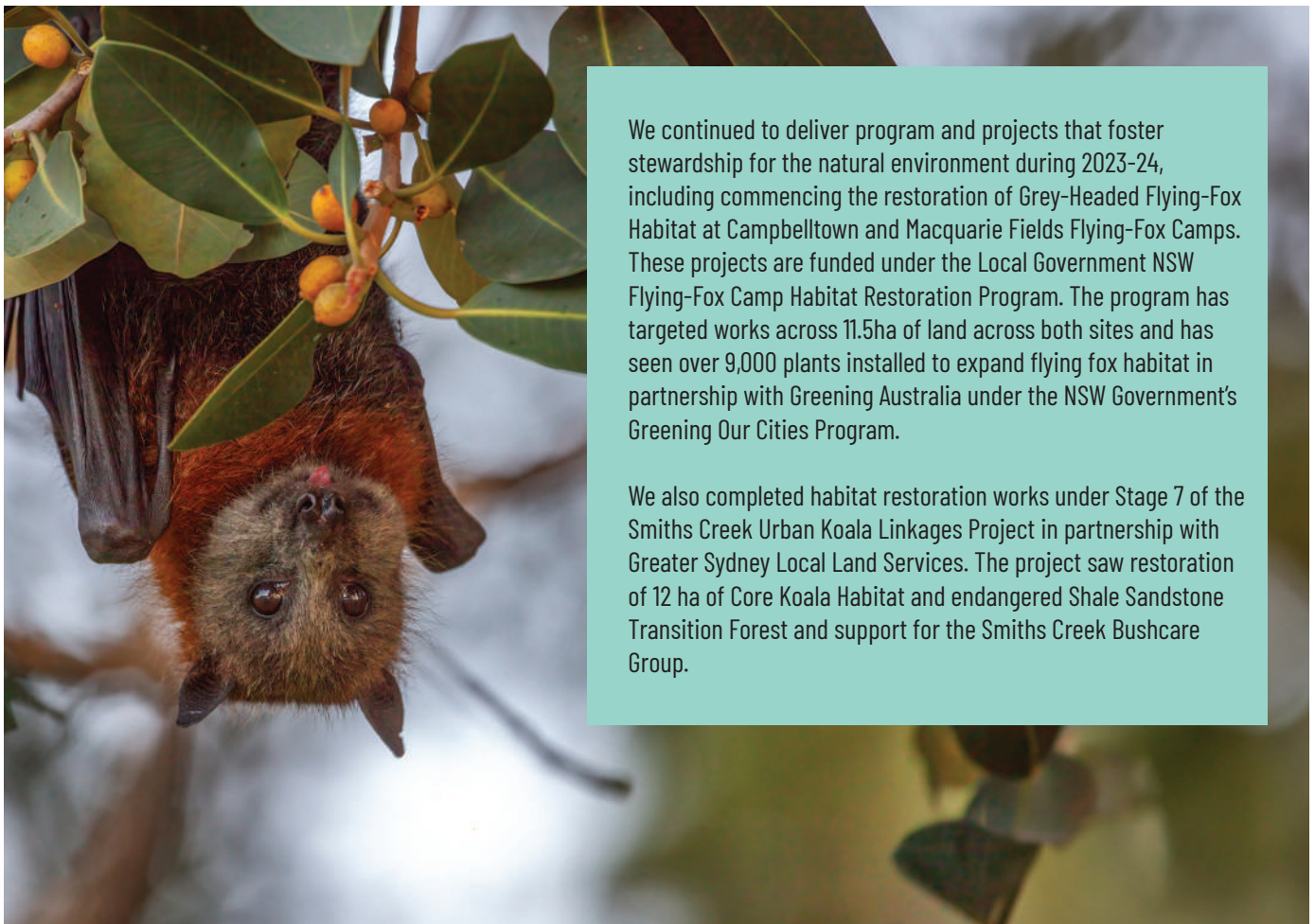
7,272
community members were engaged through events and programs that foster stewardship for the environment



79
environmental education events



11,231
Urban Trees Plants



We continued to deliver program and projects that foster stewardship for the natural environment during 2023-24, including commencing the restoration of Grey-Headed Flying-Fox Habitat at Campbelltown and Macquarie Fields Flying-Fox Camps. These projects are funded under the Local Government NSW Flying-Fox Camp Habitat Restoration Program. The program has targeted works across 11.5ha of land across both sites and has seen over 9,000 plants installed to expand flying fox habitat in partnership with Greening Australia under the NSW Government's Greening Our Cities Program.

We also completed habitat restoration works under Stage 7 of the Smiths Creek Urban Koala Linkages Project in partnership with Greater Sydney Local Land Services. The project saw restoration of 12 ha of Core Koala Habitat and endangered Shale Sandstone Transition Forest and support for the Smiths Creek Bushcare Group.



2023-24 Urban Tree Planting Program

Location	Start Date	Finish Date	Number of Trees
Milton Park, Macquarie Fields	July 2023	August 2023	2,000
Moore-Oxley Bypass, Campbelltown	September 2023	September 2023	106
Moore-Oxley Bypass, Campbelltown	September 2023	September 2023	106
Campbelltown Grey-Headed Flying-Fox Camp - Farrow Rd Campbelltown	November 2023	June 2024	7,800
John Kidd Reserve, Blair Athol	November 2023	November 2023	270
Koshiguya Park and Therry Rd, Campbelltown	February 2024	February 2024	45
Queen St, Campbelltown	April 2024	April 2024	10
Cook Park, Ruse	May 2024	May 2024	1,000

During 2023-24, our **Waste & Recycling** Education Team successfully participated in and delivered a number of initiatives including:

- Nappy and Sanitary Rebate Program during Plastic Free July 2023
- Eid Mubarak Campbelltown - Waste Education Stall to engage with the community
- Fishers Ghost 2023 - Waste Education Stall to engage with the community
- Participant in the Macarthur Strategic Waste Alliance's (MSWA) "Macarthur's Biggest Garage Sale" where reuse and circular economy themes were demonstrated, promoted and shared with communities
- Chemical CleanOut Event in May 2024

In conjunction with Council's libraries and the Macarthur Centre for Sustainable Living, we also hosted 28 workshops on topics relating to food waste avoidance, reduction of plastics consumption and worm farming and composting.

A new waste disposal contract also commenced in June 2024.

In October 2023, we endorsed our **Net Zero Strategy**, aimed at transitioning our operations to Net Zero. During 2023-24, the initiatives below were delivered.

We partnered with 24 other councils in a landmark agreement facilitated by the Southern Sydney Regional Organisation of Council's (SSROC). This landmark agreement supplies 70% renewable energy across our entire portfolio. This initiative provides significant cost savings and supporting investment in the NSW renewable energy industry.

We worked with Endeavour Energy to replace over 12,000 old inefficient streetlights with new high efficiency Light Emitting Diode (LED) lights.

We partnered with Endeavour Energy to commence installation of two community batteries in Macquarie Fields and Blair Athol. These batteries allow residents and businesses to store excess power for use in the evening.

We also adopted a plan to decarbonise our fleet. The plan demonstrates that it is operationally feasible to transition our passenger and leaseback fleet to electric, and that this transition could occur by 2030. We now have 10 Electric Vehicles in our fleet and 4 EV charging points located at Council's depot and Civic Centre car parks.

In August 2023, we implemented the Circular Economy Recycled Textile Project (CERT). This Project provides direct support to the Sebastian Foundation which facilitates the Open Parachute Program in local schools providing mental health and well-being support programs to vulnerable youth. The Open Parachute Program is currently run in 7 local schools in the Campbelltown LGA with over 2,000 students being directly assisted through the program. This program was developed in Campbelltown and all from clothing recycled is from our communities.

- Clothing Diverted from Landfill (Kgs) to date: 150,854
- Reduced carbon emissions (Tonnes Co2/yr.)*: 431.68
- Reduced water consumption (ML/yr.)*: 42.99
- Reduced energy use (MWh/yr.)*: 917.27



8,594

visitors to the Community Recycling Centre



6,882,013

bins emptied



62,372

kerbside collections



OUTCOME 4 Economic Prosperity

The **revitalisation and activation of our city centres** continued to be a priority during 2023-24. Council advocated to the NSW Government to commit to the delivery of new Court infrastructure within the South West Sydney Community and Justice Precinct. This seeks to catalyse further development and job creation in the city centre.

The Genesis Care facility was completed and opened by the Minister for Health and the Mayor. The Genesis Care facility provides much needed local cancer care services and the building demonstrates commitment to design excellence and sustainability. It has achieved a 6-star green star sustainability rating with its features including rainwater capture for toilet flushing and irrigation, a 39KW solar array, reduced carbon concrete, and EV charging in the carpark.

We delivered the Street Appeal Shop Front Improvement Grant program to all building owners, or commercial tenants of ground floor businesses located in the Campbelltown and Ingleburn city centres. 37 local businesses were awarded grants of up to \$2,000 to enhance their business shopfronts. Almost \$70,000 worth of grant funding was awarded in total during 2023-24.

Council endorsed a new outdoor dining policy and best practice guidelines to make it easier for our businesses to use public spaces for high quality outdoor dining. During 2023-24, 35 businesses within the Campbelltown and Ingleburn city centre precincts were issued with permits.

To complement the new outdoor dining policy, we delivered our shopfront improvement program. A total of 21 businesses were successful recipients of the grant, with

funds of almost \$88,000 distributed to support businesses in the establishment of new outdoor dining areas. To benefit the local economy, businesses were encouraged to utilise local suppliers when purchasing their new outdoor dining furniture.

Renew On Q is a project designed to activate vacant shopfronts in the Queen Street Precinct.

The project kicked off in July and heading into early 2024, there were two shopfronts in operation, with another three to come online, providing creative start-ups and entrepreneurs the opportunity to test and trial their business ideas in a commercial setting. The response to the new businesses has been incredibly positive, and we're looking forward to introducing more new creative businesses to Campbelltown during the next 12 months.

We also delivered a range of **business support activities** during the year including Business Health Check Monthly Sessions, women's career development workshop – careers in aviation, partnering with the Western Sydney Women's Empowering and Enablement Program, this interactive workshop highlighted aviation careers available to women in western Sydney, Small Business Month Event – Marketing Revelations: Future Proof with Fitness and Campbelltown: It's happening – WSBC Business Leaders Lunch, video and major projects publication launch.

Renew On Q is a project designed to activate vacant shopfronts in the Queen Street Precinct.

Providing creative start-ups and entrepreneurs the opportunity to test and trial their business ideas in a commercial setting.



OUTCOME 5 Strong Leadership

Strategy, Engagement and Advocacy

During 2023-24, we led a series of major **strategic projects** including the draft City Centre Design Framework and more than 30 technical studies as part of the City Centre Planning Proposal.

We coordinate Council's stakeholder input into forums and meetings with State Government bodies, including Transport for NSW, South West Sydney Local Health District, Campbelltown Health and Education Precinct, Western Sydney Planning Partnership, and Schools Infrastructure NSW. We have collaborated with Transport for NSW on major projects including strategic and investment planning for South West Sydney, railway station upgrades, bus network enhancements, new cycleway corridors, and connections to Western Sydney International Airport.

We managed initiatives to provide transport and monitor mobility across the City Centre, including carshare spaces used by over 500 members of our community, and smart devices collecting utilisation data on 119 parking bays, 8 loading zones, and 11 pedestrian areas.

We delivered our **advocacy program** engaging with NSW and Australian Governments, peak bodies and strategic partners on key issues for our city.

The Mayor continued to draw attention to Campbelltown's needs, reaching out to Members of Parliament, Ministers, and Shadow Ministers through 215 written representations, and supported through 42 meetings to advocate for enhanced outcomes and investment in Campbelltown.

Many initiatives in "Our Call to the NSW Government for Support" advocacy document prepared prior to the NSW elections in March 2023 have garnered support across the year.

We secured approximately \$177 million in grant funding from the NSW and Australian Governments during the reporting period, including formally signing the deeds for the Western Sydney Infrastructure Grants Program (formerly WestInvest) projects.

We continued to see increasing levels of engagement from our community via our 'Over to You' **community engagement** platform and through participation in our community engagement activities. We delivered forums hosted by the Mayor which included three community forums, one youth forum and one seniors forum. We also hosted a community workshop for our Blue Green Grid project to engage the community as part of the development of the Blue Green Grid Plan. We also consulted with our community on eight playspace upgrades which included onsite community consultation.

Many of our projects and initiatives received positive media attention during the year.

- Renew On Q
- Campbelltown Billabong Parklands
- GenesisCare
- Bin Lock Trial



55

projects shaped through community engagement



3,597

participants in Community engagement activities



40,000+

followers on social media



2,230

Over to You Campbelltown members

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 the following 4 Service Reviews.

The Mowing Customer Journey Review

This aimed to improve the customer experience in relation to our mowing service by responding to community expectations and improving Council's communications around mowing schedules. Following the review 20 improvement actions were identified and will be delivered during 2024-25 and beyond.

Integrated Planning & Reporting Review Phase 2

This review focused on the development of the 2024-25 Operational Plan and Performance Indicators. 8 improvement actions were identified and implemented.

Development Application Customer Journey Review

This review aimed to improve the customer experience by providing customers with a more unified, consistent and customer centric approach to the handling of Development Applications. Following the review 19 improvement actions were identified and will be delivered during 2024-25 and beyond.

Community Halls Review

This review investigated Community Halls in relation to strategic direction, utilisation, and delivery model.

Governance and Administration

During 2023-24, we commenced our **Customer Experience Program**, delivering six projects improving the experience of our customers across a number of services. A summary of these projects is outlined below:

Project	Description	Deliverable
Consistent customer communications	Develop and provide customers with consistent customer-friendly language across customer communications.	40 templates across the business were collected and updated by Communications with consistent customer-friendly language. A Communications Business Partner model is in place to continuously review collateral with the business.
Utilise Customer Journey Maps to Understand Customer	Use customer journey mapping to truly understand our services from a customer's perspective.	The mowing and development applications customer service journeys review has been completed. As part of this project, we have completed internal and external engagement, identified improvements and mapped the priorities to deliver better service outcomes for our customers. Outcomes from the service journeys have been built into delivery and/or operation plans for delivery.
Build Our Self-Serve Capability / Easy Self-Service	Improve the system of self-service so that customers are able to service themselves easily and have the right tools to support them to do so.	Customer Form project underway to digitise paper based application forms.
	Deliverable 1: Review and consolidate the customer requests from multiple solutions into CCS. Improve the customer request platform.	<p>Over the past financial year, we have focussed on transitioning customer requests into our new request management solution Campbelltown City Services (CCS) which empowers our customers to serve themselves anytime and anywhere and provides request visibility enabling them to see where their request is up to.</p> <p>We have reviewed 85 customer requests and engaged with 20 teams. This has resulted in closing obsolete request types and migrating customer requests into CCS.</p> <p>To enhance our digitised forms, we have also consolidated multiple form solutions into one platform. This has resulted in a review of 63 forms with 14 teams and 56 forms migrated with 7 no longer required.</p>
Share Positive Stories	Share positive stories about Campbelltown Council actions to improve perspective and build trust.	A review of our compliments database has developed a 'What's our community saying' FRED page to share community compliments across the organisation building employee engagement. This is supported with a monthly news article recognising the efforts of our staff.
Monitor and Report on Customer Experience	Develop customer centric KPIs.	Customer Experience is being incorporated into the new Quarterly Business Review process, as well as the development of the next Delivery Program.
Reduce Customer Effort	Reduce customer effort by customers not having to retell their stories. Design the process so that customers can find the right people with the capability to complete their job.	For customer requests built in our request management solution Campbelltown City Services (CCS) a call back task enhancement was created for accountability and tracking.

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 1 elected Council representative. The Committee meets 3 times a year at a minimum and 1 special meeting to consider Council's Annual Financial Statements. As of 30 June 2024, members of the Committee include:

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

During 2023-24, Campbelltown City Council conducted 4 **internal audits** and recommended control and efficiency improvements across the following diverse operations:

Audit	Completed By
Recruitment and Selection	Internal
Accounts Payable	Internal
Domestic Waste	Internal
RMS Drives Compliance	Internal

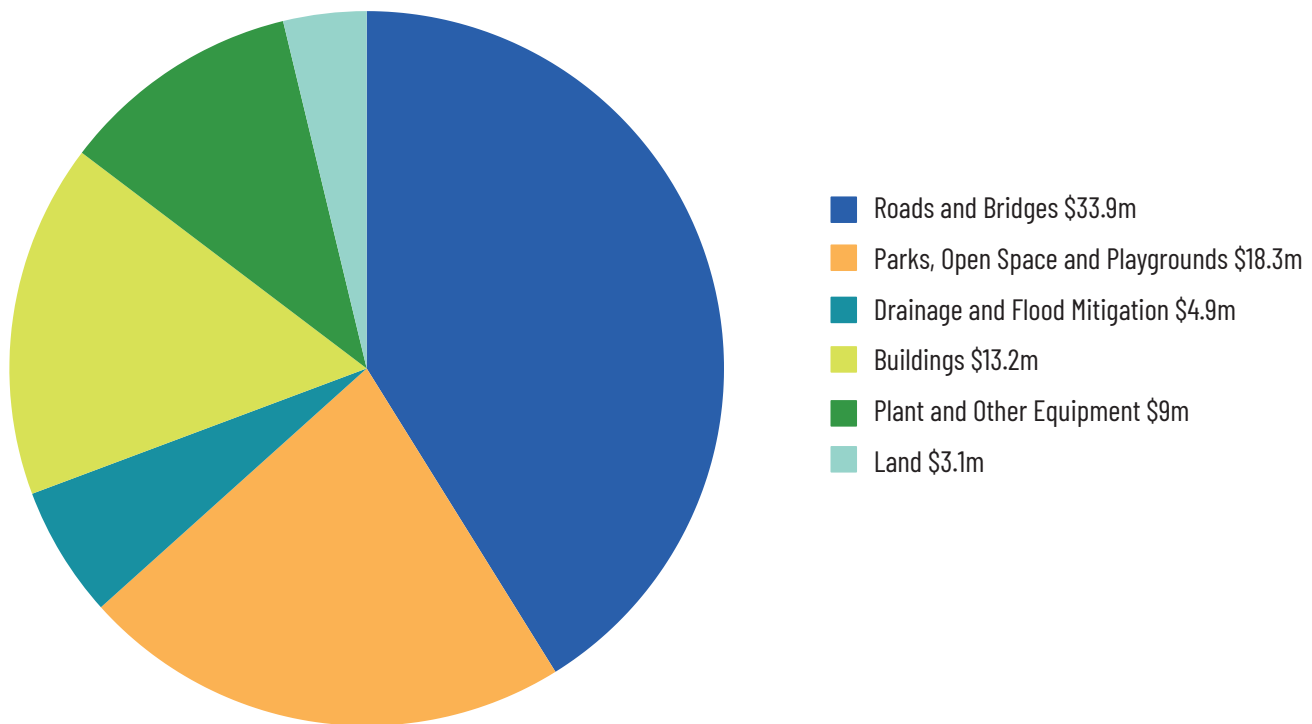


Our Capital Projects and Programs



Where the money was spent

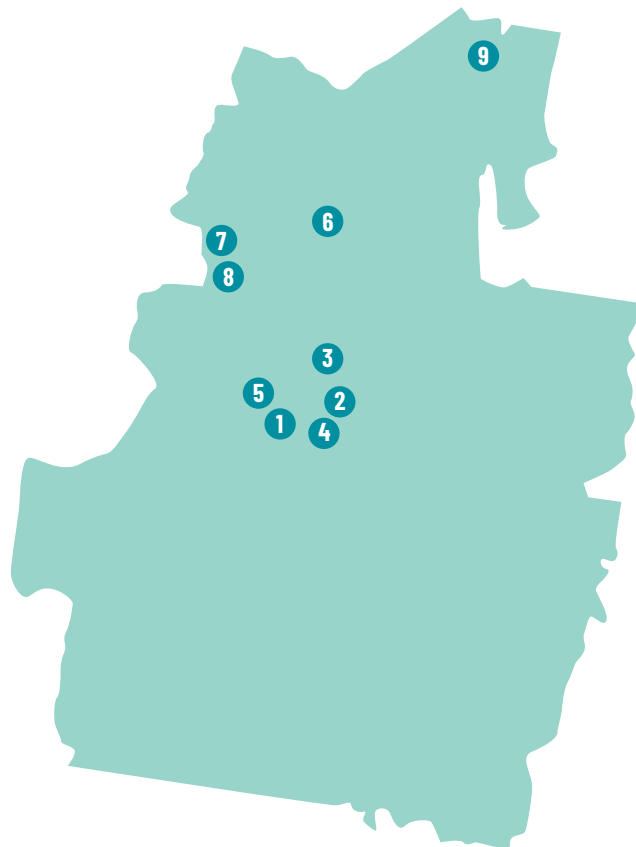
Capital spend per the 2023-24 Annual Financial Statements totalled \$82.4m. This includes capital dedications to Council.



Projects and Improvement Highlights across the LGA

Across the LGA, we've been working hard to deliver many new services and facilities for the community using a combination of rates, development contributions and grants from the NSW Government. Here's a snapshot of some of the key projects and improvements we've made to our local playspaces and recreation facilities.

1. Campbelltown Billabong Parklands (Campbelltown)
2. James Ruse Park Playspace (Ruse)
3. Scriven Reserve Playspace (Leumeah)
4. Satsukino Reserve Playspace (Ruse)
5. Marsden Park Playspace Upgrade (Campbelltown)
6. Bow Bowling Neighbourhood Centre Playspace (Bow Bowling)
7. Prentice Park Playspace (Kearns)
8. Sauvignon Reserve Playspace Upgrade (Eschol Park)
9. Seddon Park Cricket Net Construction (Glenfield)



Stormwater Levy

The Stormwater Levy in Campbelltown for 2023-24 has allocated funds towards various stormwater management projects. These include the installation of flood sensors on Cambridge Avenue, creek stabilisation efforts in Milton Park, and upgrades to drainage systems at Waminda Oval. Additionally, the levy has supported the development of Park Central GPT, a greenfield development project incorporating sustainable stormwater management practices.

Our Completed Projects

Infrastructure projects and works completed during 2023-24

Location	Description of works completed	Completion date
Car Parks		
Billabong Parklands	Special Event 4P Parking Signs Installation	April 2024
Farrow Road	At Grade Car Park- additional spaces on Lot2	February 2024
Leumeah Carpark (North)	Resurfacing works	February 2024
Eagle Vale Central Car Park	Pavement Resurfacing	February 2024
Clark Reserve	Wheel Stops and bollards in the carpark	January 2024
Coronation Park Netball Courts Carpark	Resurfacing works	December 2023
Roads		
Williamson Road	Road Resurfacing	June 2024
Eagle Vale Drive	Road Resurfacing	February 2024
Badgally Road	Road Resurfacing	February 2024
North Steyne Road	Road Resurfacing	February 2024
Henderson Road	Road Resurfacing	December 2023
MacDonald Road	Road Resurfacing	December 2023
Eagleview Road	Road Rehabilitation	December 2023
Peter Meadows Road	Road Rehabilitation	September 2023
Minerva Road	Road Rehabilitation	August 2023
Racecourse Avenue	Road Rehabilitation	July 2023
Kerb and Gutter		
Bradbury Oval Car Park	Kerb and Gutter	May 2024
Footpaths - New		
Warrina Rd	2023-2024 Footpath Program	March 2024
Watsford Rd	Footpath Program	February 2024
Cathedral Ave	Footpath and Pram Ramp	February 2024
Old Kent Rd	New Footpath	November 2023
Townson Ave	New Footpath	October 2023
Rudd Rd	New Footpath	September 2023
Owen Stanley Rd	New Footpath	September 2023
Myee Rd	New Footpath	September 2023
Cook Rd	New Footpath	September 2023
Adrian St	New Footpath	September 2023
Banks St	New Footpath	September 2023
Raymond Ave	New Footpath	September 2023
Aberfeldy Cres	New Footpath	September 2023
Philip St	New Footpath	September 2023
Woodcourt Rd	New Footpath	July 2023
Shared Paths - New		
The Parkway	Shared path	December 2023
Airds Rd	Shared path	November 2023
Williamson Rd	Shared path	September 2023
Williamson Rd	Shared path	August 2023
Minto Rd	Shared path	July 2023
Blaxland Rd/ Farrow Rd	Shared path	July 2023
Bus Shelters		
Junction Rd	Bus Stop Seat Installation	July 2024
Junction Road	Seat at Bus Stop	September 2023
Plowman Rd	Bus shelter program	August 2023
Lawn Ave	Bus shelter program	August 2023
Lawn Ave	Bus shelter program	August 2023

Bridges		
Henderson Road Bridge Deck	Pavement Resurfacing	June 2024
Badgally Road Bridge Deck	Pavement Resurfacing	July 2023
Traffic Management		
Various Roads	Traffic Counts	May 2024
Campbelltown LGA	Installation of Wayfinding Signs for Billabong	March 2024
Junction Road	Traffic Calming Devices Installation	March 2024
Emerald Dr	Traffic Calming Devices Installation	March 2024
Woodhouse Dr	Traffic Calming Devices Installation	February 2024
Beverley Road	Pedestrian Crossing	February 2024
Crispsparkle and Harthouse	Roundabout	February 2024
Various Location across Campbelltown LGA	2023-2024 Baulks Program	September 2023
Drysdale St	Pedestrian Safety Fence	August 2023
Jamboree Ave	Speed Radar Signs	July 2023
St Jones Rd	Speed Radar Signs	July 2023
Drainage		
Kialba Road	Drainage Upgrade	June 2024
Bradbury Oval	Drainage Upgrade	May 2024
Arthur Allen Child Care	Drainage Upgrade	December 2023
Stormwater		
Milton Park	Creek Bank Stabilisation	December 2023
Milton Park	Creek bank stabilization	September 2023
Cambridge Ave	Flood Sensor	September 2023
Milton Park	Access Road and Concrete Pad for GPT maintenance	July 2023
Aquatic and Leisure		
Campbelltown Billabong Parklands	New venue	June 2024
Parks and Playgrounds		
Marsden Park, Campbelltown	Playspace Upgrade	June 2024
Bow Bowling Neighbourhood Centre, Bow Bowling	New Playspace	June 2024
Prentice Park, Kearns	New playspace	June 2024
Sauvignon Reserve, Eschol Park	Playspace Upgrade	June 2024
Satsukino Reserve, Ruse	New playspace	November 2023
James Ruse Park, Ruse	New playspace	September 2023
Scriven Reserve, Leumeah	New playspace	September 2023
Sportsgrounds		
Across LGA - 40 sites	Lighting and irrigation system controller upgrade	May 2024
Coronation Park Sports Courts	Re-marking	May 2024
Bob Prenter Reserve	Lighting upgrade	April 2024
Lynwood Park	Changerooms upgrade	January 2024
Macquarie Fields Tennis Courts	Lighting upgrade	November 2023
Raby Sports Complex Oval #1	Sub-surface Field Drainage	June 2024
Seddon Park	Cricket net construction	February 2024
Buildings		
Campbelltown Golf Course	Amenities Shed	March 2024
NSW Rural Fire Service, Minto	Macarthur Control Centre Upgrade	June 2024



Our Council



Our Council

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.

Council Meetings	2021-22	2022-23	2023-24
Council Meetings Held	13	15	14
Confidential items reported to Council	11	18	18
Reports considered by Council	208	249	317
Motions passed by Council	247	304	374

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: 02 4645 4319



Cr Masud Khalil
DEPUTY MAYOR
M: 0408 974 248



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 Joshua Cotter
M: 0408 946 592



Cr Marian George
M: 0408 940 419



Cr Karen Hunt
M: 0458 783 257



Cr Darcy Lound
M: 0409 829 103



Cr Rey Manoto
M: 0408 449 981



Cr Warren Morrison
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

*Council elections were held in September 2024. Please visit Council's website for information on our current Councillors

Council Committees

Campbelltown City Council has 12 committees. Committee members consider information provided in reports submitted by Council officers, as well as deputations from community members where provided. Committee recommendations are then considered at the following council meeting.

1. Arts Centre Strategic Committee
2. Audit, Risk and Improvement Committee
3. Traffic Committee
4. Floodplain Risk Management Committee
5. Georges River Combined Councils Committee
6. Macarthur Zone Bush Fire Management Committee
7. NSW Public Libraries Association New South Wales
8. South West Sydney Academy of Sport
9. South Western City Planning Panel
10. Youth Advisory Committee
11. Wildlife and Environment Advisory Committee
12. Multicultural Advisory Committee

Councillor Meeting Attendance

The table below shows Councillor attendance at meetings held between 1 July 2023 and 30 June 2024.

Mayor and Councillors	Ordinary Council Meeting	Extraordinary Council Meeting	AGM
G Greiss (Mayor)	11/11	3/3	1/1
M Khalil (Deputy Mayor)	10/11	3/3	1/1
G Brticevic	9/11	2/3	0/1
J Chew	11/11	2/3	1/1
M Chivers	11/11	2/3	1/1
M Chowdhury	11/11	3/3	1/1
J Cotter	11/11	3/3	1/1
M George	9/11	1/3	1/1
K Hunt	9/11	3/3	0/1
D Lound	11/11	2/3	1/1
R Manoto	9/11	2/3	1/1
W Morrison	8/11	2/3	1/1
R Munro	10/11	3/3	1/1
M Oates	11/11	3/3	1/1
M Stellino	6/11	3/3	0/1



Council Committees Councillor Membership

Council Advisory Committees

Campbelltown City Council has 6 advisory committees. Committee members consider information provided in reports submitted by Council officers, as well as deputations from community members where provided. As the Committees are advisory, committee recommendations are then considered by the Councillors at a Council meeting.

Youth Advisory Committee

Cr Joshua Cotter (Chairperson)

Wildlife and Environment Advisory Committee

Cr Matt Stellino (Chairperson)

Multicultural Advisory Committee

Cr Masud Khalil (Chairperson)

Arts Centre Strategic Committee

Cr Meg Oates (Chairperson)

Cr Margaret Chivers

Cr Masud Khalil

Audit, Risk and Improvement Committee

Cr Warren Morrison

Traffic Committee

Cr Masood Chowdhury

Delegates to boards, authorities and other organisations

Councillors also act as delegates to the boards, authorities and other organisations for the Council term concluding in September 2024 as follows.

Floodplain Risk Management Committee

Cr Warren Morrison

Georges River Combined Councils Committee

Cr Matt Stellino

Cr Rey Manoto

Cr Masud Khalil

Macarthur Zone Bush Fire Management Committee

Cr Warren Morrison

NSW Public Libraries Association New South Wales

Cr Dr John Chew

Cr Marian George

South West Sydney Academy of Sport

Cr Joshua Cotter

South Western City Planning Panel

Cr George Brticevic

Cr Karen Hunt

Cr Masood Chowdhury (alternate)

Our Awards and Recognition

During 2023-24, Council's efforts and achievements were recognised in numerous ways. The following provides an overview of awards and recognition that we received during the year.

Award	Initiative	Date
<p>Winner NSW Public Libraries Association Innovation in Outreach Award (for populations over 100,000)</p>	<p>Write it! write now! was originally pitched to our library by members of the community with a professional background in creative writing.</p> <p>It was first piloted in 2019 and came back "new and improved" in September to October 2022. The program involved a series of writing workshops for youth to develop their skills in prose, hip hop, spoken word, poetry, scriptwriting and song writing. Following eight weeks of workshops, the participants put on a special night for family, friends and the community where they showcased their completed creative works at our Greg Percival Library in Ingleburn. Finally, a zine was published with all the participants' works and copies were made available in our library.</p>	<p>November 2023</p>
<p>Winner Western Sydney University's Women of Western Sydney Award – Arts category</p>	<p>The Women of Western Sydney Awards honour extraordinary women and formally recognises their contributions to the development of the region. The Women of Western Sydney Awards showcase the strength and diversity of the women of the region and celebrate their significant contributions.</p> <p>Mouna Zaylah was nominated in the Arts category. This prestigious awards program recognises women who have made significant contributions to Western Sydney through leadership in the Arts sector.</p>	<p>March 2024</p>
<p>Winner Australian Road Safety Awards - Local Government Programs Award</p>	<p>Child Restraints Diversion Pilot. This was the result of a fantastic collaboration with NSW Police Force, Revenue NSW and Transport for NSW to improve safety outcomes for our community.</p>	<p>June 2024</p>



Our Organisation



Our Executive

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, Chief Executive Officer



Jai Rowell, Deputy General Manager City Governance, Planning and Futures



Ben Hoyle, Deputy General Manager City Service and Lifestyles

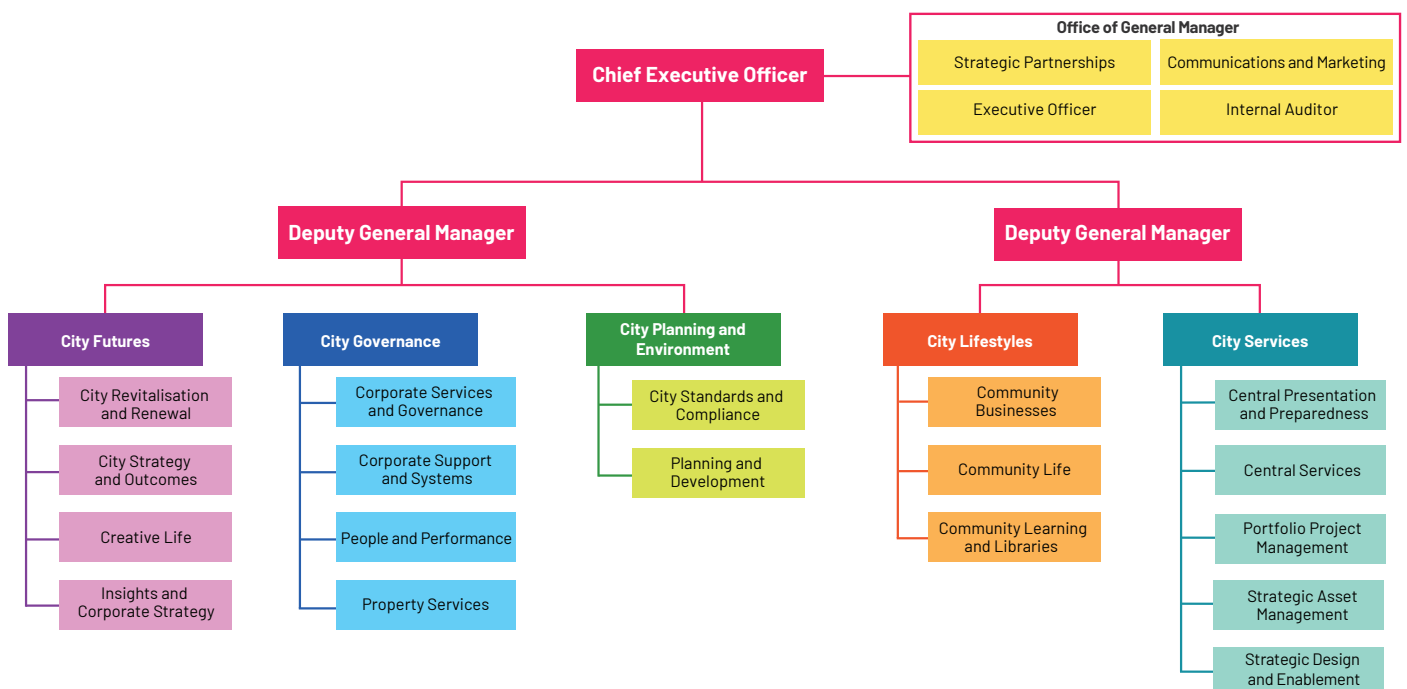


Rebecca Grasso, Director City Futures



Jim Baldwin, Director City Planning and Environment

Our Organisation's Structure



Our Corporate Mission

The mission of Campbelltown City Council is to lead the delivery of the community's vision for Campbelltown through:

- Balanced service provision that meets community needs
- Uniting and inspiring a sense of possibility
- Proactively advocating for our place and community
- Responsibly managing growth

Our mission statement reflects the fundamental long-term purpose of our organisation. This captures why we exist, the nature of our business and the unique value we provide our community.

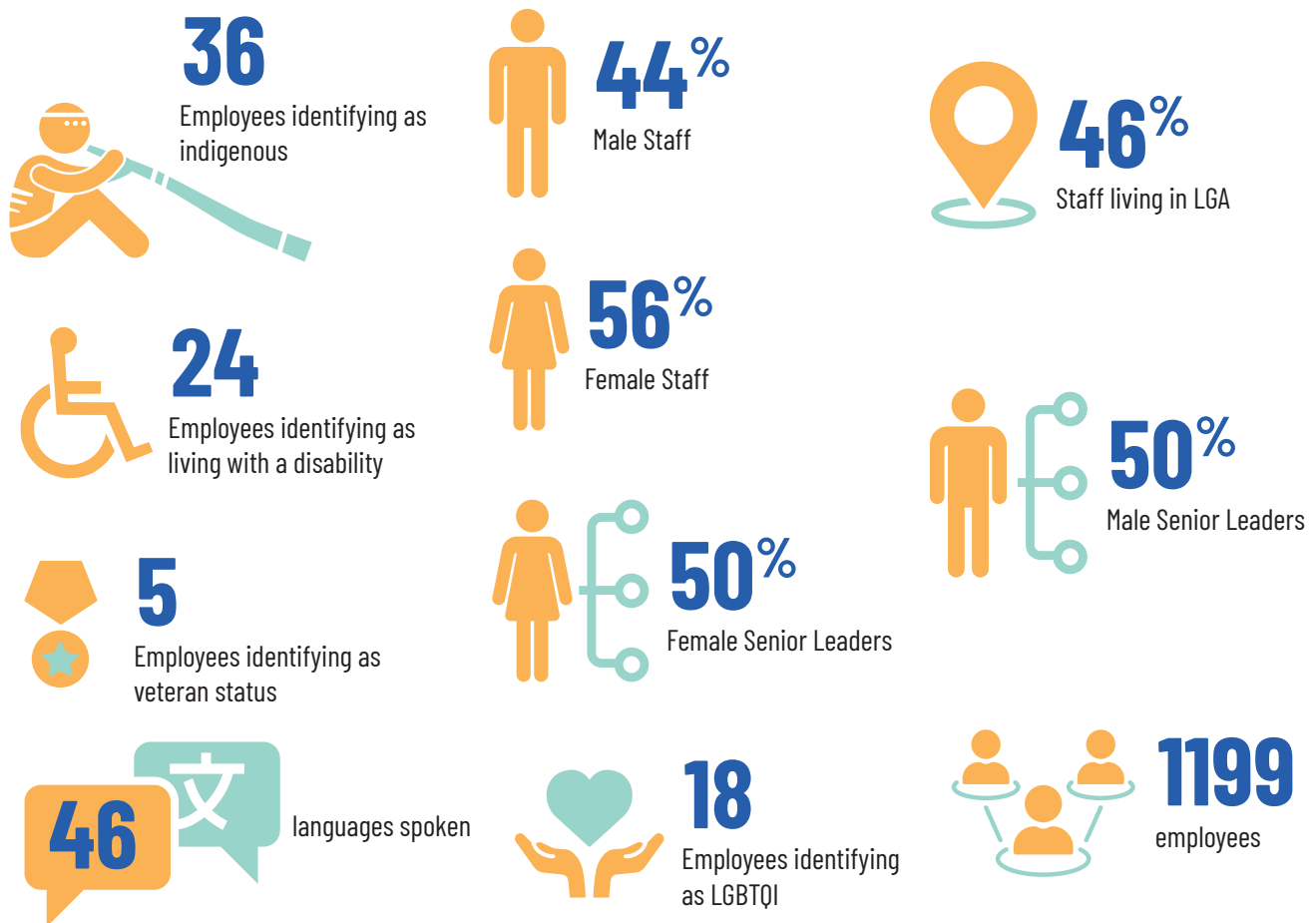
Our Values

Our corporate 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.



Our People



Our Workforce

Directly employed by Council	
Senior Staff	7
Casual Employee	293
Fixed-Term Contract	62
Permanent Full Time	665
Permanent Part Time	161
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	12
Supplied to the council, under a contract or other arrangement with the person's employer, as an apprentice or trainee	6

Length of service

The average employee tenure is 7.33 years. We especially acknowledge the dedication of the 124 employees that have worked at Council and served the community for more than 20 years. A special mention to Richard Claxton who celebrated an amazing 50 years of service with Council in 2024.

Recruitment

During the 2023-24 Financial Year, we saw an increase in recruitment activity in response to staff turn-over and organisation growth. We welcomed 310 new employees. A further 309 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, 23 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 of 6 C-Town Koalas competing with other Councils across NSW in a range of Challenge activities. In addition, 91 staff have completed VOC assessments for various plant and equipment. Cyber Security Fundamentals are also tracking well with 940 staff having completed this course.

People & Performance

With the updated Local Government (State) Award in effect from 1 July 2024, we took the opportunity to further evolve our staff salary system, building on work undertaken in 2023. The uplifted Salary system positions us a competitive across all role categories and have reduced significantly the need for allowances above the salary System rate.

Our Work Health and Safety

Council is pleased to report a year-on-year reduction in the number of Medical Treatment Injuries and only a slight increase in Lost Time Injuries. Council also formalised and implemented new controls to managing psychosocial risks to workers.

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
- Extending recognition of traditional owners of the land by incorporating the new RAP art work design not staff uniforms
- Broadened type of diversity data captured and reported through the Workforce Management Plan.

WELCOME KOREA REPUBLIC



Appendices



Our Operational Plan 2023-24

The following table is a summary of our performance against the specific Operational Plan actions we committed for 2023-24.

✓	Completed as planned or on track	●	Off track, not delivered as planned or cancelled
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Action	Status	Responsible Section
Relocation of HJ Daley Library to transitional site	✓	City Projects
Construction of Campbelltown Billabong Parklands	✓	City Projects
Undertake design of Campbelltown Sports and Health Centre of Excellence	✓	City Projects
Construction of Raby Indoor Sports Centre	✓	City Projects
Design Farrow Road commuter carpark	✓	City Projects
Improve digital automation for project management processes and procedures	✓	City Projects
Manage and Deliver the WestInvest program of works	✓	City Projects
Review unsolicited Proposal policy to identify investment opportunities for Council and community	✓	City Revitalisation and Renewal
Deliver Urban Renewal and City Revitalisation Strategy	✓	City Revitalisation and Renewal
Implement Divestment Policy	✓	City Revitalisation and Renewal
Implement Acquisition Policy (strategic and just terms compulsory acquisition)	✓	City Revitalisation and Renewal
Urban Renewal Policy	✓	City Revitalisation and Renewal
Deliver education program on food safety requirements to residents and home-based food businesses	✓	City Standards and Compliance
Ensure the Home-Based Skin Penetration/Beauty/Hairdresser legal requirements are clear for the community to understand	✓	City Standards and Compliance
Source and implement an electronic infringement management system	●	City Standards and Compliance
Research and trial Smart Parking technology to assist parking management	✓	City Standards and Compliance
Commence work to review Campbelltown's Local Environmental Plan, Development Control Plan and Campbelltown Local Infrastructure Contributions Plan for the Campbelltown City Centre	✓	City Strategy and Outcomes
Deliver a traffic and transport model to inform the LEP review of the Campbelltown City Centre	✓	City Strategy and Outcomes
Investigate opportunities to promote mode shift and efficient use of existing carparking in the City Centre	●	City Strategy and Outcomes
Develop Design Guides for the Campbelltown City Centre and greenfield development	●	City Strategy and Outcomes
Implement Council's Transition to Net Zero Plan	●	City Strategy and Outcomes
Review Council's fleet with the aim of transitioning to hybrid and electric vehicles	✓	City Strategy and Outcomes
Create a network map of the services that support our community to better understand roles, connection points and leverage synergies	✓	City Strategy and Outcomes
Embed resilience into Council's Asset Management planning	●	City Strategy and Outcomes
Develop a standard operating procedure that details Council's response requirements to each shock event	✓	City Strategy and Outcomes
Deliver a Council endorsed Investment Attraction Strategy and Framework	●	City Strategy and Outcomes
Deliver Renew on Q in Queen Street to improve visitation to the high street and diversity of retail offering	✓	City Strategy and Outcomes
Deliver opportunities for industry and service providers to connect with and provide employment opportunities for the local community	✓	City Strategy and Outcomes
Implement strategies to improve the perception of the Campbelltown city centre	✓	City Strategy and Outcomes
Develop and deliver Outdoor Dining Policy and Best Practice Guidelines	✓	City Strategy and Outcomes
Refresh Reimagining Campbelltown City Centre Master Plan to reflect changes in context and progress to date	●	City Strategy and Outcomes
Provide a spatial plan and standards to deliver great spaces for the community	✓	City Strategy and Outcomes

Coordinate Campbelltown Collaboration Area Steering Group and associated working groups	●	City Strategy and Outcomes
Collaborate with the Campbelltown Health and Education Partnership to support the growth of the Macarthur Health, Knowledge, and Innovation District	✓	City Strategy and Outcomes
Develop a work program and resourcing strategy to guide the implementation of the Resilience Hazard Assessment	✓	City Strategy and Outcomes
Develop an online platform to facilitate the sharing of information/promotion of services that provide support for shock and stresses	✓	City Strategy and Outcomes
Facilitate the creation of neighbourhood-based resilience champions/groups to lead and embed resilience programs and actions	●	City Strategy and Outcomes
Undertake a partnership with NSW Health to facilitate improvements to the quality and provision of Council assets and infrastructure	✓	City Strategy and Outcomes
Provide high quality education and care services that meet the needs of our future generation	✓	Community Businesses
Improve the aesthetics of our education and care facilities	✓	Community Businesses
Improve families access to our education and care services	✓	Community Businesses
Deliver annual calendar of events for Stadia	✓	Community Businesses
Develop and implement new business strategy to amplify the entire Stadia precinct at Leumeah	✓	Community Businesses
Improve the quality of facilities across Stadia	✓	Community Businesses
Deliver the grand opening of the Billabong Parklands venue	✓	Community Businesses
Operate the Billabong Parklands venue and events	✓	Community Businesses
Develop the Leisure Centre Future Planning strategy	●	Community Businesses
Implement actions from the Campbelltown Aquatic and Indoor Sports Strategy - Improvement of service delivery and site conditions	✓	Community Businesses
Improve digital accessibility of library services	✓	Community Learning and Library Services
Lead relocation of the library in Campbelltown City Centre	✓	Community Learning and Library Services
Develop and implement online library resources	✓	Community Learning and Library Services
Deliver and continue to refine Group Touring of Campbelltown through the Visitor Information Centre	✓	Community Learning and Library Services
Provide events that support and promote social inclusion and cultural diversity	✓	Community Life
Deliver the Disability Inclusion Action Plan 2022-26	✓	Community Life
Provide a range of events to the local community	✓	Community Life
Improve customer experience for community groups hosting events	✓	Community Life
Improve understanding of volunteer network within the Campbelltown LGA	✓	Community Life
Launch and deliver the Domestic and Family Violence Strategy 2023-2026	✓	Community Life
Update Council's Reconciliation Action Plan	●	Community Life
Provide community events to acknowledge dates of significance and commemorations for Aboriginal and Torres Strait Islander communities	✓	Community Life
Partner with local sporting clubs to deliver grant funded upgrades at Eschol Park Sporting Complex, Raby Sports Complex, Bob Prenter Reserve and Jackson Park	✓	Community Life
Audit sport and recreation fields and amenities	✓	Community Life
Develop Sport and Recreation feedback register	✓	Community Life
Deliver amenities and lighting upgrade at Bob Prenter Reserve	✓	Community Life
Deliver replacement sports amenities building at Bensley Reserve	●	Community Life
Commence renewal of Lynwood Park synthetic surface	✓	Community Life

Deliver the 'On Q' Queen Street activation program	✓	Community Life
Deliver Place Programs in Leumeah, Ingleburn and key centres	●	Community Life
Plan and prepare for 2024 Local Government Elections	✓	Corporate Services & Governance
Implement improved Legislative Compliance Register	✓	Corporate Services & Governance
Implement the recommendations and actions from the Governance Health Check	✓	Corporate Services & Governance
Review and implement risk management framework that is consistent with the Australian standards	✓	Corporate Services & Governance
Implement the revised corporate planning and reporting cycle	✓	Corporate Strategy and Insights
Develop the 2024-25 Operational Plan	✓	Corporate Strategy and Insights
Implement the Research & Data Roadmap	✓	Corporate Strategy and Insights
Develop and implement the 2023 Community Survey	✓	Corporate Strategy and Insights
Coordinate and facilitate the delivery of Council's Continuous Improvement Action Plan	✓	Corporate Strategy and Insights
Deliver digital improvements to customer service	●	Corporate Support & Systems
Deliver customer service process standardisation	✓	Corporate Support & Systems
Deliver the Cyber Security compliance program	✓	Corporate Support & Systems
Replacement of the Council Chambers AV System	✓	Corporate Support & Systems
Deliver the Customer Experience Program (service review)	✓	Corporate Support & Systems
Develop and launch Cultural Strategy	✓	Creative Life
Conduct Annual Arts Centre Survey	✓	Creative Life
Deliver artistic and cultural programs with Aboriginal and Torres Strait Islander artists and communities	✓	Creative Life
Develop and launch Public Arts Policy	●	Creative Life
Deliver annual civic events	✓	Chief Executive's Office
Develop a program of activities to recognise 40th anniversary of Campbelltown's Sister City Relationship with Koshigaya	✓	Chief Executive's Office
Implement endorsed Community Engagement Strategy	✓	Chief Executive's Office
Ensure website is improving our customer experience	✓	Chief Executive's Office
Develop and complete Audit, Risk and Improvement Committee Annual Effectiveness Survey	●	Chief Executive's Office
Construction of dangerous dog enclosure at the Animal Care Facility (Phase 2)	✓	Infrastructure
Develop and manage bridge maintenance program	●	Infrastructure
Develop and manage footpath renewal program	✓	Infrastructure
Deliver and manage kerb and gutter renewal program	✓	Infrastructure
Develop and manage street lighting upgrades	●	Infrastructure
Car park renewal program	✓	Infrastructure
Deliver Stormwater Levy Program	●	Infrastructure
Deliver upgrade and fit out to Macarthur Fire Control Centre	✓	Infrastructure
Deliver the building and facilities renewal program	✓	Infrastructure

Develop and fine-tune Assetic Predictor for all valued assets	✓	Infrastructure
Upgrade Conquest to Cloud based System with mapping and mobile functionality	●	Infrastructure
Undertake survey and monitoring of key species to understand local distribution	✓	Open Space
Finalise detailed design for trail, signage and picnic upgrades at Nepean River Reserve, Menangle Park as part of NSW Government's Places to Swim Program	●	Open Space
Deliver signage, access and trail upgrades at Smiths Creek Reserve to encourage leisure, recreation and physical activity	✓	Open Space
Deliver upgrades at Ingleburn Reserve including carpark refurbishment and accessible pathways to encourage leisure, recreation and physical activity	✓	Open Space
Develop master plan for Varroville Reserve, Varroville to allow for staged, strategic capital investment	✓	Open Space
Design and deliver a quality and inclusive district playspace upgrade at Marsden Park, Campbelltown	✓	Open Space
Design a quality and inclusive regional playspace upgrade at Koshigaya Park, Campbelltown	✓	Open Space
Design and deliver a range of quality and inclusive local and neighbourhood playspace upgrades at key reserves to encourage physical activity	✓	Open Space
Participate in the master planning process of Glenfield Parklands	✓	Open Space
Undertake preliminary master planning of Koshigaya Park to allow for staged, strategic capital investment	✓	Open Space
Undertake preliminary master planning of Rosemeadow Sports complex to understand active and passive open space opportunities	✓	Open Space
Prepare draft open space design manual to guide the development of open space in the LGA	●	Open Space
Collaborate with Sydney Water and key stakeholders to further investigate swim site activation in the Georges and Nepean Rivers	✓	Open Space
Continue to develop stages 2-5 of the Georges River Coastal and Catchment Management Program in partnership with the George's River Keeper and member councils	✓	Open Space
Manage Biodiversity Stewardship Agreements on Council land	✓	Open Space
Deliver key actions from management plans for threatened flora species, koalas and grey-headed flying fox	✓	Open Space
Continue to develop Natural Assets Management Plans and conduct baseline surveys	●	Open Space
Implement recommendations of the Bush Fire Management Committee	✓	Open Space
Deliver annual tree planting projects in strategic locations to increase public amenity and urban cooling including Council's - Request a Tree and Greening Our City grant programs	✓	Open Space
Deliver a strategic program to increase provision of shade structures at play spaces and parks to increase visitation and to mitigate the impacts of urban heat	✓	Open Space
Deliver city cleansing services to control litter, waste and minimise illegal dumping	✓	Operational Services
Develop and deliver road renewal, reconstruction and maintenance program	✓	Operational Services
Deliver bus shelters program	✓	Operational Services
Deliver pavement construction and maintenance	✓	Operational Services
Deliver the tree planting program	✓	Operational Services
Deliver new security fence for the boundaries of the Lynwood Park Rural Fire Brigade	✓	Operational Services
Deliver Public Spaces Assets Renewal Program	✓	Operational Services
Review and update EEO Policy and reporting processes to better foster culture of diversity and inclusion.	✓	People & Performance
Review payroll/rostering platforms	✓	People & Performance
Undertake review of salary system	✓	People & Performance
Undertake review of corporate structure	✓	People & Performance

Develop Internal Communication Strategy	✓	People & Performance
Develop Change Management Framework to support substantial workplace and culture change such as Library Move and Technology Implementation	✓	People & Performance
Assess Planning Proposal Requests and progress supported proposals through the Planning Proposal process	✓	Planning and Development
Update Campbelltown Local Infrastructure Plan 2018 to reflect identified traffic management improvements	✓	Planning and Development
Refer Development Applications related to State Listed Heritage Items to Heritage NSW	✓	Planning and Development
Develop Affordable Housing Strategy	●	Planning and Development
Collaborate with NSW Land and Housing Corporation to advance urban renewal of Airds and Claymore to provide suitable mix of private and public social housing	✓	Planning and Development
Apply Building Sustainability Index (BASIX) to all applicable developments	✓	Planning and Development
Provide feedback on changes to state policy relating to environmental standards	✓	Planning and Development
Administer Council's local infrastructure contributions plan to support delivery of Reimagining Campbelltown works	✓	Planning and Development
Progress the City Centre Planning Proposal once City Centre Local Environmental Plan review and supporting studies are completed	✓	Planning and Development
Implement the Commercial Property Strategy and identify prime investment opportunities	✓	Property Services
Implement initiatives on Council's land holdings and properties to maximise returns	✓	Property Services
Provide commercial advice on key Council led developments	✓	Property Services
Manage critical land and property information	●	Property Services
Develop Illegal Dumping Education Program	●	Waste & Recycling Services
Finalise regional waste processing and disposal arrangements (Project 24) for commencement 1 July 2024	✓	Waste & Recycling Services
Increase resource recovery from waste generated at the Campbelltown Stadium and Athletics Centre	●	Waste & Recycling Services
Conduct Feasibility Study into functions of the Effluent Disposal	●	Waste & Recycling Services
Upgrade the Community Recycling Centre to become sustainable and incorporate more Recycling opportunities	✓	Waste & Recycling Services



Our Statutory Reporting

Various statutory reporting requirements in accordance with the Local Government Act 1993 and Local Government Regulation 2005

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 2023-24 are detailed in the table below.

VPA Name	Executed	Description	Status
Aird Bradbury Renewal Project VPA	19/11/2014	The Airds Bradbury Renewal Project involves the redevelopment of the existing Airds Bradbury public housing estate. It delivers various land and works to Council.	Active - 30% complete
Bensley Road (Caledonia Precinct) VPA	7/08/2019	Provision of land, works and monetary contributions associated with a 90 lot subdivision.	Active - 0% complete
Claymore Renewal Project VPA	2/09/2019	The Claymore Renewal Project involves the redevelopment of the existing Claymore public housing estate. It delivers various land and works to Council.	Active - 10% complete
East Leppington VPA	13/10/2017	The Development forms part of the East Leppington Precinct under the State Environmental Planning Policy (Sydney Region Growth Centres) 2006. It creates approximately 2,555 dwellings and delivers various land and works to Council	Active - 65% complete
Edmondson Park VPA	6/07/2015	The Development forms part of the Edmondson Park South Project, including Ministerial approval of a Concept Plan Application in 2011. It delivers various land and works to Council	Active - 87% complete
Menangle Park (Stages 1, 2A & 2B) VPA	4/2/2021	Provision of land, works and monetary contributions associated with 3 development applications, being Stages 1, 2A & 2B, delivering 409 lots.	100% complete
Mount Gilead 1 VPA	8/08/2018	Mount Gilead Stage 1 is a release area delivering 1,700 lots. It delivers various land and works to Council.	Active - 0% complete
University of Sydney VPA	18/12/	A residential development creating approximately 850 dwellings in the University Precinct. It delivers various land and works to Council.	Active - 56% complete

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 5 Contributions Plans currently in effect in the Campbelltown LGA as detailed in the table below.

Contribution Plan	Effective Date	Description	Status
Campbelltown Local Infrastructure Contributions Plan - December 2018 (Amendment 1)	27/11/2023	City Wide Plan predominately applicable to the existing urban areas	Active
Menangle Park Contributions Plan	24/06/2020	Plan applicable to the Menangle Park Urban Release Area	Active
Contributions Plan for Public Car Parking Facilities	21/09/2004	Plan associated with public car parking provision in the Ingleburn and Campbelltown Town Centres	Active
Campbelltown Local Infrastructure Contributions Plan	19/12/2018	Former City Wide Plan repealed by Amendment 1	Repealed 27/11/2023
Glenfield Road Urban Release Area Contributions Plan	18/12/2007	Former Plan associated with the Glenfield Road Urban Development Precinct repealed by Amendment 1	Repealed 27/11/2023

Development Contributions and Levies

Council received \$6,126,243 in levies during 2023-24 and expended \$2,190,091, 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
OSR4	Glenfield Park	CLIP 2018	\$16,680.00	100%	-	-	No	Completed
OSR4	Marsden Park	CLIP 2018	\$240,120.00	24%	-	-	No	Ongoing
OSR5	Playground Equip-Scriven Park	CLIP 2018	\$149,390.00	77%	-	-	No	Completed
OSR5	Playground Equip-Wyangala Reserve	CLIP 2018	\$86,380.00	65%	-	-	No	Ongoing
OSR5	Playground Equip-James Ruse Park	CLIP 2018	\$150,000.00	71%	-	-	No	Completed

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
OSR5	Playground Equip-Bow Bowing Reserve	CLIP 2018	\$124,513.00	100%	-	-	No	Ongoing
OSR6	Playground Equip-Satsukino Reserve	CLIP 2018	\$99,909.00	61%	-	-	No	Completed
OSR12	Ingleburn Reserve (Renewal)	CLIP 2018	\$230,502.00	100%	-	-	No	Ongoing
CW6	Ingleburn Reserve (Mountain Bike Trail)	CLIP 2018	\$21,460.00	100%	-	-	No	Ongoing
OSR21	Georges River Nature Reserve	CLIP 2018	\$125,625.00	71%	-	-	No	Ongoing
OSR23	Campbelltown Indoor Sport Feasibility Study	CLIP 2018	\$48,200.00	100%	-	-	No	Ongoing
OSR26	Leisure Centre Future Planning	CLIP 2018	\$112,800.00	100%	-	-	No	Completed
N/A	Seddon Park/ Kennett Park Upgrade	CLIP 2018	\$77,727.00	100%	-	-	No	Ongoing
OSR31	Raby Cricket Indoor Courts	CLIP 2018	\$623,900.00	40%	-	-	No	Ongoing
N/A	Administration - Training	CLIP 2018	\$10,500.00	100%	-	-	No	Completed
N/A	Vegetation Management Plan	GRURA	\$4,319.00	100%	-	-	No	Completed
N/A	Glenfield Road Admin	GRURA	\$68,066.00	100%	-	-	No	Completed

Governance

Councillor Induction Training and Professional Development

During 2023-24, the Mayor and all Councillors participated in an ongoing professional development program. The total cost of induction and professional development was \$9,220 (excl. GST).

A total of 19 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 2023-24.

- 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
- Junglefy – Campbelltown Station Breathing Wall
- 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).

Services provided to Carers

Council does not directly provide services for Carers however provides 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 2023-24.

Details of Public Interest Disclosures received by us for the period 1 July 2023 to 30 June 2024 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	0	0	0
Number of public interest disclosure received by your public authority	1	0	0
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	0	0
Number of public interest disclosures (received since 1 January 2012) that have been finalised in this reporting period	0	0	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 2023 to 30 June 2024 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
No	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
107

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	1	0	0	0	0	0	0	0	0	0.68%
Members of Parliament	0	0	0	0	0	0	0	0	0	0.00%
Private sector business	48	2	0	19	3	0	0	2	74	50.00%
Not for profit organisations or community groups	0	0	0	1	0	0	0	0	1	0.68%
Members of the public (by legal representative)	12	0	0	8	1	3	0	1	25	16.89%
Members of the public (other)	28	0	2	10	3	1	0	3	47	31.76%
Total	89	2	2	38	7	4	0	6	148	
% of Total	60.14%	1.35%	1.35%	25.68%	4.73%	2.70%	0.00%	4.05%		

* 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 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
Personal information applications*	1	0	1	1	0	0	0	0	3	2.03%
Access applications (other than personal information applications)	86	2	1	35	7	4	0	6	141	95.27%
Access applications that are partly personal information applications and partly other	2	0	0	2	0	0	0	0	4	2.70%
Total	89	2	2	38	7	4	0	6	148	
% of Total	60.14%	1.35%	1.35%	25.68%	4.73%	2.70%	0.00%	4.05%		

* 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)	52	100.00%
Application is for excluded information of the agency (section 43 of the Act)	0	0.00%
Application contravenes restraint order (section 110 of the Act)	0	0.00%
Total number of invalid applications received	52	100.00%
Invalid applications that subsequently became valid applications	52	100.00%

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	0.00%
Cabinet information	0	0.00%
Executive Council information	0	0.00%
Contempt	0	0.00%
Legal professional privilege	0	0.00%
Excluded information	0	0.00%
Documents affecting law enforcement and public safety	0	0.00%
Transport safety	0	0.00%
Adoption	0	0.00%
Care and protection of children	0	0.00%
Ministerial code of conduct	0	0.00%
Aboriginal and environmental heritage	0	0.00%
Total	0	0.00%

*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

Reason for invalidity	No of applications	% of total
Responsible and effective government	0	0.00%
Law enforcement and security	0	0.00%
Individual rights, judicial processes and natural justice	4	100.00%
Business interests of agencies and other persons	0	0.00%
Environment, culture, economy and general matters	0	0.00%
Secrecy provisions	0	0.00%
Exempt documents under interstate Freedom of Information legislation	0	0.00%
Total	4	0.00%

Table F: Timeliness

	Number of times consideration used*	% of total
Decided within the statutory timeframe (20 days plus any extensions)	104	97.20%
Decided after 35 days (by agreement with applicant)	3	2.80%
Not decided within time (deemed refusal)	0	0.00%
Total	107	

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	0.00%
Internal review following recommendation under section 93 of Act	0	0	0	0.00%
Review by NCAT	0	0	0	0.00%
Total	1	0	1	
% of Total	100%	0.00%		

* 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	100.00%
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0	0.00%
Total	1	

Table I: Applications transferred to other agencies under Part 5 of the Act (by type of applicant)

	Number of applications for transferred	% of total
Agency initiated transfers	0	0.00%
Applicant initiated transfers	0	0.00%
Total	0	



Compliance

Animal Care Facility

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

Lodgement of ACF data returns with the Office of Local Government

2023-24	Cats	Dogs	Total
Impounded	342	532	874
Surrendered	40	35	75
Released to owner	3	207	210
Sold	248	169	417
Rescue organisation	139	98	237
Euthanased			
- at owner's request	0	25	25
- health/temperament	9	47	56
- unable to rehome	0	50 (dangerous dogs)	50

Lodgement of data relating to dog attacks with the Office of Local Government During the reporting period, Council received reports of 153 dog attacks, leading to 128 investigations. As a result, 6 dogs were declared menacing, 9 declared dangerous, and 1 restricted dog. 39 penalty notices and 9 warnings were issued. Additionally, 25 dogs were surrendered to Council for euthanasia by their owners due to the serious nature of the incidents.

This above reporting information on the ACF actions is provided in accordance with the Companion Animals Act 1998 and Regulation 2008.

Amount of funding spent on companion animal management activities

Our expenditure for the reporting period was \$1,847,003 which was offset by income from companion animal registration, penalty notices, sale fees and charges of \$757,500.

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 in Bus Shelters, social media and in TVs in foyers of all council office locations
- 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 de-sexing 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 rescued 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 2023-24 was \$1,847,003 with Animal related Income of \$757,500.

Private Swimming Pool Inspections

During 2023-24 we performed a range of private swimming pool inspection activities including:

- Inspected 3 tourist and visitor accommodation
- Inspected 4 premises with more than 2 dwellings.
- Under section 22D of the Swimming Pools Act 1992, 359 certificates of compliance were issued by Council officers.
- Under Clause 21 of the Swimming Pools Regulation 2018, Council officers issued 457 noncompliance 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 \$8.2m 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 2023-24:

Additional Commitment to asset maintenance and renewal for 2023-24	Amount (\$)
Income	
Special rate variation – 8.7%	\$8,201,900
Expenditure	
Roads	\$3,503,100
Footpaths	\$511,600
Kerb and gutters	\$419,700
Bridges	\$219,700
Car parks	\$226,000
Buildings	\$2,739,700
Public spaces	\$582,100

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 of during 2023-2024 was as follows:

- Section 575 of the *Local Government Act 1993*: pensioner rebate concession \$1,975,124 is the total abandonment – Council write off \$888,806
- Section 582 of the *Local Government Act 1993*: Council voluntary pensioner rebate concession \$394,932
- Section 595 of the *Local Government Act 1993*: postponed rates on properties which are zoned for a higher use than their actual use \$107,225

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 nonprofit organisations.

Under Section 356 of the *Local Government Act 1993*, contributions and donations to the value of \$207,928 were delivered through the following programs:

Type of assistance provided	Amount (\$)
Sister Cities	\$27,750
Community Groups	\$137,475
Other	\$1,026
Charities	\$41,677
Total Contributions and Donations	\$207,928

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 Local Government Remuneration Tribunal, the Mayor was provided an annual allowance of \$73,440 for the year ending 30 June 2024.

In accordance with Section 241 and 248 of the *Local Government Act 1993* and the determination of the Local Government Remuneration Tribunal, Councillors were provided an annual fee of \$27,650 each for the year ending 30 June 2024.

Total fees paid to Councillors (inclusive of the Mayoral Allowance) for the year ended 30 June 2024 were \$488,190. 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 \$96,389.22. These costs include but are not limited to the items detailed below:

Mayoral and Councillor Expenses	Amount (\$)
Office equipment including laptop computers, mobile telephones, telephones, facsimile machines, line rental costs and internet access costs	\$27,077.33
Telephone calls including mobiles, landline and facsimile services	\$7,927.06
Attendance at conferences and seminars	\$47,520.12
Training and professional development programs	\$9,220.00
Training and skill development	\$0
Interstate travel	\$0
Overseas travel	\$2,204.71
Spouse/ partner accompanying a councillor	\$0
Care for a child of, or an immediate family member	\$2,440.00

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 2023-24.

Purpose of Travel	Destination	Officer	Date	Costs met by Council
Sister City – Koshigaya 40th Anniversary Delegation	Koshigaya, Japan	Mayor, Dr George Greiss, General Manager, Lindy Deitz Executive Manager Strategic Communications, Amanda King	27 May – 2 June	Accommodation and incidentals \$3,278.94 *Flights covered under Corporate Points Program
Sister City – Koshigaya Staff Exchange Program	Koshigaya, Japan	Timothy George, Creative Learning & Engagement Officer	19 October – 18 December	Incidentals \$7,336.72 *Flights covered under Corporate Points Program
Christchurch Justice Precinct Site Tour	Christchurch New Zealand	Mayor Dr George Greiss General Manager, Lindy Deitz Strategic Partnerships Manager, Kate Stares	17 April – 20 April	Accommodation and incidentals \$3,886.69 Transfers \$207.94 *Flights covered under Corporate Points Program

General Manager and Senior Staff Remuneration

Remuneration	Amount (\$)
General Manager	
Salary	\$421,860
Bonus, performance or other payments	\$0
Superannuation (employer contribution or salary sacrifice)	\$27,399
Non-cash benefits	\$11,615
Fringe benefits tax payable	\$10,988
Total remuneration package	\$471,861
Senior Staff (excluding General Manager)	
Salary	\$1,461,568
Bonus, performance or other payments	\$0
Superannuation (employer contribution or salary sacrifice)	\$123,295
Non-cash benefits	\$39,962
Fringe benefits tax payable	\$41,655
Total remuneration package	\$1,666,480

Ethical procurement

Council is dedicated to maintaining ethical practices and integrity in all our operations. This commitment extends to ensuring that our employees and contractors are vigilant about potential modern slavery or related exploitation within our supply chains.

Over the past financial year, the Council has implemented measures to ensure that the goods and services we procure are free from modern slavery, as defined by the Modern Slavery Act 2018. This includes revising our Statement of Business Ethics to incorporate Modern Slavery awareness into our Business Principles.

Contracts Awarded above \$150,000

Name of Contractor	Nature of Goods or Services Supplied	Estimated Amount Payable to Contractor under Contract	Notes
Zipform Pty Ltd	Rate Notice Production	\$287,808.00	2
Wardrope & Carroll Engineering Pty Ltd	Fabricate and Install Metal Artworks for the Billabong	\$296,914.20	
Speedo Australia Pty Ltd, Head Oceania Pty Ltd t/A Zoggs Australia	Aquatic and Fitness Apparel and Accessories	\$253,000.00	1
Plantabox Pty Ltd, Artscape Pty Ltd, Emicro Pty Ltd, Nolan.Uda Pty Limited	Placemaking Infrastructure	\$440,000.00	1
Data #3 Limited	Microsoft Licencing	\$909,137.58	
Aligned Property Pty Ltd T/A Retail Projex	Property Management Services	\$306,900.00	2
IW Contracting Pty Ltd, Stateline Asphalt Pty Ltd, DXCORE Pty Ltd, Mack Civil Pty Ltd, NSW Kerbing Pty Ltd T/A Stateline Paving Pty Ltd, Knight Civil Pty Ltd, Convil Group Pty Ltd, Mansour Paving Aust Pty Ltd, Ezy-Pave Pty Ltd, ANR Engineering Pty Ltd, Rockpave Civil Pty Ltd, Keane Civil & Construction Pty Ltd	Civil and Concrete Works	\$2,750,000.00	1
Logicalis Australia Pty Ltd	End User Devices	\$2,200,000.00	2
RecycleSmart Pty Ltd	Doorstep Recycling Collection Service	\$197,168.00	2
The Trustee for NovoFit Unit Trust T/A NovoActive Pty Ltd	Fitness Equipment	\$813,495.00	
MKP Projects Pty Ltd	Raby Indoor Sports Centre	\$4,737,475.00	
Green Options Pty Ltd	Stadium Turf Maintenance	\$1,550,846.00	2
Landscape Solutions Australia Pty Ltd	Construction of Buildings and Landscaping Works-Billabong	\$19,852,833.01	

Perfection Landscape Services Pty Ltd	Marsden Park Play Space Upgrade	\$1,264,358.00	
The Green Horticultural Group, Lamond Contracting Pty Ltd, Turf Drain Australia (R&N Paddison Pty Ltd T/A), Landscape Solutions Australia Pty Ltd, Never Stop Water Harvesting Pty Ltd, Romba Pty Ltd T/A Romba Civil & Landscape	Sports Field Reconstruction and Drainage Works	\$4,730,000.00	1
Arenco (NSW) Pty Ltd	Farrow Road Multi-Deck Carpark	\$19,153,968.00	
Altus Group Cost Management Pty Limited, The Trustee for Slattery Australia Unit Trust T/A Slattery, RPS AAP Consulting Pty Ltd, Wilde and Woollard Pacific Pty Ltd, Currie & Brown (Aust) Pty Ltd	Quantity Surveying Services	\$550,000.00	1
Urbis Pty Ltd	City Centre Planning and Design Framework	\$4,931,187.20	
The PA People Pty Ltd	PA System at Campbelltown Sports Stadium	\$383,403.90	
SMEC Australia Pty Ltd, Stantec Australia Pty Ltd TA MWH Australia, Premise Australia Pty Ltd, Durkin Construction Pty Ltd, RPS AAP Consulting Pty Ltd, Clement & Reid Pty Ltd T/A Project Surveyors, Land Title Solutions Pty Ltd, Intrax Consulting Engineers Pty Ltd, MakerENG Pty Limited, Orion Consulting Engineers Pty Ltd T/A Orion Group, Emfox Pty Ltd, Linke & Linke Surveys Pty Ltd T/A GeoAI	Land Surveying Services	\$275,000.00	1
National Trust Of Australia (NSW), The Irrawong Trust T/A Total Earth Care Pty Ltd, Toolijooa Pty Ltd, Dragonfly Environmental Pty Ltd, Southern Habitat (NSW) Pty Ltd, Coal Coast Civil Pty Ltd	Bushland Management: Bush Regeneration	\$4,125,000.00	1
McGregor Coxall Australia Pty Ltd	Campbelltown Blue/Green Grid Analysis	\$219,725.00	
Ellis & Sons Group Pty Ltd	Design, Construct and Install Shade Structures at Parks and Reserves	\$240,460.00	
The PA People Pty Ltd	Arts Centre Audio Visual Upgrade	\$397,214.00	
Brewster Hjorth Pty Ltd as trustee for the Brewster Hjorth Unit Trust	Centre of Excellence (CoE) - Architectural Service	\$671,198.00	
Gulanga Group Pty Ltd	Integrated HR & Payroll System	\$4,507,569.00	
Hill Thalys Architecture and Urban Projects Pty Ltd	Architect Service for Farrow Road Multideck Carpark	\$544,620.84	
Zion Engagement and Planning Pty Ltd	Cultural Landscape Mapping	\$182,050.00	
Ultimate 1 Air conditioning (NSW) Pty Ltd	Air Conditioning Services	\$565,083.00	2
GrasSports Australia (QLD) Pty Ltd	Design and Replacement of the Flooring at Eagle Vale Central	\$553,576.00	
APP Corporation Pty Limited	WestInvest (WSIG) Program Delivery Review and Management	\$7,838,049.91	2
Perfect Remediation Pty Ltd	Design & Construction of HJ Daley Temporary Library Fitout	\$5,895,247.00	

Veolia Recycling & Recovery Pty Ltd	Receival and Processing of Municipal Waste Service	\$157,421,990.00	2
Cleanaway Pty Ltd	Receival and Disposal of Municipal Waste Services	\$162,054,970.00	2
Garwood International Pty Ltd	Supply & Delivery of 2 x Rear Loading Waste Compactor Trucks	\$527,150.49	
Reece Pty Ltd	Supply and Delivery of Pool Chemicals and Materials	\$1,842,500.00	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 2023 to 30 June 2024

Particulars	Finalised (Yes/ No)	Expenses including GST
Recovery of Overdue Rates and Charges	Yes	\$491,372.00
Recovery of Overdue Rates and Charges	No	\$382,253.00
Recovery of Overdue Accounts Receivable	Yes	\$2,750.00
Recovery of Overdue Accounts Receivable	No	\$1,837.00

Industrial Relations Matters

Matter	Status	Costs incurred
R Taylor 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	26	\$693,350.22
Class 1 Appeals against Council's determination of Building Information Certificate Applications	1	\$4,100.50
Class 1 & 2 Appeals against Notices/Orders/Directions issued by Council	1	\$74,849.86
Class 4 Judicial review - an appeal of court or administrative decision	1	\$32,640.73
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	\$38,587.60

Local Court Matters

Class Type - Penalty Notice Court Election or Council Charge prosecution matters	Matters	Costs incurred
Penalty Notice Court Election - various matters	20	\$128,336.48

Legal Advice Matters

Class Type	Matters	Costs incurred
Advice - various matters - sought from legal firms on Council's contracted panel	15	\$145,400.36

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	\$693,350.22	\$133,250.00
L&E Court Class 1 Appeals against Council's determination of Building Information Certificate Applications	\$4,100.50	\$0.00
L&E Court Class 1 & 2 Appeals against Notices/Orders/Directions issued by Council	\$74,849.86	\$0.00
L&E Court Class 4 Judicial Review - an appeal of court and administrative decisions	\$32,640.73	\$0.00
L&E Court Class 4 Civil Enforcement for non-compliance with Development Consent or Notices/Orders/Directions	\$2,938.30	\$0.00
Supreme Court civil proceedings matters	\$38,578.60	\$0.00
Local Court prosecution matters	\$128,336.48	\$23,750.00
Legal Advice	\$145,400.36	\$0.00
Costs Sub-Total	\$1,120,195.05	\$157,000.00
Net cost total (GST Exclusive)	\$963,195.05	

Costs Comparison Table

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

Summary of 2022/23 net legal costs for City Development division	2019-20	2020-21	2021-22	2022-23	2023-24
L&E Court Class 1 Appeals against Council's determination of Development Applications	\$330,649.52	\$619,200.88	\$310,722.16	\$573,321.81	\$560,100.22
L&E Court Class 1 Appeals against Council's determination of Building Information Certificate Applications	\$17,354.61	\$11,024.20	\$0.00	\$2,975.40	\$4,100.50
L&E Court Class 1 & 2 Appeals against Notices/Orders/Directions issued by Council	\$5,155.76	\$4,387.43	\$11,193.56	\$9,914.23	\$74,849.86
L&E Court Class 4 Judicial Review - an appeal of court and administrative decisions	\$26,436.20	\$202,649.51	\$238.00	\$33,395.55	\$32,640.73
L&E Court Class 4 Civil Enforcement for non-compliance with Development Consent or Notices/Orders/Directions	\$32,643.77	\$34,437.45	\$39,986.43	\$993.3	\$2,938.30
L&E Court Class 5 Criminal Prosecution for alleged pollution offences and various breaches of environmental and planning laws	\$-170.00	\$0.00	\$0.00	\$0.00	\$0.00
Supreme Court civil proceedings matters	\$0.00	\$0.00	\$0.00	\$15,848.06	\$38,578.60
District Court appeal matters	\$0.00	\$2,316.80	\$0.00	\$0.00	\$0.00
Local Court prosecution matters	\$8,132.96	\$11,083.91	\$33,820.87	\$51,100.92	\$104,586.48
Legal Advice	\$20,750.15	\$50,566.88	\$41,154.98	\$7338.19	\$145,400.36
Overall Costs Total	\$440,952.97	\$935,667.06	\$437,116.01	\$694,887.46	\$963,195.05

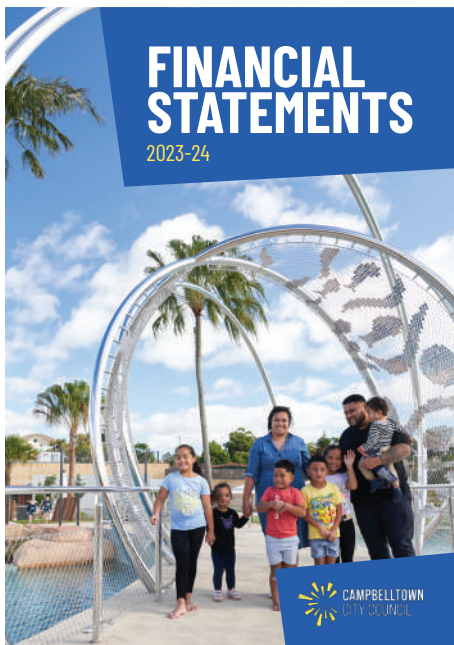
Statutory Reporting Index

In accordance with the Office of Local Government Annual Report Checklist for 2023-24, the following statutory reporting information can be found on the following pages, where applicable.

Reporting Requirement	Reference	Applicable 2023-24	Page Number
Audited financial reports	Act s 428(4)(a)	Y	
Capital works projects report	OLG Capital Expenditure Guidelines*	Y	
Carer services	Carers Recognition Act 2010, s 8(2)	N	
Companion animals	Reg cl 217(1)(f) Guideline on the exercise of functions under the Companion Animals Act*	Y	
Contracts awarded greater than \$150,000	Reg cl 217(1)(a2) (i), (ii)	Y	
Contributions and development levies received and expended	EPA Reg 218A(3)(a), (b)	Y	
Contributions and development levies used or expended including details of projects	Environment Planning and Assessment Regulation 2022(EPA Reg) cl 218A(1) EPA Reg 218A (2)(a),(b),(c),(d),(e),(f),(g)	Y	
Financial assistance to others	Reg cl 217(1)(a5) & Act s 356	Y	
Council controlling interest in external bodies	Reg cl 217(1)(a7)	N	
Council functions exercised by external bodies	Reg cl 217(1)(a6)	N	
Council participation in external bodies	Reg cl 217(1)(a8)	Y	
Councillor expenses and facilities	Reg cl 217(1)(a1) (i), (ii), (iii), (iiia), (iv), (v), (vi), (vii), (viii)	Y	
Councillor induction training and professional development	Reg cl 186	Y	
Disability Inclusion Action Plan	Disability Inclusion Act 2014, s 13(1)	Y	
EEO management plan	Reg cl 217(1)(a9)	Y	
Employment statistics	Reg cl 217(1)(d) (i),(ii),(iii),(iv)	Y	
Environmental upgrade agreements	Act s 54P(1)	N	
Government information public access (GIPA)	Government Information (Public Access) Act 2009, s 125(1) Government Information (Public Access) Regulation 2018, cl 8, Schedule 2	Y	
Legal proceedings costs incurred	Reg cl 217(1)(a3)	Y	
Levied coastal protection services	Reg cl 217(1)(e1)	N	
Levied stormwater management services	Reg cl 217(1)(e)	Y	
Overseas visits	Reg cl 217(1)(a)	Y	
Planning agreements in force	Environmental Planning & Assessment Act 1979, s 7.5(5)	Y	
Private swimming pools inspections	Swimming Pools Act 1992 (SP Act), s 22F(2) Swimming Pools Regulation 2018 (SP Reg) cl 23	Y	
Public interest disclosures (PID)	Public Interest Disclosures Act 1994, s 31 Public Interest Disclosures Regulation 2011, cl 4	Y	
Rates and charges written off	Local Government (General) Regulation 2021 (Reg), cl 132	Y	

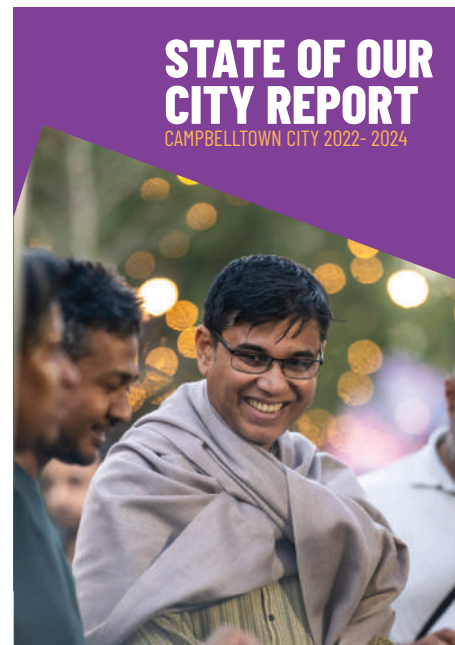
Recovery and threat abatement plans	<i>Fisheries Management Act 1994, s220ZT (2)</i>	N	
Remuneration - General Manager	Reg cl 217(1)(b)(i), (ii), (iii), (iv), (v)	Y	
Remuneration - Senior staff	Reg cl 217(1)(c) (i), (ii), (iii), (iv), (v)	Y	
Slavery - Procurement of goods and services	Act s 428(4)(d)	Y	
Slavery - Issues raised by the Anti-Slavery Commissioner	Act s 428(4)(c)	N	
Special rate variation	Special Rate Variation Guidelines* 7.1	Y	
Works carried out on private land	Reg cl 217(1)(a4) & Act s 67, 67(2)(b), 67(3)	N	

Audited Financial Statements



campbelltown.nsw.gov.au/Council-and-Councillors/Financial-information

State of our City Report 2021-24



The State of our City Report (2022-2024) has been prepared in accordance with the Integrated Planning and Reporting requirements of the Local Government Act 1993. The report outlines progress made towards achievement of the outcomes in our Community Strategic Plan – Campbelltown 2032 during the 2021-2024 term of Council. It also identifies which outcomes may need further attention from our Key Delivery Partners during the development of their strategies and plans, including Campbelltown City Council's Delivery Program and Operational Plan.

campbelltown.nsw.gov.au/Council-and-Councillors/Corporate-Planning-and-Strategy/Our-Reports



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