

ANNUAL REPORT

2022-2023

REPORTING TO THE COMMUNITY





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Photographs

The photographs featured throughout this Annual Report have been obtained from many sources including professional photographers, stock image suppliers and Council officers. Thank you to all for your contribution.

The images used in this year's Annual Report centre on the theme Cultural Activation.

It reflects Council's continued support and fostering of cultural activation through a wide variety of arts and cultural activities. This includes delivering opportunities for connection through high-quality events and programs that are vibrant and culturally diverse.



Front Cover Image

Small Business Month
Nov 2022

Back Cover Image

Small Business Month
Nov 2022



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**Welcome to Camden
Local Government
Area, the land of the
Dharawal peoples.**

Acknowledgement of Country

Council acknowledge that the Camden LGA is situated on the sacred Traditional Lands and Waterways of the Dharawal peoples. We also recognise surrounding Dharug and Gundungurra people that may have connections to these lands. We pay our respects to Elders from the past, present, and emerging, and to all Aboriginal and Torres Strait Islander peoples on these lands and celebrate the continuing contribution of the Aboriginal community to the life of Camden LGA.



Cohesive Communities Advisory Group
Celebrating Diversity in Camden



we ♥ camden
#camdencouncilnsw

Welcome to our Diverse Communities

English

"This information is important. If you need help understanding this document please call the Translating and Interpreting Service (TIS) on 131 450 and ask them to contact Council on 13 226336.

Arabic

13 226336 نيابة عنك. هذه معلومات هامة. إذا كنت تحتاج إلى مساعدة في فهم هذا المستند برجاء الاتصال بخدمة الترجمة الشفهية والخطية TIS على الرقم 131 450 وأطلب منهم أن يتصلوا بالبلدية على الرقم

Croatian

Ove informacije su važne. Ako trebate pomoć da biste razumijeli ovaj dokument, molimo vas nazovite Službu prevoditelja i tumača (TIS) na 131 450 i zamolite ih da u vaše ime nazovu Općinu na 13 226336.

German

Diese Informationen sind wichtig. Wenn Sie beim Verständnis dieses Dokuments Hilfe benötigen, wenden Sie sich bitte unter der Rufnummer 131 450 an den *Translating and Interpreting Service* (Übersetzer- und Dolmetscherdienst) und bitten Sie diesen Dienst, sich in Ihrem Namen unter 13 226336.

Greek

Αυτές οι πληροφορίες είναι σημαντικές. Εάν χρειάζεστε βοήθεια για να καταλάβετε αυτό το έντυπο παρακαλώ τηλεφωνήστε στην Υπηρεσία Μεταφραστών και Διερμηνέων (TIS) στο 131 450 και ζητήστε τους να επικοινωνήσουν με το Δημοτικό Συμβούλιο εκ μέρους σας στο 13 226336.

Italian

Queste informazioni sono importanti. Se vi serve aiuto per comprendere questo documento, chiamate il servizio traduzioni e interpreti (TIS) al numero 131 450 chiedendo che contatti il Comune per vostro conto al numero 13 226336.

Maltese

Din l-informazzjoni hija importanti. Jekk ikollok bżonn għajnuna biex tifhem dan id-dokument jekk jogħġbok ċempel it-Translating and Interpreting Service (TIS) (Servizz ta' Traduzzjoni u Interpreter) fuq 131 450 u itlobhom biex jikkuntattjaw lil-Kunsill fuq 13 226336 f'ismek.

Serbian

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Spanish

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Tagalog

Ang impormasyong ito ay mahalaga. Kung kailangan mo ng tulong upang maintindihan ang dokumentong ito mangyari lamang na tawagan ang Serbisyo para sa Pagsasalang-wika at Pang-interpreter (TIS) sa 131 450 at hilingin sa kanila na kontakin para sa inyo ang Konseho sa 13 226336.

Chinese

這是一份重要的資料。如果您在了解這份文件方面需要幫助，請致電 131 450 聯絡翻譯及傳譯服務 (TIS)，然後要求代致電 13 226336 聯絡市議會。

Community Vision

**Camden is a connected, “
diverse, and thriving
community, embracing
opportunities of growth,
while valuing our rich
heritage and protecting and
sharing responsibility for
our natural environment.**



About this Annual Report

This report reflects Council's commitment and accountability to our community to report back on this year's performance.

It provides an outline of the Camden LGA, community profile, elected Councillors, and local government (the Council) as the third tier of government, and its administrative role in serving the local community and business sector.

The report demonstrates Council's leadership approach in delivering services to the broader community, managing a sustainable Camden, securing external funds, and maintaining assets and infrastructure.

The report incorporates an explanation on the NSW Local Government Integrated Planning and Reporting (IPR) Framework. It showcases Council's related documents within the IPR Framework and the availability of these documents on Council's website.

It covers Council's progress against the performance indicators stated in the Community Strategic Plan 2036 and elaborates on performance progress against the Delivery Program 2022 - 2026 and the associated Operational Plan 2022 - 2023.

The report concludes with a forward focus on 2023 - 2024, with service commitments and plans, and reporting requirements according to the Local Government Act 1993, a part of its Statutory reporting requirements.

Council welcomes your contribution and comments on this report. Please contact us if you require further information.



Mayor's message

As the Mayor of Camden, I am proud to present the 2022/2023 Annual Report.

This report looks at the actions Council has taken during the 2022/2023 financial year, to drive economic, social and physical improvements across the area and foster the wellbeing and prosperity of residents.

I'm pleased to say this past financial year has been one of our most positive in recent times. With memories of uncertainty and trepidation relating to COVID-19, ever-changing restrictions and the severe rain and flooding events that lashed the Camden area, this financial year was full of excitement and prosperity.

We were excited to officially open stage two of Narellan Sports Hub. These works aimed to further enhance what was delivered as part of the \$11M first stage completed in October 2017, which included 30 high quality netball courts, expansive amenities building and car park.

The \$19.6M second stage, partly funded through the Western Sydney Parkland City Liveability Program and the Greater Sydney Sports Facility Fund, included 14 additional netball courts with floodlighting; a synthetic athletics track including field and jump facilities, floodlighting, drainage and irrigation; an additional international size rugby league field including lighting, irrigation and drainage; an athletics administration building; an additional 1,550 car spaces in seven new carpark areas; and more.

” **We were excited to officially open Stage Two of the Narellan Sports Hub.**



We've also seen significant headway made to create the Oran Park Leisure Centre. We saw work started on the leisure and learn to swim pools earlier this year, continuing through to concrete work on the basement carpark. The multi-purpose community facility will be a significant addition to the precinct and, by incorporating aquatic, indoor sports, health and fitness areas, it will offer a large variety of activities and services for all age groups.

We are proud to strengthen our partnership with RecycleSmart, which gave residents an Uber-style recycling service. Residents were invited to bag up their items, book a collection for a day and time convenient to them and leave the bags on their doorstep on collection day. We're proud to be continuing to work with an organisation that collects almost 100 different items including soft plastics, e-waste, clothes and other household recyclable waste.

Council also held its first-ever series of Christmas events, attracting thousands of residents and visitors to Camden Town Centre for the Camden Christmas Festival and also to the Oran Park Civic Precinct

for the Oran Park Christmas Concert. The two events included the lighting of the community Christmas tree, live music, market stalls, amusements and a very special visit from Santa himself.

On a personal level, it is an absolute honour to be elected the 35th Mayor of Camden. I pledged to always put the people of Camden first and lead with empathy, commitment and dedication. My hope is that the legacy of this Council under my leadership will be a chapter in Camden's history that people will remember for the significant positive impacts we achieved.

As Camden continues to be one of the fastest growing local government areas in the country, Council remains proud to provide infrastructure, services, projects and initiatives that support our community now and into the future.

I look forward to continuing to work hard to serve my community and achieve even more over the next financial year.

Cr Ashleigh Cagney
Mayor of Camden



General Manager's message

I'm honoured to present my first Annual Report as General Manager.

With the challenges faced over the past few years, the 2022/2023 financial year was a positive one for Camden.

The actions undertaken have seen incredible outcomes realised, making the Camden area an even better place to live, work, visit and play in. In many ways, this financial year has been about recovering from the aftershocks caused by COVID-19 and severe flooding events that affected our area in the previous financial year, and I am pleased to report on the significant progress and achievements from this year that will benefit our entire community.

Council's projects and initiatives have aimed to achieve an appropriate balance between continuing to enhance the Camden local government area's unique advantages and capitalising on our rapid growth, while also protecting what we love about the area.

The Capital Works Program saw the completion of \$85M in community, recreational and transport infrastructure.

There were several project highlights throughout this financial year, including:

- › The re-opening of Cobbitty and Macquarie Grove bridges, following significant flood damage in 2022 which required extensive repair and stabilisation works;

Council's initiatives have aimed to achieve an appropriate balance between continuing to enhance the Camden LGA's unique advantages and capitalising on our rapid growth, while also protecting what we love about the area.



- › Improvements and remediation work to Mount Annan Leisure Centre (MALC), with \$1.75M needed to address deteriorated roofing elements and complete repair work to corroded steel within the building;
- › Upgrades to Wandarrah Reserve which, designed in conjunction with Mount Annan Mustangs Football Club, includes new change rooms and increased storage;
- › The endorsement of Council's Leppington Oval Precinct Masterplan, cementing the vision for the site to help meet the needs of the wider Leppington community;
- › Substantial progress on the new Oran Park Leisure Centre building;
- › The opening of the Environment Protection Authority's 100th Community Recycling Centre, located at Council's Depot at 5 Millwood Avenue in Narellan. The centre is open Saturday and Sunday, 9am-2pm;
- › Planting 1,800 trees as part of the Greening Our City program, as part of our commitment to increasing the amount of urban canopy by 25% by 2024; and
- › The important strategies and plans we've endorsed, including our Biodiversity Strategy, Disability Inclusion Action Plan, Camden Youth Strategy and Green and Blue Grid Vision.

When we look back on the past year, it's also important to acknowledge the funding received from the State and Federal Governments, all to go towards delivering game-changing projects for the Camden community. This funding included almost \$132M awarded through the NSW Government's WestInvest program, which will enable Council to deliver 11 transformational infrastructure projects; \$21.77M under the third round of the Department of Planning and Environment's Accelerated Infrastructure Fund, to assist in progressing two projects within Leppington; \$8.24M as part of the NSW Government's Regional and Local Roads Repair Program, administered by Transport for NSW, which will help repair Council's road network; and much more.

We're incredibly grateful for the help in being able to support our community, now and into the future.

I would like to thank the Mayor of Camden, Cr Ashleigh Cagney, and our elected Councillors for their leadership and support over this financial year. I also thank our talented, dedicated and innovative staff for their commitment to delivering high-quality outcomes for everyone who lives, works and plays in the Camden area.

Andrew Carfield
General Manager



Camden LGA, Community and Council

Our Camden LGA

The Camden Council Local Government area (LGA) encompasses a total land area of approximately 201km², located in Sydney's south-western suburbs, about 60km from the Sydney CBD, within the Western Parkland City, and 19km from the Western Sydney International Airport (Nancy Bird Walton).

The suburbs are Bickley Vale, Bringelly (part), Camden, Camden South, Catherine Field, Cawdor (part), Cobbitty, Currans Hill, Elderslie, Ellis Lane, Gledswood Hills, Grasmere, Gregory Hills (part), Harrington Park, Kirkham, Leppington (part), Mount Annan (part), Narellan, Narellan Vale, Oran Park, Rossmore (part), Smeaton Grange and Spring Farm.

The LGA's neighbouring councils are Liverpool City Council in the north, Campbelltown City Council in the east, and Wollondilly Shire Council in the south and west.

Camden LGA is one of the fastest growing areas in Australia, with a population of approximately 127,806 – over double the population size since the start of the century. By 2036 the projected population will be close to 214,000 residents.

With the projected growth, and Western Sydney International Airport on our doorstep, our LGA will be a cornerstone of the south west region. As our population increases and our towns and centres thrive and grow, it is more important than ever that Council understands and continues to work and communicate with those across the whole local government area.

Our Community



Total Population

127,806

Source: profile.id as at June 2022

50.9%

Female

49.1%

Male

53.7%

Married

47.5%

Couples with children

3.2%

Aboriginal or Torres Strait Islander

48%

Travel to work by car

70%

Households have access to 2 or more vehicles

Cultural Diversity

22.5% Speak a language other than English at home

2.3%

Arabic

1.6%

Spanish

1.5%

Hindi

1.1%

Punjabi

1.1%

Italian

Born Overseas

23% Born Overseas

Sources: profile.id (ABS 2021 Census)



Employment

The top 5 Industries of Employment



12.9%

Health Care and Social Assistance



12.8%

Construction



9.8%

Education and Training



9.8%

Retail Trade



7%

Manufacturing

Housing

The total number of dwellings increased by 13,399 between 2016 and 2021

96.4%

Private dwellings are occupied

81.5%

Households are made up of families with children

24.3%

Households are renting

19.5%

Households own their dwelling

Sources: profile.id (ABS 2021 Census)

Our Council and Elected Councillors

In Australia, there are three levels of government – Federal, State/Territory and Local. The Local Council is the third tier of government, with the Federal Government as the highest level, followed by State/Territory Governments. In New South Wales (NSW), a council election occurs every four years, and the upcoming election will be held in 2024.

Our Council is one of the 128 councils in NSW and administers one of the fastest-growing populations. All councils operate under the Local Government Act 1993.

Elected Councillors

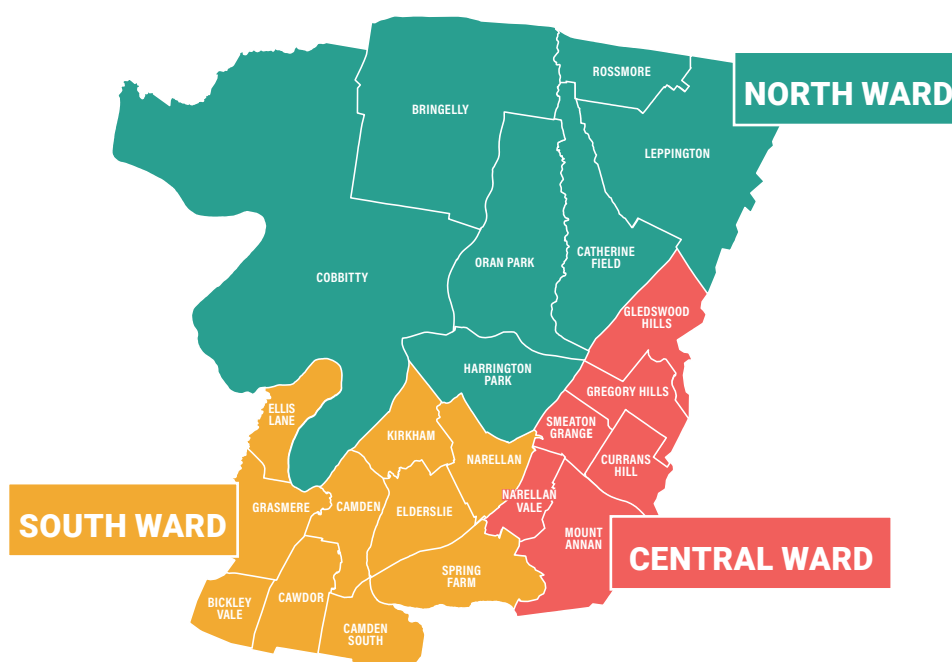
There are nine elected members with three wards in Camden LGA. These members serve a four-year term for North, Central, and South wards. These members elect the Mayor and Deputy Mayor for a two-year term.

The responsibilities of the Councillors include:

- › Facilitation of communication between the community and Council.
- › Represent the community and make decisions in the best interest of the public and the environment.
- › Participate in the review of Council's resources allocation.
- › Provide leadership and guidance to the community.

The Mayor has the same role and responsibilities as a Councillor as well as:

- › Preside at meetings of Council.
- › Exercise urgent policy-making functions where necessary.
- › Conduct civic and ceremonial function/s of the Mayoral office.



Councillors

CENTRAL WARD



Cr Therese Fedeli
Deputy Mayor



Ashleigh Cagney
Mayor



Cr Peter McLean

NORTH WARD



Cr Cindy Cagney



Cr Usha Dommaraju



Cr Lara Symkowiak

SOUTH WARD



Cr Russell Zammit



Cr Eva Campbell



Cr Paul Farrow

Recognition of Achievements

Council and its community were recognised for the following achievements across a variety of awards.



WINNER

Camden Youth Strategy

Outstanding Use of Data and Evaluation, NSW Youth Work Awards.

Julia Reserve Youth and Community Centre

NSW Youth Service of the Year, NSW Youth Work Awards.

Dawson-Damer Park

UDIA NSW Excellence in Social and Community Infrastructure Open Space Award.*

Dawson-Damer Park

NSW Award of Excellence Australian Institute of Landscape Architects Awards.*

Mount Annan Leisure Centre

AUSTSWIM NSW Swim School of Excellence for Aquatic Education Excellence.

Julia Reserve Youth and Community Centre

Co-located Services Delivery Model, Outstanding Community Partnership ZEST Awards.



HIGHLY COMMENDED

We're Stronger Together Campaign

Local Government NSW Awards.

* Delivered by Greenfields Development Company and JMD Design in partnership with Camden Council.

Our Leadership Approach

Council administers services, programs, and facilities within the Camden LGA while continuously experiencing population growth.

This extraordinary growth is both challenging and rewarding. It presents opportunities for Council to grow and develop, build partnerships, advocate, and provide stewardship for the future. In embracing future challenges, Council continues to be a high-performance organisation with efficiency and effectiveness in delivering services to the community to achieve positive outcomes.

The Mayor and Councillors delegate the management and delivery of Council services to the General Manager. In overseeing the operation of Council, the General Manager achieves the best outcomes for the community through a range of foundational focus areas and improvement programs. These focus areas and programs include Workforce, Workplace Values, management of Community Assets and Infrastructure, Rate Utilisation, implementation of the Sustainability Strategy, Risk Management and Internal Audit, and Service Delivery Reviews.

Workforce

With proactive workforce planning, we address and plan for future workforce needs to deliver our commitment to the wider community.



571

TOTAL NUMBER OF EMPLOYEES

265

FEMALE EMPLOYEES

306

MALE EMPLOYEES

432

FULL-TIME STAFF

34

PART-TIME STAFF

105

TEMPORARY STAFF

Workplace Values

These values are the guiding principles on how we perform and partner to achieve success.

- **Leadership - Empower Others**

We invest in the growth, development and empowerment of staff to become the best version of themselves.
- **Innovation - Dream, Create, Inspire**

We innovate and inspire to create better ways to deliver to our community.
- **Partnership - Together We Can**

We partner to achieve success through support, understanding and shared goals.
- **Commitment - Dedication Drives Results**

As a high-performance Council we strive for excellence in all we do.
- **Customer Focus - Our People, Our Community**

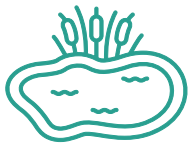
We deliver excellence to your customers through services, facilities, information, resources, education and support.
- **Safety - Safety is Everyone's Job**

We put safety and well-being of people at the centre of everything we do.

Management of Community Assets and Infrastructure

Council maintains a significant portfolio of assets and infrastructure to support the Camden LGA community. These include Road and Traffic Infrastructure, Public Space, Buildings and Stormwater Drainage Networks. The total value of all council infrastructure and land assets is \$3,070M as of 30th June 2023.

Public Spaces



435 Public reserves



117 Playgrounds



17 Basketball and multipurpose courts



8 Tennis court sites



5 Outdoor table tennis sites



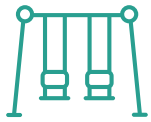
6 Skate sites



2 Netball facility sites



29 Cricket wickets and 11 practice wicket nets facilities



127 Sites with play equipment



2 Synthetic Sporting Fields (Soccer and Hockey)



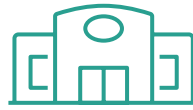
31 Sportsfields



37 Sites with exercise equipment



2 Outdoor water play parks



1 Athletics facility



1 BMX facilities site

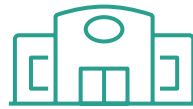


1 Equestrian facility (Bicentennial Equestrian Park)

Buildings



1 Administration Building



45 Sporting amenities and clubhouse facilities



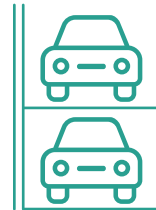
25 Public amenities



12 Council RFS and SES buildings or structures



3 Heritage buildings



2 Multi-deck carparks



5 Scout halls



2 Leisure centres with 5 swimming pools



1 Art gallery



1 Museum



3 Libraries



12 Community centres/halls

Stormwater Drainage Network



39,058 Stormwater pits



114 Detention
basins



782km of
stormwater pipes



438 Water quality devices

Road and Traffic Infrastructure



758km
of roadways



653km of
footpaths and
cycleways



1,201km
kerb and gutters



174 car parks



23 road bridges

Rate Utilisation



16% Construction and maintenance of roads, drainage and footpaths



17% Parks and playground maintenance



8% Protection of the natural environment



20% Waste Services



5% Library Services



3% Planning and development management



19% Community support, cultural and economic development



12% Local traffic management, road safety and emergency services levy

Implementation of Sustainability Strategy

Council adopted its Sustainability Strategy in November 2020 as a whole of Council approach to guide its efforts and investment to deliver sustainability outcomes. The Strategy is focussed around five theme areas, with each theme including actions for delivery over the four-year period, as well as several measures that will be used to monitor the progress of the Strategy.

An outline of highlights from July 2022 to June 2023 is included against each of the themes, along with a summary of progress towards achieving the success measures. For some measures, data is either not yet available, or is not available annually, however Council is working towards more comprehensive reporting.

Success Measures	Status
25% increase in tree canopy cover	i
30% increase in dwellings with solar installed	✓
10% decrease in average household water use	⊖
25% increase in the amount of actively managed bushland	i
20% increase in community involvement in the management of natural areas	⊖
Improvement in waterway health report card score for priority waterways	✓
Risk/adaption strategies implemented for 100% of the LGA extreme and high risks	⊖
80% of residents believe they have the information and resources needed to prepare, respond and recover from adverse advents	i
15% reduction in Camden community emissions	✗
5% reduction in residential food waste to landfill	i
80% of workshop attendees plan to take action to live more sustainably	✓
20% reduction in Council energy use per capita	✓
20% increase in renewable energy generated	✓
20% reduction in potable water use per capita at Council facilities	⊖
Measure and report all Council waste	⊖
Sustainability criteria included in all tenders	⊖

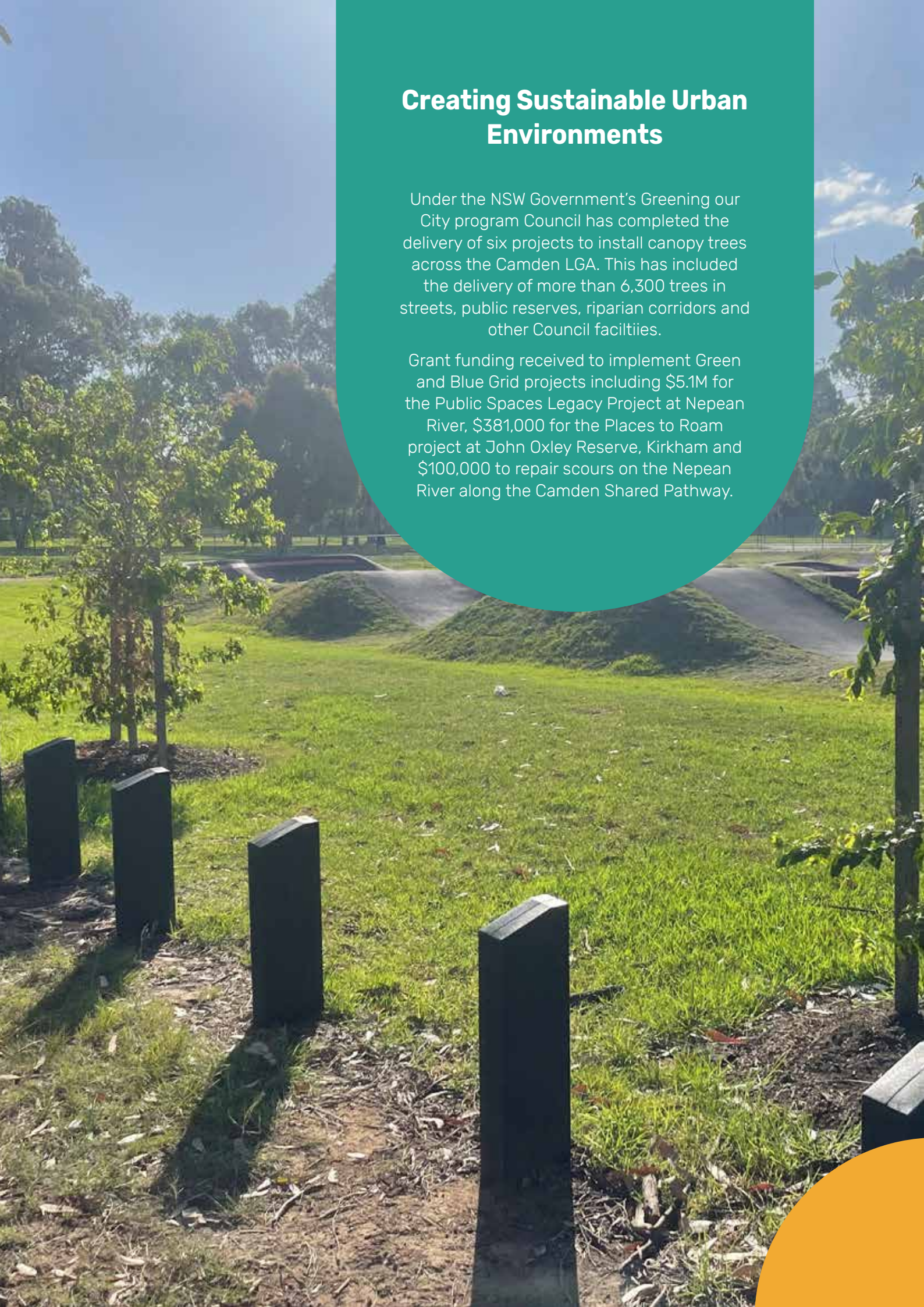
Key:

✓ on track i information not yet available ⊖ in progress ✗ not on track

Creating Sustainable Urban Environments

Under the NSW Government's Greening our City program Council has completed the delivery of six projects to install canopy trees across the Camden LGA. This has included the delivery of more than 6,300 trees in streets, public reserves, riparian corridors and other Council facilities.

Grant funding received to implement Green and Blue Grid projects including \$5.1M for the Public Spaces Legacy Project at Nepean River, \$381,000 for the Places to Roam project at John Oxley Reserve, Kirkham and \$100,000 to repair scours on the Nepean River along the Camden Shared Pathway.



Protecting Our Natural Environments

To respond to erosion and impacts from flooding in 2022, bank stabilisation works were undertaken on the Nepean River at Spring Farm. This project was delivered through the NSW Department of Primary Industries' Recreational Fishing Trust's 'Habitat Action Grant' and also created important fish habitats within the river for Australian Bass.

A seed orchard has been established for the critically endangered Camden White Gum at Elizabeth Macarthur Reserve, Camden South. The seed orchard will help to secure the future by connecting fragmented individuals and increasing genetic diversity within the Camden area.

The Biodiversity Strategy 2023 was adopted to provide best practice in biodiversity management with implementation already underway.

Council was successful in receiving \$4.1M through the WestInvest funding program to build a community nursery. The nursery will focus on propagating and growing local native species for use in restoration projects on both public and private land.

1,197 proactive building site inspections were completed to ensure building site controls are in place to reduce stormwater pollution.



A large, leafy tree in a park-like setting with a paved path and residential buildings in the background. The tree is the central focus, with its branches spreading across the upper half of the frame. The path is a light-colored concrete or stone, curving through the grass. In the background, there are several houses with grey roofs and some greenery. The overall scene is bright and sunny, with shadows cast on the grass and path.

Improving Resilience to Climate Change

The South Creek Regional Flood Model and Developer Guidelines were developed to assess and mitigate flood risks associated with cumulative development in the Camden LGA and downstream. This included an update to the South Creek Flood Study which incorporated projected rainfall due to climate change.

Council adopted the Greener Places, Healthier Waterways: A Vision for the Camden Green and Blue Grid. This document outlines and sets the vision to enhance and link green spaces and waterways throughout Camden, helping to improve liveability, reduce urban heat, provide health benefits and build community resilience to climate change impacts.

Building Sustainable Communities

Council's first dedicated sustainability event, 'Live it up, Live it Green' was held in Spring Farm in April 2023 with over 500 residents attending. The event featured family activities and information to promote sustainable living.

Council joined the Western Sydney Energy Program which aims to realise energy, cost and emissions savings for eight participating western Sydney councils and their communities through projects focussing on renewable energy, transport, community programs, and facilities and precincts.

The Macarthur Strategic Waste Alliance continues to deliver great outcomes through a partnership between Camden, Campbelltown

and Wollondilly Councils. This included the first real estate breakfast to help avoid illegal dumping, with a focus on kerbside collections and other recycling options. The Alliance also delivered the Garage Sale Trail to encourage reuse of items with over 2,000 participants and diversion of 21.5 tonnes of goods from landfill.

A series of engaging videos to showcase the Nepean River were delivered through a partnership with Penrith City Council. The series shares the importance of the river and outlines what Council and the community can do to help protect this important local waterway.





Leading by Example

Construction of the Oran Park Leisure Centre has commenced. This facility will be gas free and powered by 100% renewable energy and incorporate a range of innovative sustainability features including a 306kW rooftop solar system, laminated timber beams, rainwater reuse, increased insulation and incorporation of natural ventilation and lighting. The centre is expected to open in 2024.

Over 7,000 streetlights were upgraded to energy efficient LEDs resulting in energy savings of almost 50%.

Council purchased two electric vehicles.



Upgrades undertaken at the Millwood Avenue Depot included installation of a 99kW rooftop solar system and a weighbridge to allow for better monitoring of waste and recyclable materials.



Risk Management and Internal Audit

Council established a Business Assurance and Risk Management Framework in June 2014 and has had an Audit, Risk and Improvement Committee (ARIC) in place since February 2015.

The ARIC consists of a combination of independent and Councillor members, with membership as follows during the year:

Elizabeth Gavey | Independent Chair

John Gordon | Independent member to March 2023

Bruce Hanrahan | Independent member to March 2023

Barry Husking | Independent member from March 2023

Michael Quirk | Independent member from March 2023

Councillor Paul Farrow

Councillor Russell Zammit

The ARIC is required to meet four times per year and met five times during 2022-2023. In accordance with Section 428A of the Local Government Act 1993 (the Act) and the Audit, Risk and Improvement Committee Charter, the Committee has kept the following under its review:

- › compliance;
- › risk management;
- › fraud control;
- › financial management;
- › governance;
- › implementation of the strategic plan, delivery program and strategies;
- › service reviews;
- › collection of performance measurement data by the council;
- › internal audit;
- › external audit; and
- › any other matters prescribed by the Regulations.

Key achievements for the ARIC during the year include:

- › Consideration of 61 reports across all areas listed in Section 428A of the Act. Reports considered include the review of:
 - Council's Financial Statements;
 - the Committee Terms of Reference;
 - the Internal Audit Charter;
 - Council's Risk Registers;
 - six internal audit reports; and
 - continued monitoring of the implementation of recommendations from internal and external audits.
- › Development of an action plan to address the requirements of the draft Office of Local Government Guidelines for Risk Management and Internal Audit for Local Government in NSW.
- › Recruitment of two new Audit, Risk and Improvement Committee Independent members and delivery of a successful induction program.

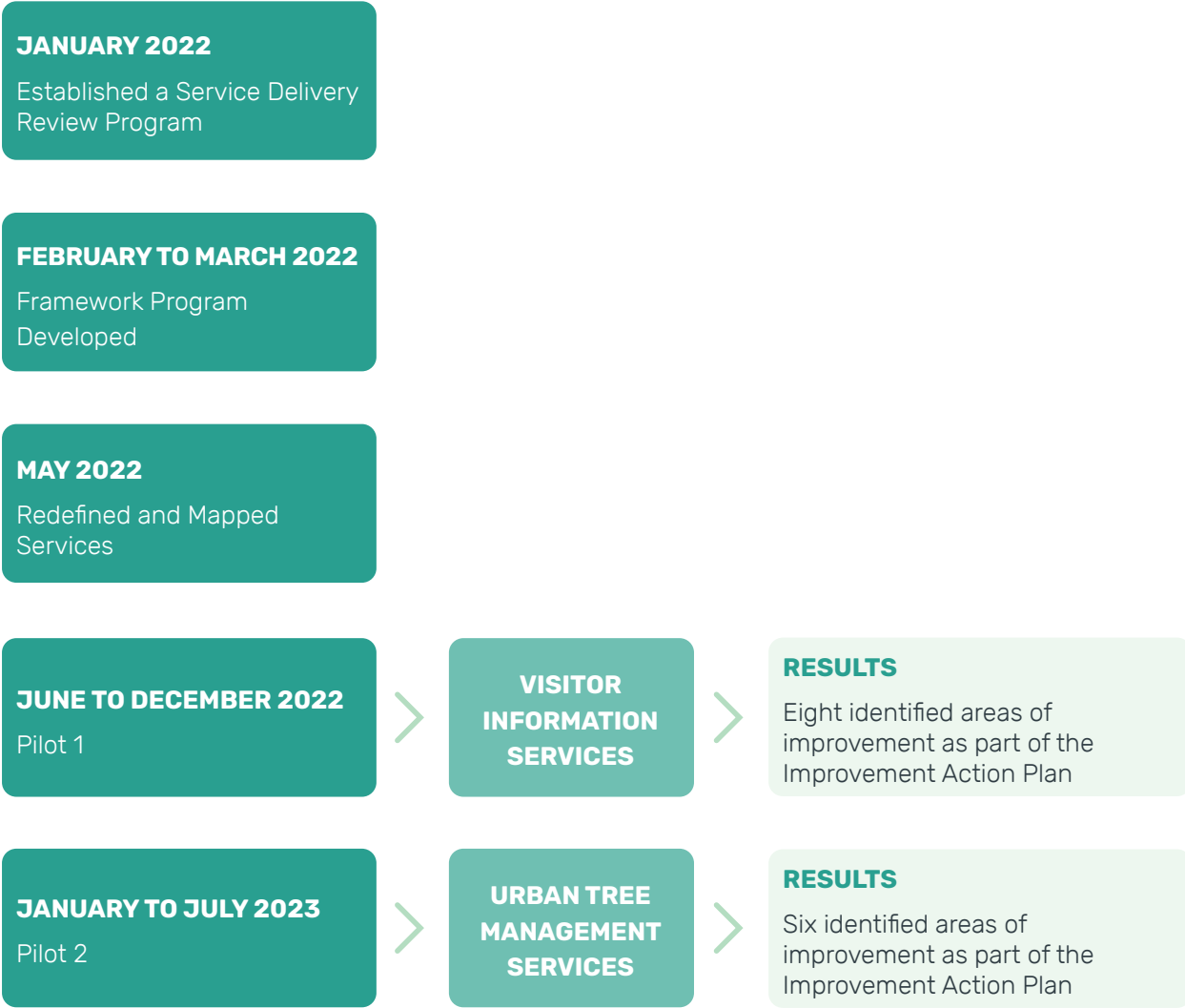
Service Delivery Reviews

The Service Review program helps to assess our services overall performance and promotes a continuous improvement ethos. It provides a structured approach to ensuring our services are aligned with the needs and priorities of our current and future community, as the community needs continue to evolve and the LGA continues to grow.

The main objective is to ensure our services are:

- › Effective – services delivered are targeted and of good quality.
- › Efficient – resources to deliver the services are optimised or improved.
- › Valued – our services deliver value to our community.

Council embarked on the development of its Service Delivery Review program in 2022, and the journey included:





CAMDEN
VISITORS
CENTRE
JOHN
OXLEY
Cottage



Our Planning and Reporting Framework

All Councils in NSW use the Integrated Planning and Reporting (IPR) framework to guide their planning and reporting activities with an alignment to State and Regional Plans, Strategies and Priorities.

Council plans with the community and other stakeholders in developing the Community Strategic Plan, and working with internal staff, develops the Resourcing Strategy, Delivery Program and associated Operational Plan. Council develops relevant Corporate Strategies and Plans, as an internal resource, to guide and respond to these opportunities efficiently and effectively.

The reporting requirements for councils focusses on reporting back to the community. The reports are a six-monthly progress status on the Delivery Program and associated Operational Plan, Annual Report that covers status update on the Community Strategic Plan aligned with the Delivery Program and Operational Plan for the year, and the Quarterly Budget Review Statements.

Integrated Planning and Reporting (IPR) Framework

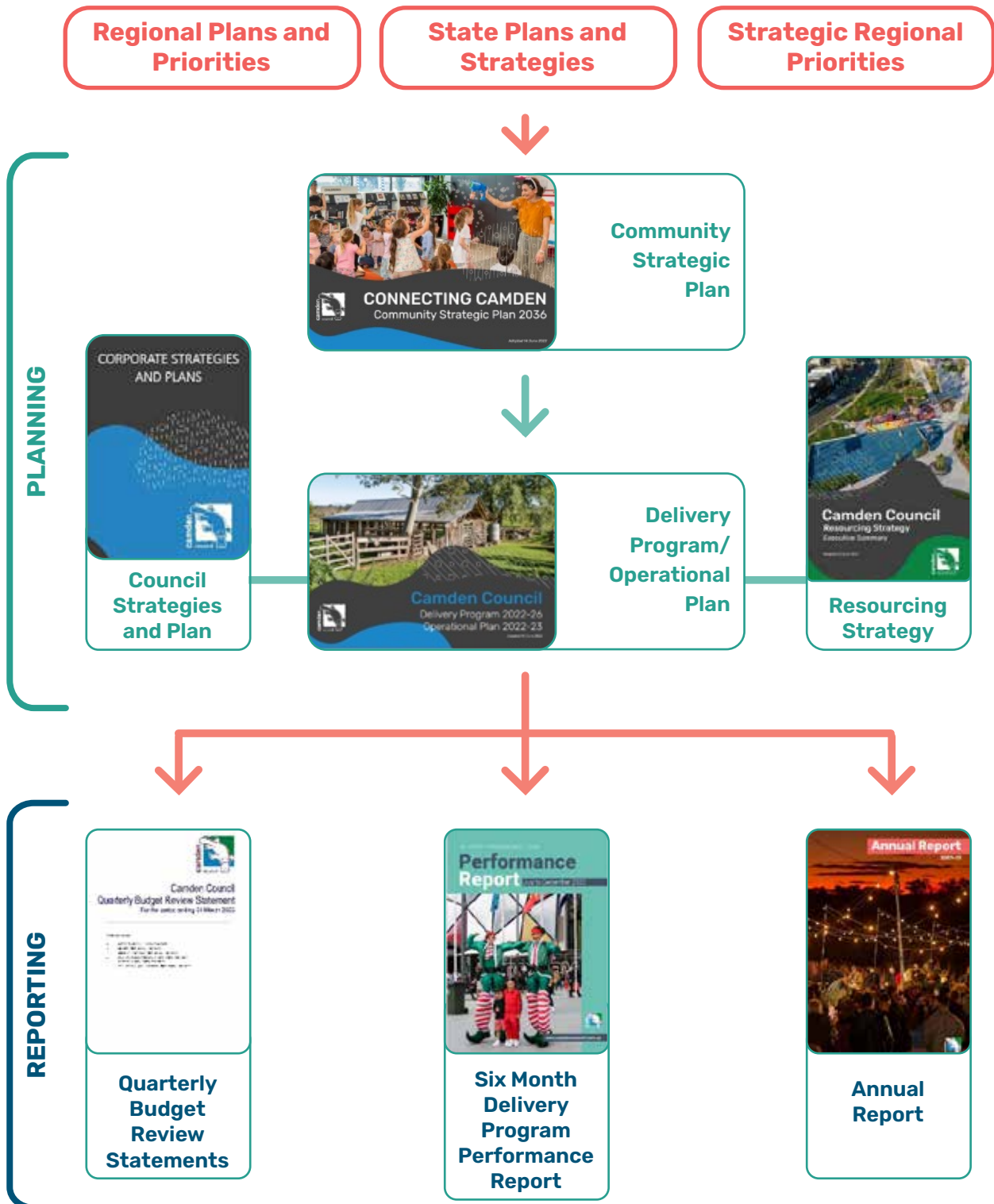
The IPR framework guides the way to plan, document, and report on councils' progress in achieving the Community Strategic Plan as illustrated below.



A description on each of the documents is detailed on page 44 and 45.

Council with the community and stakeholders developed the Community Strategic Plan, and worked with internal staff in developing the Resourcing Strategy, Delivery Program and associated Operational Plan. Council develops relevant Strategies and Plans to guide and optimise its business in delivering effective and efficient services.

Council Documents Related to IPR Framework



Community Strategic Plan

The Community Strategic Plan identifies the community's main priorities and aspirations for the future (at least 10 years) and develops objectives and strategies for achieving the community vision.

For more information visit:

<https://www.camden.nsw.gov.au/council/integrated-planning/community-strategic-plan/>

Delivery Program and Operational Plan

The Delivery Program is a four-year program and outlines the principal activities. The Operational Plan is an annual plan with actions which supports the Delivery Program.

For more information visit:

<https://www.camden.nsw.gov.au/council/integrated-planning/delivery-program-and-operational-plan-budget/>

Resourcing Strategy

The Resourcing Strategy provides information on how Council will implement responsibilities from the Community Strategic Plan. This strategy focuses on Council's workforce, long term financial plan and asset management.

For more information visit:

<https://www.camden.nsw.gov.au/council/integrated-planning/resourcing-strategy/>

Council Strategies and Plans

Active Ageing Strategy, Children and Families Strategy, Disability Inclusion Action Plan, Camden Libraries Strategy, Camden Places and Spaces Strategy, Camden Sportsground Strategy, Local Strategic Planning Statement, Camden Town Centre Framework, Rural Lands Strategy, Local Housing Strategy, Economic Development Strategy, Camden Destination Management Plan, Cultural Activation Strategy, Centres and Employment Land Strategy, Sustainability Strategy, Local Biodiversity Strategy, Pesticide Notification Plan, Asset Management Strategy, Communication and Engagement Strategy.

For more information visit:

<https://www.camden.nsw.gov.au/council/plans-and-strategies/>

Quarterly Budget Review Statement (QBR)

The QBR presents a summary of Council's financial performance at the end of each quarter.

For more information visit:

<https://www.camden.nsw.gov.au/council/integrated-planning/delivery-program-and-operational-plan-budget/>

Six Month Delivery Program Performance Report

The Six Month Delivery Program Performance Report outlines the progress and highlights Council's achievements during the six month period on the commitments made in the Delivery Program and Operational Plan.

For more information visit:

<https://www.camden.nsw.gov.au/council/integrated-planning/delivery-program/>

Annual Report

Reports back to the community on the work undertaken by Council each year to deliver on the commitments of the Delivery Program through that year's Operational Plan. It also contains mandatory statutory reporting as well as a financial summary.

For more information visit:

<https://www.camden.nsw.gov.au/council/integrated-planning/annual-report/>





Our Performance

Our performance highlights the progress against the indicators outlined within the Community Strategic Plan 2036; and indicators and actions under the five key directions stated in the Delivery Program 2022 – 2026 and associated Operational Plan 2022 – 2023 respectively.



Welcoming

Embracing our vibrant and diverse community



Liveable

Strong and integrated connections between our people and our services



Prosperous

Advancing local economic opportunities and job creation



Balanced

Providing sustainable and responsible solutions that enhance our heritage and natural environment



Leading

A successful advocate for our people and places

Report on Community Strategic Plan 2036

The Community Strategic Plan has 5 Indicators with set targets and 6 Indicators measured as Trends. Below is the 2022/2023 progress score. This score will function as Council's baseline to annually track the progress and will be reported on from 2023 to 2026.

INDICATORS	PROGRESS SCORE 2022/2023	WELCOMING	LIVEABLE	PROSPEROUS	BALANCED	LEADING
Community satisfaction in Council services is increasing*	96%					
Community wellbeing continues to reflect the average Australian wellbeing score*	5.1 out of 6					
Community event attendance is stable or increasing	24,811 (On Track)					
Number of vehicles and pedestrian road crashes decreases*	0.58					
Number of new local businesses increases*	12,468					
Employment rate is increasing*	42,051					
Number of visitors is increasing*	1,507					
Volume of domestic waste diverted from landfill is increasing	36.5% (Monitor)					
Tree canopy cover is increasing	10% (On Track)					
Emissions per capita in Camden is decreasing	9.1 Tonnes (On Track)					
The health of priority waterways is stable or increasing	100% (On Track)					

*Trend

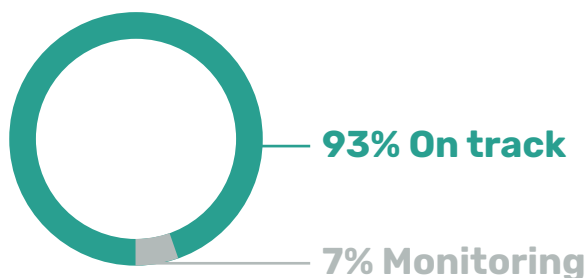
Report on Delivery Program 2022 - 2026 and Operational Plan 2022 - 2023

The Delivery Program and Operational Plan guides how Council implements and measures its progress in achieving the Community Strategic Plan 2036.

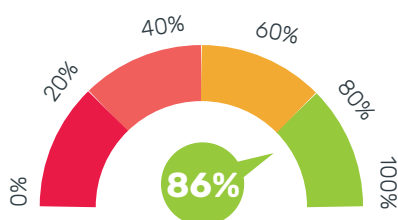
Council reports six-monthly on the progress that covers results against 27 indicators outlined within the Delivery Program 2022 - 2026, and progress on 170 actions stated within the Operational Plan 2022 - 2023.

The six-monthly Delivery Progress Performance Reports are available on Council's website www.camden.nsw.gov.au/council/integrated-planning/delivery-program

Overall the **Annual Progress Status** on the Delivery Program 2022 - 2026 shows Council is moving forward with 25 Indicators (93%) as 'on track' and 2 Indicators (7%) as 'monitor', in achieving the Objectives outlined within the Community Strategic Plan 2036, as per below:

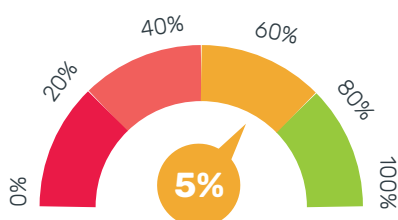


The progress status on 170 actions stated in the Operational Plan 2022 - 2023 to achieve the Delivery Program 2022 - 2026 is as below:



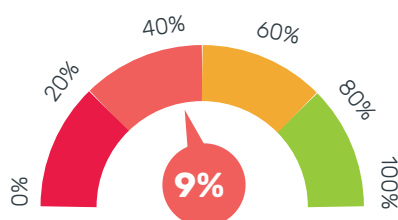
146 Actions

At least 80% of action target achieved



9 Actions

Between 60% and 80% of action target achieved



15 Actions

Less than 60% of action target achieved or not started

Annual Progress Status under five Key Directions



1

Embracing our vibrant and diverse community

OBJECTIVES

- W 1: Our community is welcoming and inclusive, everyone feels included and involved
- W 2: Our community is healthy and active with access to open space, facilities and services that support wellbeing
- W 3: Our community has opportunities to design and build safe and inviting places for all to enjoy



2

Strong and integrated connections between our people and our services

- LB 1: Our community harnesses local creativity, and supports new technologies and innovations
- LB 2: Our public spaces and places are vibrant and accessible
- LB 3: Our transport network is efficient, safe and integrated - locally and regionally



3

Advancing local economic opportunities and job creation

- P 1: Our business community is strong, thriving and connected at local, regional, national and international levels
- P 2: Our LGA provides diverse local job opportunities, supported by skills and training pathways to employment
- P 3: Our LGA is a desirable location for new and emerging industries, businesses and entrepreneurs



4

Providing sustainable and responsible solutions that enhance our heritage and natural environment

- B 1: Our natural environment and waterways are protected, well maintained and enhanced for community enjoyment
- B 2: Our environment is integrated into the design of our towns, villages, suburbs and places
- B 3: Climate impacts and risks in Camden are well managed
- B 4: Our community is resourced, efficient and able to meet our vision and objectives



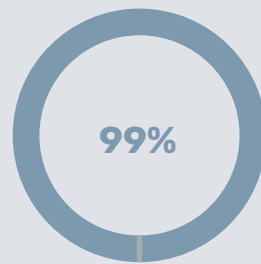
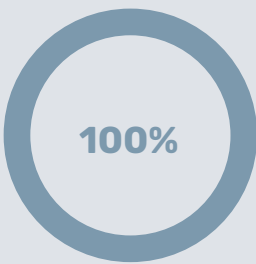
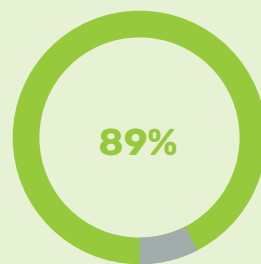
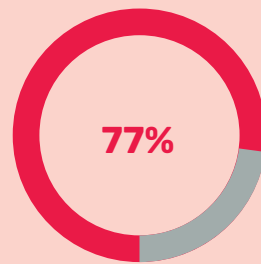
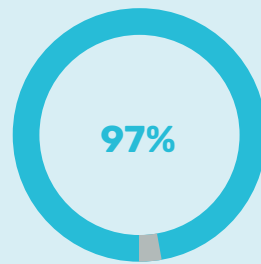
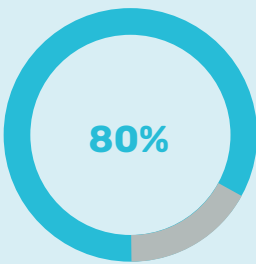
5

A successful advocate for our people and places

- L 1: Our Council is a leading Council in the Western Parkland City, influencing metropolitan planning and decision-making
- L 2: Our Council is forward thinking and builds value for the community
- L 3: Our Council decisions are informed, accountable and transparent

DELIVERY PROGRAM

OPERATIONAL PLAN



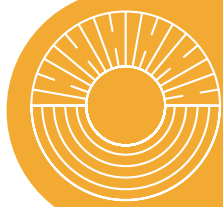




Appraisal of Key Directions

The appraisal on five Key Directions shows the progress status and highlights a sample of Council's activities and initiatives in achieving the Objectives outlined within the Community Strategic Plan 2036.





Welcoming

Embracing our vibrant and diverse community

Our community prides itself on being welcoming, inclusive, and actively engaged. We prioritise the wellbeing of our residents by providing access to open spaces, state-of-the-art facilities, and essential services that support a healthy and active lifestyle.

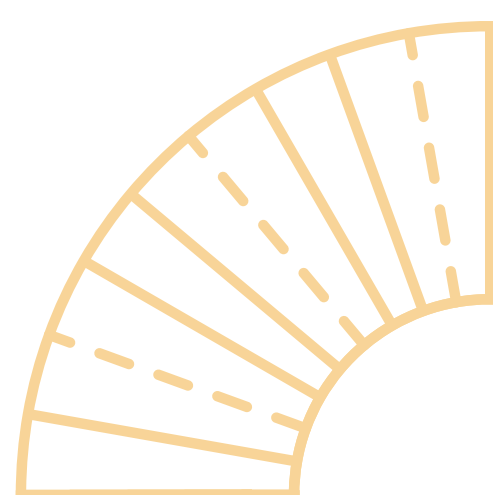
We actively involve our community members in the design and construction of safe and inviting spaces, ensuring that our public areas cater to the diverse needs of everyone.

Together, we foster an environment where each individual feels valued and included, contributing to the overall thriving, diverse and harmonious atmosphere of our community.

Three objectives guide Council to achieve the community vision between 2022 and 2026, with five indicators to measure the progress.



Objectives	Indicators
<p>1 Our community is welcoming and inclusive, everyone feels included and involved.</p>	<p>1 Number of activation programs and networking events delivered to support community inclusion and diversity.</p>
<p>2 Our community is healthy and active with access to open space, facilities and services that support wellbeing.</p>	<p>2 Number of initiatives delivered against planned programs that support community inclusiveness and foster community cohesion.</p>
<p>3 Our community has opportunities to design and build safe and inviting places for all to enjoy.</p>	<p>3 Number of actions and/or initiatives delivered through Library Services.</p>
	<p>4 Number of actions completed that support access to public spaces to improve community wellbeing.</p>
	<p>5 Number of Swimming Pool inspections undertaken in accordance with Council's inspection program each year.</p>



Key Highlights

Embraced our Vibrant and Diverse Community

- › Multicultural March and Harmony Week celebrated inclusion and diversity.
- › Bilingual Storytime's delivered in Arabic, Hindi and Italian at Council Libraries.
- › Adopted Aboriginal Protocol Policy to pay respect, build relationships and share in Aboriginal culture.
- › 2022 – 2026 Disability Inclusion Action Plan endorsed.
- › Social Inclusion Week celebrated with a program of events to build and strengthen relationships while addressing isolation.
- › Camden Kids Fun Day, a part of the Camden Festival, attracted more than 1,000 parents, carers and children aged 0-5 enjoying the activities.
- › Celebrated Refugee Week.
- › Camden Seniors Festival offering entertainment, fitness, technology, health and wellbeing activities.
- › Celebrated Remembrance Day engaging students from Camden Primary School and St Paul's Catholic Primary School.
- › Inclusive sport gala day held at Mount Annan Leisure Centre.
- › Inaugural Festival of Indigenous Football held at Ron Dine Reserve.

Welcomed and Created an Inclusive Environment

- › Skateboard, Scooter, and BMX Jam Event held at Julia Reserve Youth Precinct Celebrated Camden's historic past during History Week with the Unlock Camden event.
- › Creative Collab quarterly forum held.
- › Inaugural Oran Park Christmas Concert held.
- › Australia Day Celebrations held in Camden LGA and announcement of Camden Australia Day Citizen of the Year – Kylee Bentham.
- › Celebrated National Families Week, hosting 14 activities with over 550 residents attending.
- › Over 900 people officially became Australian citizens at Citizenship Ceremonies.
- › Camden Swirls, a line-up of free creative activities held for young people aged 10 to 14 years.
- › Celebrated Volunteers Week with multiple events held throughout the Camden LGA.
- › Paws in the Park event held at Bicentennial Equestrian Park.
- › Active participation in WYSD (World Youth Skills Day) Moving – a whole of system initiative to reduce physical inactivity in Western Sydney.

Facilitated Cultural Development and Networking Opportunities

- › Live 'n' Local event held involving 25 local businesses hosting live music by local musicians and performers including celebrating World Music Day across the Camden LGA.
- › Showcased two Alan Baker exhibitions – 'Life, Love and Light' and 'Baker the Artist, the Influencer'.
- › Delivered two Kerbside Exhibitions – 'Who am I' and 'Connecting with Nature.'
- › Engaged with local artists to deliver pop up workshop programs and hitching post public art.
- › Delivered a series of Spotlight youth events including art therapy workshops.
- › Coordinated buskers to engage with Council's community events.
- › Promoted 36 live performances including comedy and cover bands at the Camden Civic Centre.
- › Delivered Camden Shorts profiling 17 young artists in live performances.
- › Profiled local artists through 'Art'n'Business' in collaboration with 78 local businesses.
- › Delivered e-newsletters for the Camden Civic Centre and Alan Baker Art Gallery to over 4,500 subscribers.
- › Delivered the Art After Dark Program.

Created Healthy and Active Places

- › Leppington Oval Precinct Masterplan endorsed.
- › Kirkham Park BMX Facility Stage 2 completed – making it an international-level venue.
- › Narellan Sports Hub upgraded, including additional netball courts, brand-new athletics track and facilities, rugby league fields and cycling criterion.
- › New LED floodlights installed at Fairfax Reserve for AFL.
- › Irrigation works completed at Hayter Reserve.
- › Construction commenced on Oran Park Leisure Centre providing a multi-purpose community facility.
- › Stage 1 of improvement works completed at Mount Annan Leisure Centre.
- › Upgraded floodlights at Birriwa Reserve and Cowpasture Reserve.
- › Hosted the State Netball Championships and Hockey National Championship at the Narellan Sports Hub and a round of Nationals at the Kirkham Park BMX Facility.

Established Partnerships

- › Camden Cultures Concert and Dinner delivered in partnership with Camden Cohesive Communities Reference Group.
- › Camden Libraries, in partnership with Camden Historical Society and Camden Area Family History Society, celebrated the Australian Heritage Festival.
- › Council formed partnership with 'Play Like A Girl' leadership program to support women aged over 15 currently participating in sport.
- › Partnered with Hearing Australia, to provide free hearing checks for adults at Oran Park and Narellan Libraries.
- › School Expo delivered in conjunction with local high schools and services aimed at improving overall health and wellbeing outcomes.
- › Sports Forum held for local sporting organisations.
- › Partnered with Camden Art Prize to deliver the 44th Camden Art Prize Exhibition, including art tours and workshops for local schools and special interest groups.
- › Formalised the establishment of the new Macaria Art Gallery Board.

What Council did



76,027 Library members



910 New citizens at Citizen Cermonies



435 Open spaces and reserves



448,379 Attendees at Mount Annan Leisure Centre



795 Events held



45 Sport amenities



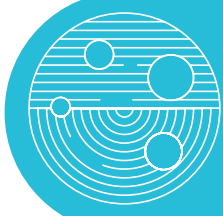
125 Swimming pool inspections undertaken



1,049 Illegal dumping incidents investigated







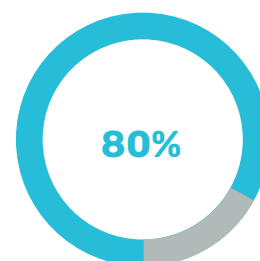
Liveable

Strong and integrated connections between our people and our services

We strive to create vibrant and accessible public spaces and places that serve as the heart of our community, bringing people together and enriching their lives.

Additionally, we place a strong emphasis on developing an efficient, safe, and integrated transport network. This approach seamlessly connects both within our local area and regionally, ensuring convenient and secure travel for all residents. Through these endeavours, we aim to build a thriving community that celebrates innovation, inclusivity, and seamless connectivity for the betterment of everyone.

Three objectives guide Council to achieve the community vision between 2022 and 2026, with ten indicators to measure the progress.



Objectives		Indicators	
1	Our community harnesses local creativity and supports new technologies and innovations.	1	Number of Smart City Initiatives implemented relating to new technologies and smart infrastructure to support community.
	Our public spaces and places are vibrant and accessible.	2	Number of digital transformation initiatives implemented relating to improvement of services and enhancing customer experience.
	Our transport network is efficient, safe, and integrated – locally and regionally.	3	Percentage of Development Applications determined within 40 days.
		4	Percentage of Development Applications determined within 60 days.
		5	Mean Development Application assessment time.
		6	Median Development Application assessment time.
		7	Percentage of major projects on track within allocated budget.
		8	Percentage of programmed asset inspections completed.
		9	Percentage of local roads, walkways, cycleways, and bridges are maintained against the planned Works Program.
		10	Number of initiatives delivered to improve road safety.

Key Highlights

Provided Efficient, Safe and Integrated Transport Network

- › Partnered with Macarthur Highway Patrol, Campbelltown and Wollondilly Councils to deliver 'Eyes on the Road' campaign urging motorists to be safe around schools.
- › Off-road Bike Skills Tracks in Spring Farm developed.
- › Re-opened and repaired Cobbitty Bridge after flood event.
- › Repair and stabilisation works undertaken to Macquarie Grove Bridge after flood event.
- › Delivered multiple road and drainage infrastructure projects funded from developer contributions.

Supported New Technologies, Innovations and Creativity

- › Online Booking System – Phase 2 released, providing residents ease in booking Council facilities.
- › SecCloud integration for wet wheelchairs at Dawson-Damer Park to create a user-friendly booking system on Bookable.
- › Wet weather process for sports fields updated to allow Clubs to complete safety checklists to reduce incidents of ground closures.
- › Camden Public Art Strategy engagement and consultation undertaken.

Created Vibrant Open Spaces and Places

- › Delivered multiple open space and community facility projects funded from developer contributions.
- › Updated Flood Studies, Plans, and Policies.
- › Holmes Park playground delivered as part of the Emerald Hills Planning Agreement.
- › Draft Smart Community Framework developed.
- › Lowes Creek Maryland Contributions Plan completed.
- › Re-opened Miss Llewella Davies Pioneer Walkway at Camden Town Farm with flood damage repair work undertaken.
- › Water Sensitive Urban Design Operational Guidelines developed to document best practice inspection and maintenance for the Camden LGA and made available on Council's website.
- › Re-established Alcohol-Free Zones for another four-year period across the Camden LGA.
- › Ongoing participation and finalisation of the 'Place-Based' Infrastructure Compact (PIC) Program for the precincts of Leppington and Leppington North.

Protected the Natural and Built Environment

- › Camden Material and Colour Guide prepared to provide information and guidance to landowners on heritage materials and colour schemes for a local heritage building.

Restored and Enhanced Road and Transport Assets

- › Upgraded Porrende Street Roundabout.
- › Lodges Road Pavement Stabilisation.
- › Resurfacing of Burragorang Road, Camden Valley Way and Anzac Avenue.
- › Upgraded Narellan RFS car park and Rotary Cowpasture car park.
- › Flood repaired Cobbitty Road Bridge and Macquarie Grove Road Bridge approach.
- › Harrington Parkway Pedestrian Crossing Raising Work.
- › Fairwater Bridge Deck Replacement.
- › Kerb Renewal Program at various locations.
- › Footpath Maintenance and Renewal Program at various locations.
- › Crack Sealing Program at various locations.
- › Pedestrian Access Mobility Plan (PAMP) – new footpaths at various locations.
- › Bicentennial Equestrian Park Road Bridge 01 Reconstruction.

What Council did



96 Traffic items actioned



28 Road safety education programs conducted



1.9 Km of pathways completed under PAMP program



1,253 Road surface maintenance work orders undertaken



920 Development applications determined



\$1,007,529,173 Value of development applications approved





Prosperous

Advancing local economic opportunities and job creation

Advancing local economic opportunities and job creation is at the forefront of our priorities.

The Camden LGA has a robust and interconnected business community at all levels. As a result, our LGA offers a range of job opportunities with the provision of skills and training pathways that lead to fulfilling employment.

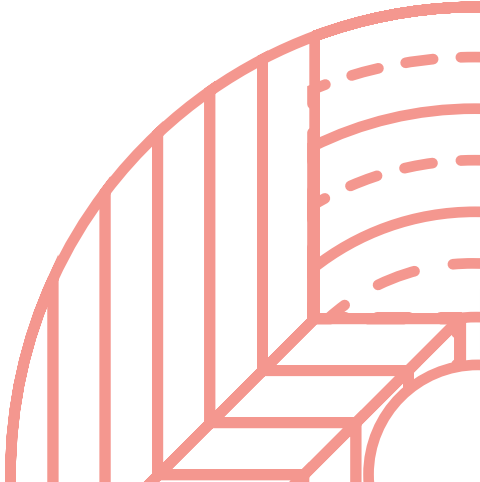
Furthermore, we have created an attractive environment for emerging industries and businesses to foster a strong economy.

We are making our LGA an appealing destination for those seeking to establish and grow - a vibrant and thriving hub for economic prosperity.

Three objectives guide Council to achieve the community vision between 2022 and 2026, with three indicators to measure the progress.



Objectives	Indicators
<p>1 Our business community is strong, thriving and connected at local, regional, national, and international levels.</p>	<p>1 Number of initiatives delivered to promote and facilitate investment and industry growth in the LGA.</p>
<p>2 Our LGA provides diverse local job opportunities, supported by skills and training pathways to employment.</p>	<p>2 Number of initiatives conducted to promote and support expansion of education and training in the LGA.</p>
<p>3 Our LGA is a desirable location for new and emerging industries, businesses, and entrepreneurs.</p>	<p>3 Number of initiatives conducted to support local business and industry.</p>



Key Highlights

Supported our Business Community

- › Small Business Month Program held, including delivery of the Disaster Preparedness workshop in collaboration with Service NSW for Business, RFS, NSW SES, Resilience NSW, and South Western Sydney Local Health District.
- › Monthly Business E-news delivered with 41.3% average open rate, with promotion of important programs available such as Bin Trim Networks Program and the Digital Skills Accelerator Program.
- › During the 2022 floods, Council supported local businesses and had an information stall at the Narellan Flood Recovery Centre.
- › Camden Accommodation Study completed.
- › Published Camden Economic Prospectus in print and digital format.
- › Created the 'Invest in Camden' video.
- › International Women's Day Gala held with \$14,490 raised for local charity Big Yellow Umbrella.
- › Delivered Camden Wedding Expo at the Camden Civic Centre showcasing 42 local businesses.

Delivered Skills and Training Pathways

- › Camden Careers Expo with over 500 attendees and 42 exhibitors.
- › Camden Joblink Program initiated for local young people.

Invested in Tourism Opportunities

- › Development of the Destination Management Plan.
- › Camden Visitor Guide printed and distributed.
- › Continuation of Macarthur tourism presence.

Established Partnerships

- › Collaborated with councils across the Western Parkland City in the scoping and development of the Regional Economic Development Strategy.
- › Collaborated with CSIRO to deliver Generation STEM program to high schools.
- › Women in Aviation workshop delivered in partnership with Flightdeck group.
- › Partnered with Business Connect to deliver free Business Health Checks to local businesses.
- › Delivered VetSteddford 2023, in partnership with MWLP – Linking Youth, for local students interested in the entertainment and/or hospitality industries.

What Council did



12,474
Registered
businesses



1,507 Walk-in
visitors to the Visitor
Information Centre



41.3% Average
open rate for monthly
business e-news



1,081 Business
e-news subscribers



42,051
Local jobs
(NIEIR 2022)



9,668 Local
businesses (ABS 2022)





Balanced

Providing sustainable and responsible solutions that enhance our heritage and natural environment

Our commitment to providing sustainable and responsible solutions is around preserving and enhancing our heritage and natural environment.

We take great care in protecting and maintaining our natural surroundings and waterways for the enjoyment of our community. We are creating harmonious living spaces by integrating built and natural environments with a thoughtful design approach.

In addressing climate impacts and risks, we proactively manage and adapt to the changing climate conditions, safeguarding our community from potential challenges.

Through careful resource allocation and efficiency measures we equip our community to meet our shared vision and objectives to guarantee a sustainable future.

Four objectives guide Council to achieve the community vision between 2022 and 2026, with five indicators to measure the progress.



Objectives		Indicators	
1	Our natural environment and waterways are protected, well maintained, and enhanced for community enjoyment.	1	Number of building sites inspected to reduce pollution into waterways.
2	Our environment is integrated into the design of our towns, villages, suburbs, and places.	2	Areas of natural environments/ bushlands actively managed.
3	Climate impacts and risks in Camden are well managed.	3	Number of programmed actions commenced and/or implemented from the Green and Blue Grid.
4	Our community is resourced, efficient and able to meet our vision and objectives.	4	Number of mitigation and/or adaptation actions to reduce climate risk.
		5	Maintain service levels for waste services.

Key Highlights

Managed Waste

- › Camden Community Recycling Centre officially opened, providing residents with a free and convenient way to drop off their household problem waste for recycling.
- › Household Chemical Clean Out event held with 544 participants and over 21 tonnes of hazardous waste successfully prevented from disposal in landfill.
- › Reviewed waste collection days due to rapid growth across the local government area, optimising routes for improved efficiency and service delivery.

Cared for our Environment

- › Fish habitat installed at Nepean River in Spring Farm as part of the NSW Government's Habitat Action Grant program.
- › Narellan Creek, Mount Annan Waterway Walk Guide developed that includes information about the natural and constructed features along the 5.2km walkway.
- › Messaging on two waste trucks unveiled – Kids Helpline and Alkiira Indigenous Art design.
- › Created continuous riverside recreational network.
- › Clean Up Australia event held with 30 community events registered in the Camden LGA.
- › Greener Places, Healthier Waterways, A Vision for the Camden Green Blue Grid adopted.
- › Delivered annual Threatened Species Art and Writing Competition and the Macarthur Nature Photography Competition.
- › Delivered multiple riparian and natural spaces projects funded from developer contributions.

Strategic Tree Management and Planting

- › 1,800 new street and park trees installed as part of Greening Our City.
- › 300 public trees adopted as part of street tree program 'Love Your Tree'.
- › Trialled software for managing trees as assets with data captured and uploaded into the asset register for approximately 6,000 trees.

Managed Climate Impacts and Risks

- › LED Streetlight Replacement Program, a partnership project with Endeavour Energy, to install energy-efficient lighting in the Camden LGA.
- › 7,151 existing streetlights replaced with LED technology.
- › Shade sail infrastructure across 23 sites installed, as part of Council's Shade Sail Program.
- › Recycled materials incorporated into Road Renewal Programs.
- › Joined Western Sydney Energy Program to work collaboratively with other Councils to realise energy, cost and emission savings.
- › Installed solar lighting to off-leash dog park in Emerald Hills.
- › Celebrated Earth Hour with the turning off of internal lights at Oran Park Administration Building, Council Libraries and fairy lights in Argyle St, Camden.

What Council did



1,255 Bushcare
volunteer hours



4,171,750
Waste pick-ups



30,450
Kerbside clean
ups collected



38.11% Domestic
waste diverted from
landfill



95ha active
bushland managed

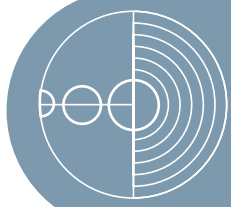


1,197 Building
site inspections
undertaken



7,151 Existing streetlights
replaced with LED technology





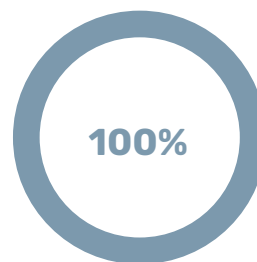
Leading

A successful advocate for our people and places

Being a successful advocate for our people and places is at the core of Council's mission. We take immense pride in being a leading authority in the Western Parkland City, actively shaping metropolitan planning and decision-making processes.

Council's commitment to be informed, accountable, and undertake transparent decision-making ensures that the interests and aspirations of our residents are represented with the utmost integrity. Through these efforts, we continue to serve as a dedicated and effective advocate, championing the well-being and progress of our people and places.

Three objectives guide Council to achieve the community vision between 2022 and 2026, with four indicators to measure the progress.



Objectives		Indicators	
1	Our Camden is a leading council in the Western Parkland City, influencing metropolitan planning and decision-making.	1	Number of advocacy activity and partnerships initiated as a lead Council in the Western Parkland City.
2	Our council is forward thinking and builds value for the community.	2	Number of service reviews completed.
3	Our council decisions are informed, accountable and transparent.	3	Percentage of internal audits performed across Council.
		4	Number of reports brought to Council for decision-making.

Key Highlights

Advocated for the Community

- › Ongoing commitment to the Western Sydney Health Alliance via Memorandum of Understanding.
- › Active participation in District Plan Project and the Metropolitan Rural Lands Strategy Project.
- › Active participation in the NSW Government Urban Development Program.
- › Development of Camden Sport and Recreation facilities in coordination with State and National government agencies.
- › Regular participation and contribution to the Western Parkland Councils' Digital Steering Committee.
- › Partnered with the Western Sydney Planning Partnership, with a pilot project to ensure that the acquisition of land for local infrastructure delivers the best value for money to the community.

Added Value for the Community

- › 33 local community groups and sporting organisations received Community Small Grants and Sport and Recreation Grants.
- › 22 not-for-profit groups received Community Sponsorship.
- › Sponsorship and support given for the delivery of the Camden Show.
- › Funded six projects to be delivered by local emerging artists in the Cultural Seeds Grants Program.
- › Cyber Resilience Strategy with a three-year action plan developed.
- › Leppington Program and Projects identified.
- › Customer Experience Strategy developed.
- › Redevelopment of Council's Works Depot.
- › Contributions Plan Restructure Project prepared new and amended contribution plans and Council policies to ensure Council can meet its infrastructure obligations into the future.
- › Development of Camden Council's Employee Value Proposition (EVP).
- › Development of a Mental Health and Wellbeing framework for all Camden Council team members.

What Council did



203 Active projects under management



76% of customers satisfied or very satisfied



87% of phone calls resolved in the first instance



95% of customer request enquiries completed within timeframe



79.5% of customer calls answered within 20 seconds



1,568,967 Total reach facebook and instagram



33 Community small grants endorsed



22 Community sponsorship programs supported



125 Reports to council



6 Internal audit reports



8 Annual subsidies distributed

Grant Funds

Maintaining Council's financial position to support long-term financial sustainability remains a priority for Council. We embrace collaboration to continue to deliver projects, programs and services by sourcing funds from a variety of means.



Welcoming

- \$4,781 through the NSW Government's Youth Week Grants Program.
- \$59,663 through the NSW Government's Creative Capital Funding Program for Minor Works and Equipment Round Two.
- \$27,098 Seniors Reducing Social Isolation Grant Program - Café Connect Program.
- \$3,500 Seniors Festival Grants Program.
- \$4,000 grant funding from Department of Regional NSW for the Camden Swirls Program.



Liveable

- \$1.19M in funding from Transport for NSW's Get NSW Active Program to assist in constructing a shared path along Cawdor Road, Cawdor, between Sheathers Lane and Camden High School.
- \$21.77M under the third round of the Department of Planning and Environment's Accelerated Infrastructure Fund. This funding will assist in progressing two projects within Leppington - Dickson Road and Woolgen Park Road.
- \$25,000 grant funding through the Heritage NSW 2023 - 2025 Local Government Heritage Grant Program.
- \$500,000 through the NSW Government's Female Friendly Community Sport Facilities and Lighting Upgrades Program. This funding will go towards improvement works at Rotary Cowpasture Reserve.
- \$1.6M in funding from NSW Government's Get NSW Active Program to undertake three projects to improve pedestrian and bicycle paths in Camden, Mount Annan and Narellan.
- \$333,334 grant funding for the Nepean River Flood Study - Floodplain Management Program.
- \$1,203M grant funding from Transport NSW Get NSW Active Program for the installation of pedestrian and bicycle infrastructure.
- \$8,243M grant funding Regional and Local Road Repair Program.
- \$6,409M grant funding for Camden Valley Way/Hilder Street upgrade - Western Sydney Infrastructure Plan.



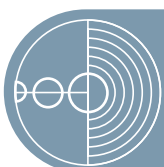
Prosperous

- \$50,000 in funding from the Department of Communities and Justice and hosted eight workshops and accredited training courses at Julia Reserve Youth and Community Centre for local young people to increase their skills and employment opportunities.



Balanced

- \$950,000 as part of the Department Planning and Environment's Greening our City Program, administered through LGNSW, to increase the tree canopy in the Camden area.
- \$125,000 through the NSW Government's Football Legacy Fund for field and drainage improvement works at Nugget Beames Reserve.
- \$12,500 from the NSW Government's Saving our Species program to undertake conservation works of Elderslie Banksia Scrub Forest in Spring Farm and another \$15,000 from the same program to undertake conservation works for Camden White Gum at six Council reserves.
- \$1,660 through the NSW Government's Local Sport Defibrillator Grant Program 2022/23, which will fund the purchase of an Automated External Defibrillator for the Narellan Sports Hub multi-purpose sports fields.
- \$368,811 as part of the Department of Planning and Environment's 2022/23 Places to Roam Grant Program for Regional Trails, to support the development of the John Oxley Trail.
- \$200,000 under the Department of Planning and Environment's Metropolitan Greenspace Grant, to undertake Nepean River Corridor Study.
- \$40,000 Habitat Action Program - Fish Habitat and erosion control structures (Nepean River- Spring Farm).
- \$15,000 grant funding to plant trees for the Queen's Jubilee Program.
- \$10,000 grant funding for the Healthy Streets Demonstration Program.
- \$114,000 Nepean River - Preventative Erosion Measures and Rehabilitation of Endangered Ecological Community.
- \$25,000 grant funding for riparian restoration at Elizabeth Macarthur Reserve.
- \$100,000 grant funding from Department of Communities and Justice for Nugget Beames Reserve Graffiti Management.
- \$20,000 grant funding for Camden General Cemetery, Cawdor - Crown Lands Flood Recovery Program.



Leading

- \$132M awarded through the NSW Government's WestInvest program, enabling Council to deliver 11 transformational infrastructure projects.

Forward Focus

2023 - 2024

Council has developed the Operational Plan 2023 – 2024 in line with the four-year Delivery Program 2022 – 2026. It is an annual plan with 157 actions under services, programs, projects, and initiatives. These actions demonstrate Council's commitment to delivering high-quality services to the community and the business sector. In addition, Council continues to perform business-as-usual activities to ensure the community feels welcomed, included, and supported for a healthy and active lifestyle.

A range of community engagement activities assist Council with an informed decision-making process. This process supports Council to actively advocate and represent the needs and aspirations of the community and build a connected community, including an efficient, safe, and integrated transport network.

As the Camden LGA continues to experience massive urban growth, Council continues to promote and attract emerging industries and businesses in the area that support local employment. Also, Council ensures the rural setting and natural environment are protected and maintained, including waterways.

Council recognises the need for capital project investment that benefits diverse communities to enhance the quality of life – health, recreation, social, safety, and much more. Some of the major projects currently underway include:

- › Oran Park Leisure Centre;
- › The Crest – Stage 1;
- › Construction of Byron Road, Leppington;
- › Shared Paths – Werombi Road, Sheathers Lane, and Cawdor Road, Grasmere;
- › Hilder Reserve Redevelopment;
- › Alpha Park Playground Upgrade; and
- › Mount Annan Leisure Centre (MALC) Roof Restoration Works.

Looking forward, Council acknowledges that there are several challenges such as:


- › a rapidly growing population;
- › priority urban growth area as identified by the NSW State Government;
- › the need for a connected transport network;
- › the impacts on the community with the Western Sydney International Airport (Nancy Bird Walton); and
- › challenges of climate change.

Along with challenges there are also opportunities and as an organisation, Council will continue to keep the community at the forefront when serving and delivering services to the community.



STATUTORY REPORT





Documentation on Statutory Requirements

Reports mandated in the Local
Government Act 1993

Compliance with Companion Animals Act 1998 c|217 (1) (f)

Enforcing and Ensuring Compliance with the Companion Animals Act and Regulation

The principal objective is providing effective and responsible care and managing companion animals. The Act places responsibility on the owners of domestic cats and dogs to microchip and register their animals with penalties for non-compliance.

Companion Animal Seizure and Animal Care Facility Activities

The NSW Office of Local Government has initiated a system to collect data from NSW councils about animal care facility activities under the Companion Animals Act 1998 and Regulation. This data is being collected primarily to assist individual councils in animal management activities. The information helps develop companion animal management policies, strategies and promotional activities.

Council transported animals seized during 2022/2023 to Council's Animal Care Facility operating from Rossmore Veterinary Hospital.

The collection of data has been lodged with the Office of Local Government. The number of companion animals seized and/or impounded during the 2022/2023 reporting period is as follows:

	Seized	Returned to owner in the field	Impounded at Animal Care Facility by Ranger	Found by member of the public	Surrendered by owner
Dogs	171	122	49	76	2
Cats	36	0	36	32	1
Total	207	122	85	108	3

Companion Animal Management and Activities

The Ranger Services Team includes one Team Leader, two Companion Animal Rangers, four General Duty Rangers whose duties include some animal control and enforcement, and one Illegal Dumping Officer.

The Companion Animal Ranger position oversees Council’s rehoming activities, provides enrichment to impounded animals, assists in their promotion via websites and social media and leads Council’s educational activities around responsible pet ownership.

In 2016, Council resolved to become a ‘No Kill’ facility whereby all attempts are made to rehome or rescue suitable animals.

During 2022/2023 Council received \$61,854.00 in companion animal payments from the Office of Local Government.

Reported Dog Attacks 2022/2023

Dog attack data is reported to the Office of Local Government to inform the Minister, Parliament and guide policy. When Council receives a dog attack report, the investigation commences, and a Dog Attack Data Collection Form is submitted to the Office of Local Government.

Within the Camden LGA during 2022/2023, 67 dog attacks were reported to the Office of Local Government. The number of victims from those incidents reported is as follows:

Victims	No Injury	Minor	Medical treatment Required	Hospitalisation	Death	Total
Adult (16 yrs +)	15	12	2	1	0	30
Child (up to 16 yrs)	5	2	2	2	0	11
Animal	20	11	16	1	13	61
TOTAL	40	25	20	4	13	102

Companion Animal Community Education Programs

Camden Council promotes responsible pet ownership within the community in a variety of ways. During 2022/2023 responsible pet ownership was promoted by:

- Camden Companion Animal Advisory Committee;
- Responsible Pet Ownership program aimed at educating children and residents on the importance of microchipping and name tags on animals;
- Providing information books on responsible pet ownership;
- Free microchipping for dogs and cats;
- Free pet tag program offered to all residents;
- Establishment of dog off-leash parks in existing and new release areas to encourage residents; to socialise their dogs and undertake physical activity;
- Subsidised de-sexing program to reduce the number of unwanted kittens;
- A dedicated Companion Animal Ranger trained in animal care;
- Focus on returning microchipped animals to their owners rather than impounding;
- A 'No Kill' facility in line with community expectations whereby all suitable animals are re-homed or rescued;
- Independent breed and temperament assessment of impounded animals believed to be dangerous/ aggressive/ restricted;
- Promote re-homing of some impounded animals with a subsidised sale price;
- Dedicated Facebook and Instagram pages utilising social media platforms to post lost animals to assist in them being reunited with their owners;
- Utilising Petrescue website to assist with rehoming; and
- Working closely with the community, residents, rescue organisations and community animal advocacy groups.

Alternatives to Euthanasia for Unclaimed Animals

Under Section 64 of the Companion Animals Act, councils must seek alternatives to euthanasia for unclaimed animals. Council informs and promotes responsible pet ownership, including microchipping and registration. Microchipping and registration help to ensure the pet and its owner can be reunited.

In 2016, Council resolved to operate as a 'No Kill' animal care facility. Council is committed to minimising unwanted behaviours in impounded animals, promoting animals through social media and website advertising and working closely with the community and rescue groups to place animals that cannot be sold. During 2022/2023, all suitable companion animals were re-homed or placed in rescue.

Outcome of Dogs/Cats Impounded at Councils Animal Care Facility on Behalf of Camden Council

Dogs that have been declared dangerous/menacing that have been impounded or surrendered or a restricted breed by law cannot be re-homed and are euthanased. These dogs are included in the figures shown below. The euthanased animals are unsuitable to be re-homed due to temperament, feral, illness, or at the owner's request.

In 2022/2023, no animals considered suitable for re-homing were euthanased.

	Released	Unsuitable Animals Euthanased*	Sent to Rescue Organisations	Sold	Other
Dogs	40	3	10	63	1
Cats	0	1	1	73	0
Total	40	4	11	136	1

* Unsuitable animals include restricted breed, dangerous dogs, menacing dogs.



Off Leash Areas Provided Within the Camden Local Government Area

- › Bicentennial Equestrian Centre, Camden;
- › Rosevale Reserve, Narellan;
- › River Road Reserve, Elderslie;
- › Burrell Road, Spring Farm;
- › Clifton Park, Cobbitty;
- › Silverton Street, Gregory Hills;
- › Champions Park, Holden Drive, Oran Park;
- › Titan Park, Howard Loop, Oran Park;
- › Paw Park, Rowland Avenue, Catherine Field; and
- › Leslie Way, Emerald Hills.

Section 85

Section 85(1A) of the Act requires Council to use any money paid from the Fund only for the purposes related to managing and controlling companion animals in its area.

Council used the Office of Local Government rebate to offset employment and associated activities of companion animal management by Council.



paw in the

SUNDAY 7 MAY 2023 • 9AM-1PM | CAMDEN

MAIN STAGE ENTERTAINMENT

10AM	MEET PHOENIX - CAMDEN
10.20AM	CAMDEN'S PAW-TASTIC COMPETITION CATEGORIES
10.45AM	CAMDEN'S PAW-TASTIC COMPETITION CATEGORIES
11.10AM	FARMER DAVE MEET & GREET
11.40AM	CAMDEN'S PAW-TASTIC COMPETITION CATEGORIES
12.05PM	CAMDEN'S PAW-TASTIC COMPETITION CATEGORIES
12.30PM	CAMDEN'S PAW-TASTIC COMPETITION CATEGORIES

GOLD SPONSOR:

Pet One

SILVER SPONSOR:





Environmental Planning and Assessment Act 1979

Particulars of compliance with and effect of planning agreements in force during 2022/2023 s7.5 (5)

Oran Park

This Voluntary Planning Agreement (VPA) applies to land within the Oran Park Precinct, generally to the east of The Northern Road, which is being developed by Greenfields Development Company, partly in partnership with Landcom. The land is located within the Southwest Growth Centre and was rezoned in December 2007.

The objective of this VPA is to provide all the local recreation/open space, community facilities, roads and drainage required to support this new community. The VPA also includes the delivery of district facilities such as the Oran Park Library, Community Centre, Youth Recreation Centre and Leisure Centre, which will meet the needs of the Oran Park, Turner Road, Catherine Field (Part) precinct and future Maryland communities.

The VPA contains works and land dedications with a value in excess of \$200M (excluding the value of the water cycle management works and land, and the riparian corridor works and land). Significant work has been undertaken in this rapidly growing precinct. Council and the developers continue to work closely to ensure suitable community outcomes are being produced.

The construction contract for the Oran Park Leisure Centre has been awarded with the construction programmed to be completed in 2024.

Further water cycle management, shared pathway and riparian corridor infrastructure assets were constructed and dedicated to Council.

Oran Park South

This VPA, executed in August 2020, applies to land south of the Oran Park VPA and is also being developed by Greenfields Development Company. The VPA includes transport, drainage and open space projects with associated land dedications with a total value of approx. \$32M.

Council has reached an agreement with the developer to deliver Stage 1 of the baseball facility proposed on the corner of O’Keefe Drive and Banfield Drive, Oran Park, north of the proposed school. The development application for this work was approved August 2022 and is programmed to be completed second half of 2023.

The plan delivered water cycle and share path infrastructure in the last financial year.

Gregory Hills

This VPA applies to land known as Gregory Hills, which is approximately half of the Turner Road Precinct that was rezoned in December 2007.

The objective of the VPA is to provide a local community centre and all of the local recreation/open space, drainage and roads required to support this new community. The VPA has a value of approximately \$60M and includes provisions for the developer to make a monetary contribution toward the funding of other off-site facilities such as a library, leisure centre and youth recreation centre located within the Oran Park Town Centre. The VPA includes significant riparian land works, the funding for two major facilities, including a double playing field and a community facility, and the dedication of embellished transmission line easement land to Council.

The plan delivered embellished transmission easement land in the last financial year. Development within this precinct is now nearing completion.

Gledswood Hills

This VPA applies to land known as Gledswood Hills, which forms part of Turner Road Precinct that was rezoned in December 2007.

The objective of the VPA is to provide infrastructure, facilities, and services to support the development. The VPA has a value in excess of \$24M and includes dedication of two major facilities to Council, these being the South Creek road crossing and an open space corridor through the centre of the site, as well as other parks and facilities. Under the VPA, the developer will also make a monetary contribution toward the funding of other off-site facilities such as a Library, Leisure Centre and Youth Recreation Centre which are located within the Oran Park Town Centre.

This year, the developer has constructed and delivered water cycle infrastructure.



Yamba

This VPA applies to land known as Yamba, which is an 8.3-hectare site fronting Camden Valley Way at Kirkham. The site is situated between existing residential development at The Links Estate Narellan, rural land to the west and Kirkham Lane to the south. The objective of the VPA is to require the proponent to undertake heritage conservation and adaptive re-use works to Yamba Cottage and associated buildings in conjunction with various stages of development of the site.

The proponent has completed extensive heritage conservation works to Yamba Cottage in accordance with the VPA, and the cottage is currently tenanted. Conservation works have also been undertaken regarding the roadside stall and barn buildings. Conservation works are yet to commence regarding the worker's cottage.

The site was sold during the 2013/14 financial year by the mortgagee and no further development has been undertaken to date.

Harrington Grove

This VPA applies to land known as Harrington Grove, which is a 440-hectare site located to the north and west of the existing Harrington Park development. The objectives of the VPA are to conserve significant areas of Cumberland Plain Woodland Vegetation, restore two heritage homesteads (Harrington Park Homestead and Orielson), provide a range of on-site facilities (both Public Facilities and Community Title Facilities) and provide monetary contributions.

The bushland conservation works are completed including heritage restoration works on the Orielson Homestead. The pedestrian/cycleway network and parks in Harrington Grove East have been delivered as well as the Country Club and Neighbourhood Centre with associated facilities. One Tree Hill Lookout was also delivered within District Reserve 7. Developer works and land obligations under this Agreement are nearing completion.



Mater Dei (Wivenhoe)

This VPA applies to land known as Mater Dei or Wivenhoe, which is a 150-hectare site bound by Cobbitty Road to the north, Macquarie Grove Road to the east and the Mater Dei access driveway to the west. The objectives of the VPA are to conserve a significant area of Cumberland Plain Woodland Vegetation, restore the heritage homestead Wivenhoe, provide a range of on-site facilities, and provide a monetary contribution.

The bushland conservation works are well underway and annual reporting is continuing. The restoration of Wivenhoe is complete, and the landscaping of Wivenhoe will be completed in the near future.

El Caballo Blanco, Gledswood and East Side Landowners

This VPA applies to land known as the El Caballo Blanco, Gledswood and East Side Land, which comprises approximately 215-hectares and that was rezoned in 2012. The site is located on Camden Valley Way to the north of the Turner Road Precinct.

The objective of the VPA is to provide infrastructure, facilities and services to support the development. The VPA has a value in excess of \$3M and also requires a monetary contribution of over \$6,000 per lot to be paid to Council for off-site facilities.

The VPA provides a mechanism to ensure vegetation conservation and revegetation on the site, and implementation of a water cycle management system. The development is intended to include a combination of lands for private recreation and environmental conservation. In addition, the VPA will facilitate delivery of local infrastructure including parks, pedestrian/cycle paths and road works including a collector road, bridge crossings and intersection upgrades. Importantly the VPA provides a mechanism for the riparian corridor and vegetation to be managed in perpetuity by the landowners.



East Leppington

This VPA applies to land known as East Leppington, which comprises approximately 45-hectares that was rezoned in 2013. The VPA has a value in excess of \$7M and will deliver local open space and recreation, a collector road, pedestrian and cycle paths, water cycle management and embellishment of riparian land that is to be dedicated to Council.

Development within this precinct is significantly advanced and nearing completion.

Emerald Hills

This VPA applies to land known as Emerald Hills, which comprises over 151-hectares of land that was rezoned in 2014. The VPA has a value in excess of \$47M and delivers local open space and recreation, community facilities, collector roads, pedestrian and cycle paths, water cycle management and embellishment of riparian land.

This financial year, the developer has delivered Holmes Park and completed the embellishment of Riparian Zone 2.

Arcadian Hills

This VPA applies to the development known as Arcadian Hills, which forms part of the Oran Park Growth Centre precinct on the western side of The Northern Road. The objective of this VPA is for the developer to undertake approximately \$20.1M of open space, transport, riparian corridor and water cycle management works and land dedication, and monetary contributions towards off-site facilities on behalf of the 457 residential lots proposed in the development.

Stage 8 of the development is underway with most infrastructure already delivered and the five-year vegetation management plan continuing along the main riparian corridor.



Catherine Park

This VPA applies to the development know as Catherine Park, which is a 163-hectare site bound by Camden Valley Way and Oran Park Drive. The objective of the VPA is for the developer to undertake \$52M of open space, transport, riparian corridor, and water cycle management land and works, as well as a contribution towards off-site facilities.

An amendment to this VPA was executed 4 November 2021 which consisted of increasing the residential lot yield from 1,850 to 2,100 and includes the additional corresponding monetary contributions payable for those additional lots as well as the addition of a deferrals clause and an update on the timing of various items of works.

The developer has completed works on Robbins and Clarence Parks and has delivered the carpark associated with the double playing fields. The development has progressed significantly with water cycle and share path infrastructure continuing to be delivered.

SH Camden Lakeside Planning Agreement

This VPA applies to land adjoining the Turner Road precinct of the Southwest Growth Corridor and is bound by Camden Valley Road to the north, Raby Road to the east, the Sydney Water canal to the south and Gledwood Hills Homestead to the west.

The VPA includes drainage, open space and transport works with associated land dedications to the value of approx. \$19.1M.

Significant civil works progress has been made within the development with the first VPA item of a roundabout being delivered.

Spring Farm – AV Jennings and Starhill

The Agreement includes the provision of embellished passive open space, transport infrastructure, water cycle management facilities, land dedication and the payment of monetary contributions inclusive of the augmentation of future community facilities in Spring Farm to the value of approx. \$59.1M.

The development is progressing and whilst no VPA items were delivered during the financial year, designs have been approved with construction and delivery anticipated over the course of the next financial year.



Spring Farm Precinct 5 – Landcom

The Agreement includes the provision of embellished passive open space, transport infrastructure, water cycle management facilities, land dedication and the payment of monetary contributions inclusive of the augmentation of future community facilities in Spring Farm to the value of approx. \$6.8M. Once dedication of the last parcel of land, between Springs and Richardson Road, the obligations under this Agreement will have been satisfied.

187-191 Turner Road, Currans Hill

The Agreement includes the provision of embellished active open space, transport infrastructure, riparian corridor embellishment, stormwater management, land dedication, and the payment of monetary contributions inclusive of the augmentation of future community facilities in the Oran Park/ Turner Road Precinct to the value of approx. \$2.9M.

The Agreement applies to land at 187 and 191 Turner Road adjoining the Turner Road precinct of the Southwest Growth Corridor but is not included within the Growth Corridor. The land is bound by Turner Road to the South and Atlantis Crescent to the North.

The Agreement was executed 1 June 2021 and commencement of infrastructure works is expected in FY23/24 starting with the Stage 1 collector road.



Pondicherry (Part Precinct) Tranche 41

The Agreement includes the provision of embellished open space, transport infrastructure, riparian corridor embellishment, land dedication, and the payment of monetary contributions inclusive of the augmentation of future community facilities in the Oran Park/Turner Road Precinct to the value of approx. \$21M.

Developer Agreements Executed

Voluntary Planning Agreements	Works In Kind Agreements	Value (approx.)
N/A	25 Ridge Square Leppington	\$2,642,801



Infrastructure Delivered

Infrastructure	Value
37 Hilder St Basin - Elderslie (WIKA)	\$341,805
Shared Path along Moore's Prospect - Catherine Park	\$777,777 (total all share paths in CP)
Stage 4 Share Path (Catherine Park)	\$777,777 (total all share paths in CP)
Carpark for Sportsfield (LS2) - Catherine Park	\$3,251,648 (value of entire sportsfield project)
Upgrade of Turner Road and Healy Ave Intersection (WIKA)	\$36,249
Robbins Park - Catherine Park	\$412,184
Embellishment of Transmission Line easement (TL3) - Gregory Hills	\$12,053
Stage J Tranche 6 Stage 1 Basin - Oran Park	Nil
Stage C Tranche 9 Basin - Oran Park	Nil
Stage 4 Basins 4A and 4B - Catherine Park	\$1,399,226
Open Space Embellishment (OS5) - Emerald Hills	\$217,110
Holmes Park (PG4) - Emerald Hills	\$105,000
Roundabout - Camden Lakeside	\$180,000
Tranche 34 Stage 3 Basin - Oran Park South	Nil
Stage J Tranche 6 Stage 1 Upper & Lower Bio Retentions Basins - Oran Park	Nil
Clarence Park (LP5) - Catherine Park	\$493,853
Basin 15 - Catherine Park	\$1,002,556
Tranche 25 Riparian Corridor - Oran Park	Nil
Stage 9 Park (LP7) - Catherine Park	\$451,256
Wicker St Basin & Riparian Works - Spring Farm (WIKA)	\$353,181
RZ2 Riparian Corridor - Emerald Hills	\$4,620,000
Stage 18B Basin - Gledswood Hills	\$1,036,151



Camden Council

Camden Council

Camden Council

Water

Outdoors

Outdoors

Land

Camden

Camden Council

DO YOU KNOW?

LIVESTOCK

Camden Council

Why this plant?
All about
Camden Council

Camden Council



Environmental Planning and Assessment Act - Environment Planning and Assessment Regulation 2021 cl 218A(1) – Disclosure of Levies

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

Contribution Value - Reg 218A(3) (a),(b)

Total value of all contributions and levies received and expended during the year.

Total value of all contributions and levies received and expended during 2022/23 ('000)

Category	Opening Balance	Income	Interest	Expenditure	Closing Balance
S7.11 Contributions Under Plans	\$88,383	\$26,952	\$2,874	(\$10,896)	\$107,314
S7.11 Contributions Not Under Plans	\$139	\$0	\$4	\$0	\$143
Contributions Under Voluntary Planning Agreements	\$105,087	\$20,214	\$2,082	(\$41,378)	\$86,005
Total	\$193,610	\$47,166	\$4,960	(\$52,274)	\$193,462

The above table is a summary of the section 7.11 note to be included in the 2022/23 Camden Council annual financial statements. To see the detailed breakdown for the purpose of the contributions please refer to Note F5 – Statement of Developer Contributions.

Note: Includes non-cash amounts.

Contribution Expenditure

Plan	Drainage	Roads	Traffic Facilities	Open Space	Community Facilities	Other	Total
Camden (2011)	\$118	\$537	\$7	\$1,765	\$1	\$245	\$2,673
Narellan Town Centre	-	-	\$270	\$598	-	-	\$868
Oran Park/Turner Road	-	-	-	-	\$546	-	\$546
Catherine Field (Part) Precinct	-	-	-	\$57	-	\$136	\$193
Camden Growth Areas (Leppington)	\$81	\$156	-	\$545	-	\$226	\$1,008
Camden Growth Areas (Leppington North)	\$73	\$709	-	\$4,647	-	\$179	\$5,608
Voluntary Planning Agreements	\$4,536	\$3,507		\$8,474	\$24,522	\$339	\$41,378
Total Expenditure By Purpose	\$4,808	\$4,909	\$277	\$16,086	\$25,069	\$1,125	\$52,274

Note: Total above includes cash and non-cash expenditure.

Contribution Projects – Reg 218A (2)(a),(b),(c),(d),(e),(f),(g)

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

- › project identification number and description;
- › the public amenity or public service the project relates to;
- › amount of monetary contributions or levies used or expended on project;
- › percentage of project cost funded by contributions or levies;
- › amounts expended that have been temporarily borrowed from money to be expended for another purpose under the same or another contributions plan;
- › value of the land and material public benefit – other than money or land; and
- › whether project is complete.

Contributions Plan	Project ID (as identified in the CP)	Description	The kind of public amenity or service	Section 7.11 contributions expended on project	Amounts expended temporarily borrowed	Project status	Percentage of cost funded by contributions
Camden Growth Areas (Leppington Precinct)	OS12-OS13	Camden Sports Field Specification	OPEN SPACE	\$61,455	\$0.00	In Progress	100%
Camden Growth Areas (Leppington North Precinct)	OS12-OS13	Camden Sports Field Specification	OPEN SPACE	\$61,455	\$0.00	In Progress	100%
Camden Contribution Plan	SF29	Richardson Road/Liz Kernohan Drive (Bluebell)	ROADS	\$34,457	\$0.00	In Progress	100%
Camden Growth Areas (Leppington Precinct)	B8B10, C20C33	Leppington Precinct 1 & 2 Scalabrini Creek Concept Design	DRAINAGE	\$18,410	\$0.00	In Progress	100%
Camden Contribution Plan	E26	Elderslie Liz Kernohan Corridor Design	ROADS	\$119,219	\$0.00	In Progress	100%
Camden Contribution Plan	E28	Elderslie Liz Kernohan Dr Link Road Extension	ROADS	\$60,000	\$0.00	In Progress	100%
Camden Contribution Plan	OS13	Elderslie Sportsground Amenities	OPEN SPACE	\$10,000	\$0.00	In Progress	100%
Camden Growth Areas (Leppington Precinct)	CR1	Byron Road/ Ingleburn to Heath Design	ROADS	\$177,869	\$0.00	In Progress	100%

Contributions Plan	Project ID (as identified in the CP)	Description	The kind of public amenity or service	Section 7.11 contributions expended on project	Amounts expended temporarily borrowed	Project status	Percentage of cost funded by contributions
Camden Growth Areas (Leppington Precinct)	CR2	Heath Road/ Camden Valley Way to Dickson Road Design	ROADS	\$378,111	\$0.00	In Progress	100%
Camden Contribution Plan	OS12	Spring Farm Sportsground	OPEN SPACE	\$35,000	\$0.00	In Progress	100%
Oran Park/ Turner Road (Oran Park Precinct)	OSR3.3	Dawson Park Play Space	OPEN SPACE	\$12,569	\$0.00	Completed	100%
Camden Contribution Plan	E15	Kerrigan Crescent Path (Higgins Ave to Irvine St North Side)	ROADS	\$90,750	\$0.00	In Progress	100%
Camden Contribution Plan	E36	Lodges Road / Franzan Roundabout	ROADS	\$18,500	\$0.00	In Progress	100%
Camden Contribution Plan	OS12	Hilder Reserve Sportsfield Construction	OPEN SPACE	\$128,244	\$0.00	In Progress	100%
Camden Contribution Plan	E12, E16, E18	Oxley Rivulet design & 2 footbridges	DRAINAGE	\$20,000	\$0.00	In Progress	100%
Camden Contribution Plan	OS9	Ingham Reserve Embellishment	OPEN SPACE	\$52,199	\$0.00	In Progress	100%
Camden Contribution Plan	OS14, OS18	Kirkham Park BMX and Sporting Facility Expansion	OPEN SPACE	\$1,257,329	\$0.00	Completed	52%
Oran Park/ Turner Road (Oran Park Precinct)	OSR3.3	Additional Storage building for Doohan Reserve Upper Fields	COMMUNITY FACILITIES	\$113,928	\$0.00	In Progress	100%
Oran Park/ Turner Road (Turner Road Precinct)	OSR4.2	Turner Road Riparian and Local Park Project	OPEN SPACE	\$47,430	\$0.00	In Progress	100%
Camden Contribution Plan	OS9	Shade Sails Program	OPEN SPACE	\$25,045	\$0.00	Completed	100%
Camden Contribution Plan	OS9	Herberts Hill Open Space Embellishment	OPEN SPACE	\$24,547	\$0.00	Completed	100%
Camden Growth Areas (Leppington Precinct)	C22	Leppington Land Purchase	OPEN SPACE	\$8,688	\$0.00	In Progress	100%
Camden Growth Areas (Leppington Precinct)	B18, C22	Leppington Land Purchase	OPEN SPACE	\$1,517	\$0.00	In Progress	100%

Contributions Plan	Project ID (as identified in the CP)	Description	The kind of public amenity or service	Section 7.11 contributions expended on project	Amounts expended temporarily borrowed	Project status	Percentage of cost funded by contributions
Catherine Field (Part) Precinct	LS2	Catherine Park Fields Behind Goal Netting	OPEN SPACE	\$57,648	\$0.00	In Progress	100%
Camden Growth Areas (Leppington North Precinct)	B4, B9, C1C2	Leppington North Drainage Scalabrini North	DRAINAGE	\$29,040	\$0.00	In Progress	100%
Camden Growth Areas (Leppington Precinct)	B8, C20C21	Leppington Stage 1 Scalabrini East/Pat Kontista	OPEN SPACE	\$481,568	\$0.00	In Progress	78%
Camden Growth Areas (Leppington Precinct)	B9, C22C24A	Leppington Stage 1 Scalabrini West	OPEN SPACE	\$34,720	\$0.00	In Progress	100%
Camden Growth Areas (Leppington Precinct)	B10, C25C33	Leppington Stage 2 Scalabrini South	OPEN SPACE	\$10,000	\$0.00	In Progress	100%
Camden Growth Areas (Leppington Precinct)	LP15	Leppington Stage 5 Precinct 5 Open Space	OPEN SPACE	\$5,000	\$0.00	In Progress	100%
Narellan Town Centre	Traffic Facilities and Roadworks	Narellan Town Centre Improvement Works	TRAFFIC FACILITIES	\$270,107	\$0.00	Completed	68%
Narellan Town Centre	Traffic Facilities and Roadworks	Narellan Town Centre Improvement Works	OPEN SPACE	\$598,009	\$0.00	Completed	68%
Camden Growth Areas (Leppington Precinct)	LS3, C24A	Leppington Land Purchase	OPEN SPACE	\$8,200	\$0.00	In Progress	100%
Camden Growth Areas (Leppington Precinct)	LP19, C23, C24A, B9	Leppington Land Purchase	OPEN SPACE	\$1,169	\$0.00	In Progress	100%
Camden Growth Areas (Leppington Precinct)	LP19, C24A, CF1	Leppington Land Purchase	OPEN SPACE	\$7,528	\$0.00	In Progress	100%
Camden Growth Areas (Leppington Precinct)	LP8	Leppington Land Purchase	OPEN SPACE	\$4,035,781	\$0.00	Completed	100%
Camden Contribution Plan	SF41	Springs Road Streetscape	ROADS	\$47,523	\$0.00	Completed	100%
Camden Contribution Plan	SF51	Bandara Circuit Bush Corridor Shared Path and Retaining Wall	OPEN SPACE	\$80,000	\$0.00	Completed	100%
Camden Growth Areas (Leppington North Precinct)	B9	Leppington Land Purchase	OPEN SPACE	\$4,019	\$0.00	In Progress	100%

Contributions Plan	Project ID (as identified in the CP)	Description	The kind of public amenity or service	Section 7.11 contributions expended on project	Amounts expended temporarily borrowed	Project status	Percentage of cost funded by contributions
Camden Growth Areas (Leppington North Precinct)	CR1, C2	Leppington Land Purchase	OPEN SPACE	\$3,677	\$0.00	In Progress	100%
Camden Growth Areas (Leppington North Precinct)	C2	Leppington Land Purchase	OPEN SPACE	\$3,225	\$0.00	In Progress	100%
Camden Growth Areas (Leppington North Precinct)	C2	Leppington Land Purchase	OPEN SPACE	\$3,025	\$0.00	In Progress	100%
Oran Park/ Turner Road (Oran Park Precinct)	OSR3.3	Doohan Reserve Behind Goal Netting	OPEN SPACE	\$56,622	\$0.00	In Progress	100%
Camden Growth Areas (Leppington Precinct)	SF.2	Leppington Land Purchase	OPEN SPACE	\$35,786	\$0.00	In Progress	100%
Oran Park/ Turner Road (Turner Road Precinct)	OSR3.1	Rectification Cunningham Reserve to Fire Wheel Circuit	ROADS	\$55,453	\$0.00	In Progress	100%
Camden Contribution Plan	SF52	Elderslie Banksia Scrub Forest Vegetation Management Plan	OPEN SPACE	\$46,817	\$0.00	In Progress	100%
Camden Growth Areas (Leppington Precinct)	C21	Leppington Land Purchase	OPEN SPACE	\$16,625	\$0.00	In Progress	100%
Camden Contribution Plan	OS9	Shade Sails Program	OPEN SPACE	\$68,130	\$0.00	In Progress	100%
Voluntary Planning Agreement	Monetary contributions for leisure centre	Oran Park Leisure Centre Construction	VPA	\$24,425,591	\$0.00	In Progress	100%
Voluntary Planning Agreement	OS9	New Open Space at Crest Stage 1	VPA	\$96,666	\$0.00	In Progress	100%
Sub-Total Projects	-	-	-	\$33,238,651	-	-	-
Plan Administration/ Project Management	-	-	-	\$2,519,699	-	-	-
Non-Cash	-	-	-	\$16,515,175	-	-	-
Total Expenditure	-	-	-	\$52,273,525	-	-	-



Government Information (Public Access) Act 2009 s 125(1) Government Information (Public Access) Regulation 2018, Cl 8, Schedule 2

GIPA (s125 of the Act and cl7 of Regulation)

The Government Information (Public Access) Act 2009 (GIPA Act) came into effect on 1 July 2010. The GIPA Act is the NSW Government's approach to giving the community greater access to information. The NSW Government has made a commitment to provide access to information held by the Government, including local councils, unless on balance it is contrary to the public interest to provide that information.

Council is committed to providing the community with open and transparent access to information about our services, activities and business operations. Much of this information is routinely provided in our corporate documents, which are identified in our Agency Information Guide, publicly available on Council's website

www.camden.nsw.gov.au

Review of release of Government information under s7(3) of the GIPA Act

According to the GIPA Act, to make information publicly available, agencies must review their programs for the release of government information. This review must be undertaken at least once every 12 months.

Council's program for the proactive release of information involves the following actions:

- Regularly reviewing and updating online content.
- Encouraging the community to seek information, not available online, via informal requests for information free of charge (with the exception of photocopying costs).
- Reviewing the disclosure log to identify the main types of information being requested.
- Auditing information requests.
- Researching other Council websites to see the types of information proactively released.
- Discussions with Council staff regarding what information is regularly sought and whether such information could be made available on Council's website.

Number of Applications received during 2022/2023

In 2022/2023 Council received 21 formal and 627 informal GIPA applications. All applications received were assessed and responded to within statutory timeframes, where applicable. One formal application received during this reporting period remained ongoing as of 30 June 2023 and is not included in the below statistics.

Statistical information about access applications - Schedule 2

The statistical information about the formal GIPA applications (access applications) is outlined below:

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

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm/Deny whether information is held	Application Withdrawn	Total	% of Total
Media	0	0	0	0	0	0	0	0	0	0%
Members of Parliament	0	0	0	0	0	0	0	0	0	0%
Private sector business	0	4	0	0	0	1	0	1	6	30%
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0	0%
Members of the public (by legal representative)	1	3	0	2	0	1	0	0	7	35%
Members of the public (other)	2	3	2	0	0	0	0	0	7	35%
Total	3	10	2	2	0	2	0	1	20	
% of Total	15%	50%	10%	10%	0%	10%	0%	5%		100%

*Must be made in relation to each such decision. This also applies to Table B.

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

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm/Deny whether information is held	Application Withdrawn	Total	% of Total
Personal information applications*	0	0	0	0	0	1	0	0	1	5%
Access applications (other than personal information applications)	3	10	2	2	0	0	0	1	18	90%
Access applications that are partly personal information applications and partly other	0	1	0	0	0	0	0	0	1	5%
Total	3	11	2	2	0	1	0	1	20	
% of Total	15%	55%	10%	10%	0%	5%	0%	5%		100%

* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the GIPA 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)	2	10%
Application is for excluded information of the agency (section 43 of the Act)	0	0%
Application contravenes restraint order (section 110 of the Act)	0	0%
Total number of invalid applications received	2	10%
Invalid applications that subsequently became valid applications	2	10%
Total	6	30%

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

	Number of times consideration used*	% of Total
Overriding secrecy laws	0	0%
Cabinet information	0	0%
Executive Council information	0	0%
Contempt	0	0%
Legal professional privilege	1	5%
Excluded information	0	0%
Documents affecting law enforcement and public safety	0	0%
Transport safety	0	0%
Adoption	0	0%
Care and protection of children	0	0%
Ministerial code of conduct	0	0%
Aboriginal and environmental heritage	0	0%
Information about complaints to Judicial Commission	0	0%
Information about authorised transactions under Electricity Network Assets (Authorised Transactions) Act 2015	0	0%
Information about authorised transaction under Land and Property Information NSW (Authorised Transaction) Act 2016	0	0%
Total	1	5%

* 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 GIPA Act

	Number of times consideration used*	% of Total
1 Responsible and effective government	3	12.5%
2 Law enforcement and security	3	12.5%
3 Individual rights, judicial processes and natural justice	10	42%
4 Business interests of agencies and other persons	4	17%
5 Environment, culture, economy and general matters	2	8%
6 Secrecy provisions	2	8%
7 Exempt documents under interstate Freedom of Information legislation	0	0%
Total	24	100%

Table F: Timeliness

	Number of applications*	% of Total
Decided within the statutory timeframe (20 days plus any extensions)	20	100%
Decided after 35 days (by agreement with applicant)	0	0%
Not decided within time (deemed refusal)	0	0%
Total	20	100%

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

	Decision varied	Decision upheld	Total	% of Total
Internal review	0	0	0	0%
Review by Information Commissioner*	1	0	1	5%
Internal review following recommendation under section 93 of Act	1	0	1	5%
Review by NCAT	0	0	0	0%
Total	2	0	2	5%[^]
% of Total	0%	0%	0	0%

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

[^] The total percentage recorded reflects the fact that the two reviews identified relate to the same application rather than two separate applications.

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

	Number of applications for review	% of Total
Applications by access applicants	2	10%
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0	0%
Total	2	10%

Table I: Applications transferred to other agencies

	Number of applications transferred	% of Total
Agency-Initiated Transfers	0	0%
Applicant - Initiated Transfers	0	0%
Total	0	0%



Local Government Act 1993 and Local Government (General) Regulation 2021

Environmental Upgrade Agreements (s54P)(1)

Council did not enter into any environmental upgrade agreements during 2022 – 2023.

Code of Conduct Reporting

Council's Code of Conduct provides a framework for minimum standards of conduct by all Council officials and is in line with the Office of Local Government's (OLG) Model Code of Conduct. The current Code of Conduct incorporates provisions relating to complaint handling procedures and reporting requirements of the General Manager.

The Complaints Coordinator must arrange for the following statistics to be reported to Council within three months of the end of September of each year. Council is to provide the OLG with a report containing the statistics referred to below within three months of the end of September of each year.

The total number of code of conduct complaints made about Councillors and the General Manager under the code of conduct in the year to September 2023.	Nil
The number of code of conduct complaints referred to a conduct reviewer.	Nil
The number of code of conduct complaints finalised by a conduct reviewer at the preliminary assessment stage and the outcome of those complaints.	Nil
The number of code of conduct complaints investigated by a conduct reviewer.	Nil
The number of code of conduct complaints investigated by a conduct review committee	Nil
Without identifying particular matters, the outcome of code of conduct investigations under these procedures.	N/A
The number of matters reviewed by the OLG and, without identifying particular matters, the outcome of the reviews.	N/A
The total cost of dealing with code of conduct complaints made about Councillors and the General Manager in the year to September 2023, including staff costs	Nil

Local Government Regulation 2021

Contracts Awarded cl217 (1) (a2)

All new contracts entered into (greater than \$150,000 including GST) during the 2022/2023 financial year:

Nature of Goods and Services Supplied	Name of Contractor	Total Amount Payable (ex. GST)
Plant Replacement - Four (4) Waste Vehicles with Side Loading Compactors	Dennis Eagle - Australia	\$1,690,927
Plant Replacement - One (1) Waste Vehicle with Rear Loading Compactor	Mercedes-Benz Trucks	\$390,442
FY2023 Kerb & Gutter Replacement Program - Road Related	Planet Civil Pty Ltd	\$187,071
Construction Of Oran Park Leisure Centre	ADCO Group Pty Ltd	\$56,606,871
Automated Dam Monitoring System at Lake Yandel'ora (Re-Advertised)	H & H Consulting Engineers Pty Ltd	\$198,551
Stage 2 - Narellan Town Centre and Library Forecourt Upgrade	State Civil Pty Ltd	\$954,546
Cobbitty Bridge Approach - Rectification & Futureproofing	Lamond Contracting Pty Ltd	\$896,392
Concept And Detailed Design for The Upgrade of Heath Road, Leppington	J Wyndham Prince Pty Ltd	\$646,499
Engineering Design Consultancy Services	Enspire Solutions Pty Ltd	\$137,815
Consultancy Services for The Design of Harrington Park Reserve Redevelopment	Group GSA Pty Ltd	\$207,750
Camden Bicentennial Equestrian Pavilion Repair & Replacement Works	Axis Constructions Pty Ltd	\$356,199

Nature of Goods and Services Supplied	Name of Contractor	Total Amount Payable (ex. GST)
Renewal Of Foot Bridge 01, Fairwater Drive, Harrington Park	Programmed Property Services Pty Ltd	\$177,469
Supply & Installation of An Automatic Irrigation System – Hayter Reserve, South Camden.	Greenstar Water Solutions Pty Ltd	\$343,324
Leppington Open Space - Lead Consultant	Group GSA Pty Ltd	\$1,246,400
Remedial Works to Fergusons Land Cricket Facility	Cranebrook Constructions	\$261,720
Provision Of Banking Services	Commonwealth Bank	\$920,000
Gross Pollutant Trap (GPT) Audit	Pipe Management Australia Pty Ltd	\$168,760
Sheridan Way Mount Annan Pavement Reconstruction Works	Avijohn Contracting Pty Ltd	\$164,686
Construction Of Shared Path at Sheather’s Lane And Werombi Road, Camden	Lamond Contracting Pty Ltd	\$2,341,079
Remedial Work To Structural Steel & Replace Box Gutters At Mount Annan Leisure Centre. (MALC)	Perfect Remediation Pty Ltd	\$896,700
Security For Civic And Community Events	Cato Logistics Pty Ltd	\$193,677
Sheridan Consulting Group Pty Ltd	Avijohn Contracting Pty Ltd	\$242,587
Jones XL Pty Ltd	\$210,000	\$180,436
Porrende St Narellan Stage 2	Devcon Civil Pty Ltd	\$864,327
Provision Of Electrical Services	Funnells Electrical Pty Ltd	\$1,635,314

Nature of Goods and Services Supplied	Name of Contractor	Total Amount Payable (ex. GST)
Tiger Electrical Solutions Pty Ltd	Weir Consulting (National), Centium Pty Ltd, O'Connor Marsden and Associates Pty Ltd, Pinnacle Integrity and SINC Solutions	Schedule of Rates, Preferred Supplier Panel
Radi Electrical	Schedule of Rates	\$1,609,514
Supply Of One MR Class Truck with Accessories	Autopool Pty Ltd	\$189,825
2022/2023 Spray Seal Program 1b	Avijohn Contracting Pty Ltd	\$280,784
BEP Road Bridge 01 - Superstructure	Hope Diving Services (Australia) Pty Ltd t/a HDSA Group	\$194,506
Electricity Contract for Public Lighting, Large Market Sites And Small Market Sites	Red Energy Pty Limited	\$19,812,446
Electricity Contract for Public Lighting Small Sites	AGL Sales Pty Limited	\$589,356
Flood Disaster Assistance Consultation Works	Morrison Low Consultants Pty Ltd	\$405,000
Supply And Delivery Of 2 x Tractors For Camden Council	GWS Machinery Pty Ltd	\$220,510
Upgrade To Alpha Park, Camden	Better View Landscapes Pty Ltd	\$155,856
Camden Pool Concourse Works	Lamond Contracting Pty Ltd	\$470,406
Cobbitty School Mill & Fill	Avijohn Contracting Pty Ltd	\$158,697
Heavy Patching Program 2 (Nightworks)	Avijohn Contracting Pty Ltd	\$907,688
Heavy Patching Program 1	Avijohn Contracting Pty Ltd	\$1,076,835
Cowpasture Road Bridge - Replacement/Repair of Pedestrian Railing	Hope Diving Services (Australia) Pty Ltd t/a HDSA Group	\$245,559

Controlling Interest (cl217) (1) (a7)

Controlling Interests cl217 (1) (a7)

Macaria Gallery Ltd was set up as an independent company run by a board of seven directors which includes four Councillors, General Manager and two independent directors. The company is the trustee of the Alan Baker Art Gallery Trust with the primary object of collecting, promoting, preserving and exhibiting the arts. The company directs the activities of the Alan Baker Art Gallery, which occupies the historic Macaria building in Camden and displays the Alan Baker art collection.

Council is the sole member of the company.



Councillor Induction and Professional Development Local Government Act 1993 - section 232 - 1(g)

Councillor Payments and Support cl217 (1) (a1)

Councillors are eligible for a range of entitlements and remunerations associated with their role, including reimbursement of expenses incurred in carrying out their civic duties and provision of facilities to assist in fulfilling their obligations.

To ensure proper use of facilities and engagement of expenses by Councillors, Council is required to adopt a Payment of Expenses and Provision of Facilities to the Mayor and Councillors Policy (Expenses and Facilities Policy). This Policy is reviewed and adopted as required under the Local Government Act 1993, enabling the Council itself to determine what expenses it will cover and what facilities it will provide to Councillors (within reason).

The objectives of the Expenses and Facilities Policy are to:

- › Ensure consistency in the application of reimbursement of expenses and provision of facilities to Councillors in an equitable and non-discriminatory manner.
- › Provide a level of support to Councillors to assist them in representing the interests of the community.
- › Ensure transparency and accountability in the reimbursement of expenses incurred by Councillors.

In 2022/23 the following expenses were incurred by the Mayor and Councillors:

Councillor Expenses	
Dedicated Office Equipment	Nil
Telephone & Data Expenses*	\$7,050
Travelling Expenses	\$584
Professional Development	\$7,000
Conferences & Seminars	\$15,900
Interstate Visits - all costs	Nil
Overseas Visits	Nil
Expenses for Spouses	Nil
Child Care	Nil
TOTAL	\$30,534

Councillor allowance	
Mayoral Allowance	\$59,178
Councillor Allowances	\$200,434
Superannuation Payments	\$20,244

*includes telephone calls made, mobile phone and iPad

Councillor Induction and Professional Development

Local Government Act 1993 - Section 232 - 1 (G)

The following Councillor induction and professional development was undertaken:

- › The Mayor Cr A Cagney completed Council's mayoral induction program.
- › The Mayor Cr A Cagney and Councillors C Cagney, Campbell, Dommaraju, Farrow, Fedeli, McLean, Symkowiak and Zammit participated in an ongoing professional development program during the year.
- › A total of 29 briefings/training sessions related to Council's Policies, Strategies, Plans and Codes were provided to the Mayor and Councillors during the year as part of a professional development program.
- › This year, the total cost of induction and professional development was \$7,000 (excl. GST).

CHILDREN



Equal Employment Opportunity (EEO) cl 217 (1) (a9)

In accordance with Chapter 1, Part 4 of the Local Government Act 1993 (NSW) Council maintains an EEO Management Plan supported by Council policies and procedures designed to ensure the absence of discrimination in employment and promote equal employment opportunity for all people.

Below are some of the activities undertaken during this reporting period to support EEO:

- › Maintained and promoted the Staff Consultative and Work Health and Safety Committees to facilitate transparent decision-making and good working relationships between Council, its employees, and three Union bodies.
- › Continued merit selection principles for recruitment to ensure all applicants are afforded equal opportunity, with all staff required to participate in Recruitment and Selection and EEO training prior to their involvement in recruitment activity.
- › Reviewed and benchmarked workforce policies with contemporary and professional organisations to ensure access and equity in their application.
- › Increased the availability of EEO data through improved key corporate indicators and reporting capabilities and use of Council's Human Resource Information System.
- › Continued investment in Employee Assistance Program (EAP) to support staff with counselling and mediation.
- › Promoted translating and interpreter service, accessible to staff and customers.
- › Trained new starters in EEO during induction and onboarding, with the EEO Policy and Management Plan provided for review prior to commencement at Council.
- › Developed a Mental Health and Wellbeing Framework to support a psychologically safe workplace and delivered a range of related initiatives that included training on mental health awareness, accidental counsellor, and appointment of designated Mental Health First Aid Officers
- › Recognised and celebrated Multicultural March, Harmony Week, NAIDOC Week, National Safe Work Month, International Women's Day, Movember, Ramadan, and National Families Week.
- › Provided opportunity for traineeships for people specifically from an Aboriginal and Torres Strait Islander background through Council's Traineeship Program.
- › Continued to manage employees in accordance with all relevant Award provision and employment related legislation.

External Bodies Exercising Delegated Council Functions – Community Management Committees

External Bodies cl217 (1) (a6)

Council does not have any current delegations in place to external bodies.

Grants and Contributions Cl217 (1) (A5)

There are six types of grants available under Council’s Community Financial Assistance Program, as outlined in the table below.

Community Financial Assistance Program 2022/2023

Program Name	Funded	Amount
Community Small Grants	45	\$141,332
Donations for Charitable Purposes	6	\$2984
Gifted Persons	24	\$8,801
Cultural Performance Subsidy	2	\$2,380
Annual Subsidies	13 organisations	\$132,400
Community Sponsorship	12	\$90,500
TOTAL AMOUNT		\$378,399

Note: Variances in numbers may occur due to applications received outside of initial reporting period.

Legal Proceedings cl217 (1) (a3)

Summary of costs incurred by Council in relation to legal proceedings:

Cost of all Land and Environment Court Proceedings	\$415,505
Cost of all other Court Proceedings	\$540,012.61

A summary of the progress of each legal proceeding and result is set out below:

Plaintiff	Court	Description of Proceedings	Result	Legal Expenses
Cornish Group Spring Farm	Supreme	Claim for Compensation	Ongoing	\$65,645
Danny Marielle Moussa	Supreme	Claim for Compensation	Ongoing	\$335,256
Crown (Safework)	District	WHS Matter	Resolved	\$84,000
Nicole Rodriguez	District	Claim for Compensation	Ongoing	\$19,765
Grace Tompkins	District	Claim for Compensation	Settled	\$35,344
Swadling Developments Pty Ltd	Land and Environment	Class 1 Appeal	Consent Orders	\$64,328
Donware Holdings	Land and Environment	Class 1 Appeal	Consent Orders	\$7,558
Aplus Architecture	Land and Environment	Class 1 Appeal	Consent Orders	\$14,635
Planning Approvals	Land and Environment	Class 1 Appeal	Appeal Upheld	\$31,385
Jay Squillaciotti	Land and Environment	Class 1 Appeal	Consent Orders	\$50,944
Colsan Investments	Land and Environment	Class 1 Appeal	Consent Orders	\$8,457
KRV Investments	Land and Environment	Class 1 Appeal	Consent Orders	\$43,483
Universal Property Group	Land and Environment	Class 1 Appeal	Consent Orders	\$5,471
UPG 198 Pty Ltd	Land and Environment	Class 1 Appeal	Ongoing	\$13,126

Plaintiff	Court	Description of Proceedings	Result	Legal Expenses
Domitian (Aust) Pty Ltd	Land and Environment	Class 1 Appeal	Consent Orders	\$10,167
BRL Developments	Land and Environment	Class 1 Appeal	Consent Orders	\$31,962
JKPB Investments	Land and Environment	Class 1 Appeal	Consent Orders	\$4,303
Ajay Parasher	Land and Environment	Class 1 Appeal	Ongoing	\$10,450
Ryan and Juanita Dowd	Land and Environment	Class 4 Appeal	Consent Orders	\$13,145
Universal Property Group	Land and Environment	Class 1 Appeal	Ongoing	\$16,436
Boral Resources NSW	Land and Environment	Class 1 Appeal	Ongoing	\$27,688
Cobbitty 1004 Holdings Pty Ltd & 621Z Northern Road Pty Ltd	Land and Environment	Class 1 Appeal	Ongoing	\$49,856
Dean Smith and Leanne Smith	Land and Environment	Appeal Against Development Order	Ongoing	\$12,103
Justin William Letourneau	Local	Parking Fine Appeal	Proven	Nil
Emily Docherty	Local	Parking Fine Appeal	Proven	Nil
Racha El Hayek Eter	Local	Parking Fine Appeal	Proven	Nil
Skipcorp Pty Ltd	Local	Parking Fine Appeal	Proven	Nil

Note: These amounts have not been reduced for any legal cost recovery

Partnerships, Co-Operatives and Joint Ventures cl217 (1) (a8)

Council is a member of CivicRisk Mutual Ltd (CRM Ltd) which is a company limited by guarantee owned and operated by its member Councils in NSW. CRM Ltd provides members protection which includes mutual self-insurance, group insurance arrangements and risk management support for general insurance lines of cover (excluding workers compensation). The member designed Constitution and Membership Rules ensures members are provided with a right to the surplus or deficit in protection years in which they were members. Up until 1 July 2020, Council was a member of CivicRisk West and CivicRisk Mutual which were joint ventures operating for the same purpose as CRM Ltd since the late 1980's. The members decided to novate assets, liabilities and members equity of the joint ventures into CRM Ltd for compliance and efficiency reasons.

Private Works cl217 (1) (a4) and s67 (3)

Council undertook \$754,417 as total private works and restoration income for the 2022/23 financial year.



Rates and Charges Written Off During 2022/23 (cl 132, s575, s 582, s583, s595 or s607)

The Local Government Act 1993 provides Council with the ability to write off rates and charges under certain circumstances. Each year it is necessary for Council to formally resolve to write off these amounts.

The rates and charges written off during the 2022/23 financial year are set out below:

Postponed rates

Postponed rates are amounts where land is occupied solely as the site of a house or is rural land, but as a result of its zoning or permitted use, it is valued for rating purposes at a higher value to reflect its permitted use rather than its actual use. After 5 years of postponement the original year is abandoned.

The postponed rates amount written off for the 2022/23 financial year are as follows:

Rates written off from 2018/19	\$3,406
Interest written off from 2018/19	\$773
Total Postponed Rates	\$4,179

Mandatory Pension rebates

The mandatory pensioner rebate is currently \$250 per assessment. This amount has not changed since 1989. Rates and charges written off for the 2022/23 financial year relating to the mandatory pension rebate total \$876,407.

An amount of \$482,024 is claimable from the Office of Local Government being 55% of the Pension Rebate. An appropriate provision was made in the 2022/23 Budget for the amount payable by Council.

Voluntary Pension Rebate

As part of the 2022/23 Budget, Council introduced a further voluntary pension rebate for rates and charges of \$50 per assessment. Rates and charges to be written off for the 2022/23 financial year relating to the voluntary pension rebate total \$163,650. No percentage of this amount is reimbursed from the State Government.

Voluntary Pension Rebates – Stormwater Management Levy

In line with Council's adopted Revenue Policy, ratepayers who are eligible for the pension rebate receive a payment exemption for the Stormwater Management Levy.

The amount written off in relation to the Stormwater Management Levy for the 2022/23 financial year is \$77,000.

Accrued Interest and Miscellaneous Amounts

Section 567 of the Local Government Act 1993 allows Council to write off accrued interest and other miscellaneous amounts that would be uneconomical to recover.

The amount written off for the 2022/23 financial year was \$6,289.



Stormwater Management Service Charge c1217 (1) (e)

Council approved the introduction of the stormwater management service charge in 2007/08. This stormwater service charge assists Council to manage, maintain and upgrade stormwater management facilities throughout the LGA as well as delivering a range of education and promotion activities to help increase our community's awareness of potential polluting activities.

The below table summarises the progress of projects under the program in 2022/23.

Category	Project	Description	2022/23 Amount
Capacity Building	Nepean River Floodplain Risk Management Study	Development of the Nepean River Floodplain Risk Management Study and Plan to review flooding controls of the Nepean River catchment.	\$13,647
	Review of Upper South Creek Flood Study	Peer review of the Upper South Creek Flood Study.	\$21,933
Asset Management	Lake Yandel'ora	Compliance with legislative requirements for Lake Yandel'ora Dam Wall.	\$20,720
	GPT Comprehensive Clean and Audit	An audit of over 280 GPTs to better understand them, determine how much litter they stop from washing downstream, and what improvements are needed to ensure they are functioning to their optimal level.	\$165,532
Maintenance	Roads Drainage Pipe/Pit Maintenance	Maintenance of road drainage pipes and pits	\$91,276
	GPT Cleaning and Maintenance	Maintenance and cleaning of GPTs including trash racks, litter booms and pit litter baskets to improve water quality of Camden's waterways.	\$90,924
	Wetlands, raingardens and basins maintenance	Maintain raingardens, wetlands and basins with maintenance activities including litter removal and vegetation maintenance.	\$227,779
	Ibis Program	Implementation of management actions through an approved Plan of Management to manage overall impacts the population of Australian White Ibis at Lake Annan, Mount Annan has on residents and the environment.	\$12,650



Category	Project	Description	2022/23 Amount
Community Education	Stormwater Education and Awareness	One fulltime officer to provide technical advice on stormwater management issues and deliver stormwater education and promotion. This includes funding extra resources such as education and promotional materials.	\$122,642
	Water Quality Monitoring	Regularly conduct water quality monitoring of waterways within the LGA to monitor the effectiveness of stormwater management activities and devices, including pollution control basins, wetlands and lakes.	\$79,985
On ground Projects	Stormwater Drainage Works – Argyle Street	Maintenance and renewal of stormwater pipe network to improve water flow.	\$20,725
	Eskdale Reserve Stormwater Improvement Works	Implementation of stormwater improvement works to address the issue of litter and sediment in the pond and outlet to Narellan Creek at Eskdale Reserve.	\$104,780

Major Capital Works Projects in Progress or Delivered

Project	Project Description	Project Status	Project Cost
Stage 2B – Kirkham BMX	Decommissioning of the old BMX existing track including earthworks, new internal connecting road, sandstone log retaining wall, new car park of up to 200 spaces, new pedestrian bridge over the drainage channel, concrete paths, and associated civil, electrical, lighting and landscaping works.	Completed	\$5.6M
Flood repair work at Camden War Memorial Pool	Camden War Memorial Pool flood repair works included: <ul style="list-style-type: none"> › Building works › Pool repairs and refill › New equipment installed › Plant room repairs › Facility Cleaning 	Completed	\$219,385
Oran Park Leisure Centre	A significant addition to the Oran Park Precinct, incorporating aquatic, indoor sports, health and fitness areas. The centre will be a multipurpose community facility, offering a large variety of activities and services for all age groups.	In progress	\$63.3M
Depot Redevelopment	Redevelopment of Council's operational and waste services at Milwood Avenue, Narellan.	In progress	\$10.8M
Werombi Road, Sheathers Lane and Cawdor Road Shared Paths	2.5m wide concrete paths and landscaping along these roads connecting to the existing path on Cawdor Road at Sheathers Lane.	In progress	\$5.14M



Statement of Total Number of Persons Who Performed Paid Work - cl 217 (1)

In their 2022/23 annual reports, councils must publish a statement of the total number of persons who performed paid work for them on **Wednesday 23 November 2022** including, in separate statements, the total number of the following:

- › the number of persons directly employed by Council:
 - on a permanent full-time basis – 428
 - on a permanent part-time basis – 32
 - on a casual basis, and – 45
 - under a fixed-term contract – 86
- › the number of persons employed by Council who are "senior staff" for the purposes of the Local Government Act 1993
 - 3
- › the number of persons 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
 - 13
- › the number of persons supplied to Council, under a contract or other arrangement with the person's employer, as an apprentice or trainee
 - 24

Note: Wednesday 23 November 2022 has been chosen as the 'relevant day' for councils to report on their labour statistics in their annual reports under section 217 of the Local Government (General) Regulation 2021.

General Manager Remuneration cI 217 (1) (b)

The total remuneration package for the General Manager including salary, non-cash benefits, superannuation and fringe benefits tax was \$420,000.

Senior Staff Remuneration cI217 (1) (c)

The total remuneration package for the four Directors including salary, non-cash benefits, superannuation and fringe benefits tax was \$1,298,025.

Note: Total package includes the total value of the salary component of package, total employer's contribution to superannuation (salary sacrifice or employer's contribution), total value non-cash benefits, and the total fringe benefits tax for noncash benefits.



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SCHOOL

do not
have the
best have

Each one of us can
make a difference.
When we can
make change.

NSW Carers' Recognition Act 2010 - s 8(2)

Council is committed to supporting employees with carer responsibilities. Council's Induction Program promotes employees' leave provision options including Carers Leave.

Council complies with the NSW Local Government (State) Award, which includes various leave provisions for employees including 'Carers Leave'. Where employees have requested flexible working arrangements due to carer's responsibilities, Council has worked with them to accommodate their requirements.

Council continued to ensure that policies remain supportive for all employees, particularly those with carer's responsibilities.

Council supports the NSW Companions card and accepts the card at its venues. In recognising the important role played by carers, during Carers Week, Council hosted a Carers Pamper Day that provided self-care and wellbeing activities to celebrate the amazing role and contribution that Carers provide to our community. Services and organisations provided information and links to initiatives that support carers across the Camden LGA.

In response to a higher need for support, information and social connection for carers supporting people living with dementia; Council hosted a Dementia specific concert for people living with dementia and their carers. Council also offered a series of information workshops held throughout the year to support carers and services. The workshops included: Wholistic Approaches to Dementia Care, Supporting Diversity in Dementia and How to Create Safe Enabling Places.

The Café Connect Camden project offers bi-monthly programs and provides carers with information about health, services and social connections while enjoying, healthy food, and refreshments throughout the day.

Council's Community Access Reference Group continuously provided strategic, expert and impartial advice to Council on access issues for people with a disability and their carers in the local Camden community.

Disability Inclusion Act 2014 - s13 (1)

Council's existing Disability Inclusion Action Plan (DIAP) 2023-2027 was developed in accordance with the NSW Disability Inclusion Action Planning Guidelines for Local Government.

The NSW Disability Inclusion Planning Guidelines identify four key areas, nominated by people with a disability, as being of primary importance in creating an inclusive community:

- › Attitudes and Behaviours;
- › Liveable Communities;
- › Employment; and
- › Systems and Processes.

The Disability Inclusion Action Plan 2023- 2027 builds on the success of Council's DIAP 2017-2021 and meets Council's legislative requirements under the Disability Inclusion Act 2014 to undertake disability inclusion action planning.

The strategic actions within the DIAP support the Camden Community Strategic Plan (CSP) and outlines the Camden community's long-term vision and goals. It sets the key directions for the whole LGA and aims to improve the quality of life for all residents and Council's vision to achieve a more accessible and inclusive community.

Developing Positive Community Attitudes and Behaviours

- › Development of the AskAway video and website platform. The video focuses on people with lived experience answering questions asked about the intersecting characteristics of physical and hidden disability and communication difficulties. The AskAway page is an interactive platform that provides an opportunity to ask a question about disability in a safe place.
- › Delivery of Disability Awareness and Communication Access training programs to Council's frontline staff as a registered and approved Communication Access Symbol organisation.
- › Delivery of a series of bi-monthly health, wellbeing and social connection activities for all abilities with approximately 20% of participants being People with Disability (PwD).

Creating Liveable Communities

- › Delivery of programs promoting diversity, access and inclusion including International Day of People with Disability, Carers Week, Social Inclusion Week, sensory and Dementia specific programs.
- › Provision of additional sessions at events to cater for PwD, including quiet zones and sensory play at community events.
- › Delivery of Bins4Blokes campaign, each public male toilet facility in the Camden LGA has a disposable bin available for incontinence products for boys and men who need them.

Supporting Access to Meaningful Employment

- › Partnerships built with local disability employment services to provide information, promote and support access to employment.
- › Provide ongoing service delivery space at Julia Reserve Youth facility to accommodate Disability Employment organisations on a regular weekly basis to support access to local employment services for PwD.

Improving Access to Services through Better Systems and Processes

- › Provide the DIAP in a variety of formats including braille, large font and easy ready versions.
- › Provision of picture and gesture-based communication books and boards throughout Council's front-line services and libraries to support people with communication difficulties to source and connect with Council services.

Public Interest Disclosure Act 1994, S 31 and Regulation 2011, CI 4

Council has a Public Interest Disclosures Act Internal Reporting Policy as required under the Public Interest Disclosures Act 1994 (the Act). Pursuant to Council's policy, Councillors, members of staff or any other stakeholders are encouraged and facilitated to make a disclosure in the public interest of corrupt conduct, maladministration, serious and substantial waste of government money, government information contraventions or local government pecuniary interest contraventions within Council.

Council is committed to ensuring that matters raised by staff, Councillors, and other stakeholders under the Act are properly investigated and that those who make disclosures are protected from reprisals.

Council supports any member of staff, Councillor or stakeholder who reports wrongdoing. For a report to be considered a public interest disclosure under the Act, it must meet the following requirements:

- › The person making the disclosure must honestly believe on reasonable grounds that the information shows or tends to show wrongdoing; and
- › The report also has to be made to a person nominated in the policy, the General Manager (or Mayor in the case of a report against the General Manager), or one of the investigating authorities nominated in the Act.

A disclosure must be made in writing to the General Manager, the Mayor (in the case of a complaint against the General Manager), the Disclosures Coordinator (the Manager Legal and Governance) or the Disclosures Officers nominated in the policy. Upon receipt of a disclosure, the Disclosures Coordinator (in consultation with the General Manager where appropriate) will assess the disclosure and decide whether an investigation should be carried out and how that investigation should be carried out.

In accordance with Council's reporting requirements, Council has received two Public Interest Disclosures for the financial year from 1 July 2022 to 30 June 2023.

In addressing the reporting requirements under the Act, Council records the following information:

The number of public officials who have made a public interest disclosure to Camden Council for 2022/23:

Two

The number of public interest disclosures received by Camden Council in total for 2022/23 and the number of public interest disclosures received by Council relating to each of the following:

- (a)** Corrupt conduct;
- (b)** Maladministration;
- (c)** Serious and substantial waste of money;
- (d)** Government information contraventions;
- (e)** Local government pecuniary interest contraventions.

A total of two public interest disclosures were received by Council. Each of these related to alleged corrupt conduct.

The number of public interest disclosures finalised by Council:

Two

Does Camden Council have a public interest disclosures policy in place?

Yes

The actions Council undertook during 2022/23 in order to meet its staff awareness obligations under the Act:

- › Awareness raising via posters in Council locations and a post to staff on Microsoft Teams;
- › Policy documents made available on the staff intranet;
- › Training provided to new staff during induction; and
- › New staff undertaking that they have read and understood Council's Public Interest Disclosures Act Internal Reporting Policy.

Work Health and Safety (WHS) Act 2011

WHS Initiatives, Outcomes, Statistics, Investigations (Part 4, (1), (2))

During 2022/23 Council's Safety Management System was monitored and continuously improved as part of ensuring safety across all areas of Council. Ongoing consultation and involvement of staff, as well as comprehensive safety training, has contributed to the increasing safety capability of our workforce.

The Safety Business Partner model continued to provide dedicated safety support to Council's operating branches and our Safety Audit and Safety Occurrence Investigation regimes supported a strong learning and improvement culture across the organisation.

The following eight of nine projects of the Safety Assurance Program have now been completed, with the Construction Safety project nearing completion:

- › Safety Assurance Management Plan.
- › Safety Risk Management.
- › Safety Management System.
- › Contractor Safety.
- › Safety Audit.
- › Chain of Responsibility (CoR).
- › Risk Based Training Needs Analysis.
- › Safety Occurrence Reporting and Investigation.

Key safety activities undertaken during this reporting period included:

- › Training in WHS Risk Management and non-technical safety skills was provided for construction supervisors and will be extended to other leaders.

- › Developed a Hazardous Manual Task online training module.
- › Introduced ChemWatch as part of the revision of the Hazardous Chemicals procedure.
- › A Pre-Work brief template was developed to enhance excavation site set up, exclusion zones, licenses, permits and inductions.
- › Developed an approved list of PPE and related PPE training.
- › Completed the annual review of all branch Safety Risk Registers.
- › Developed and distributed a range of safety communications to promote safety and inform the organisation on important safety topics. These products included Monthly Safety Agendas to Senior staff, Safety Alerts, SafeWork NSW Incident Information Releases, Safe Work Australia resources, legislative updates, and other industry resources.
- › Undertook the StateCover WHS Self-Audit.
- › Completed all 17 scheduled Safety Audits, resulting in 56 safety corrective actions.
- › Undertook 29 safety occurrence investigations.

Ongoing review and development of the documents comprising Council's safety management system, consistent with ISO45001, including:

- › Safety related policies and Corporate Safety Procedures.

- › Safe Work Method Statements and Safe Operating Procedures.
- › safety related forms and guidance material.
- › Provided ongoing support to the Emergency Planning Committee, training of the Emergency Control Organisation, and the undertaking of exercises in emergency preparedness.
- › Provided support and advice for various safety risk assessments across council including in relation to COVID-19.
- › Attended Southeast Regional Organisation of Council (SEROC) Meetings and Metropolitan Work Health and Safety (WHS) Group Meetings to share safety learnings with other Council's.
- › Attended the 'Safety Innovation Show' at the Western Sydney International (WSI) Airport Site and the StateCover Annual Seminar. These events contributed to the continuous improvement of Council's safety knowledge and capability.

Risk Management

Council's Risk team consists of a Risk and Business Continuity Coordinator and a Claims and Risk Officer, both positions sit within the Safety and Risk Branch.

Council has identified a range of strategic and operational risks, which are reviewed and reported on regularly, including any potential treatments to reduce the level of risk.

Throughout 2022/23 Council's risk team provided support and risk-based advice for Council business units on a very diverse range of risk matters and commenced the Integrated Risk Management project.

The following activities were also undertaken during this period:

- › Strategic and Operational risk registers were reviewed with Directors and Managers.
- › Attended risk management and claims forums with other Councils.
- › Attended annual Risk Management of Australasia (RIMA) conference.
- › Attended Civic Risk Mutual member forum.
- › Conducted a Risk Culture Survey.
- › An 'Emergency Hub' was developed and made available on Council's intranet to enhance our emergency response capability.
- › Renewal of Council's general insurance program was completed.
- › Provided continued support and case management across Council in relation to liability matters.
- › Developed and implemented cost recovery on insurance excess for at-fault fleet motor vehicle claims.
- › Implemented a new online claims portal on Council's website.
- › Developed Professional Indemnity criteria for contract management.

On-Time Payment Policy

(Small Business Commission)

Council has a commitment to support small businesses which is achieved through reviewing existing procedures and practices and exploring new initiatives which enable small businesses to grow and thrive.

The On-Time Payment Policy formalises Council's commitment to pay invoices for eligible small business suppliers within 20 days of receipt as part of Council's Small Business Friendly Program.

The table below provides a summary of the payments made under this Program during the 2022/23 financial year.

Measure	Sep 2022	Dec 2022	Mar 2023	Jun 2023
Invoices due for payment received from small businesses (#)	48	47	32	52
Invoices from small businesses paid on time (#)	48	47	32	52
Amount due for payment to small businesses (\$)	\$232,597	\$166,343	\$43,119	\$220,036
Amount due to small businesses paid on time (\$)	\$232,597	\$166,343	\$43,119	\$220,036
Number of payments to small businesses for interest on overdue accounts (#)	Nil	Nil	Nil	Nil
Interest paid to small businesses on late accounts (\$)	Nil	Nil	Nil	Nil

NOVEMBER
2022
SMALL BUSINESS
MONTH



Service NSW for Business

Services for business support

Business support services

Service NSW provides a range of services to help businesses grow and succeed. These include:

- Business registration and compliance
- Government grants and funding
- Business advice and support
- Business development and marketing
- Business insurance and risk management
- Business legal services
- Business training and education
- Business networking and community support

Notes

NOVEMBER
2022
SMALL BUSINESS
MONTH





Modern Slavery Act s428(4) (c) (d)

This Modern Slavery Statement is provided in accordance with Section 428 (4) of the NSW Local Government Act 1993.

This statement outlines Council's commitment to eliminating modern slavery practices and the measures that have been implemented during this reporting period to reduce the risk of procurement activities resulting in or contributing to human rights violations.

Council recognises the importance of taking steps to ensure that goods and services procured by and for our council are not the product of modern slavery.

Our supply chain includes contractors, consultants, principal contractors and suppliers of goods and services. Areas of significant expenditure include capital projects, road reconstruction and maintenance activities, purchase of plant and equipment, cleaning services, IT services, and consultancy services.

Policy

Council has recently endorsed a revised procurement policy outlining Council's commitment to preventing and addressing modern slavery in all its procurement activities.

Modern Slavery – Act 428 (4) (c)

No action was taken by Council in relation to any issue raised by the Anti-slavery Commissioner during the reporting period ending 30 June 2023.

Other Measures / Actions Taken

In addition to amending Council's Purchasing and Procurement Policy, the following measures and actions have been undertaken during the 2022/23 financial year.

Activity	Description	Actions Taken
Staff Awareness and Training	Staff awareness Campaign of modern slavery and Council's policy and expectations	Launched an awareness campaign of the Modern Slavery Act 2018 and Council's responsibilities. This was achieved through an internal communications strategy implemented across a variety of platforms.
	Staff training	Council introduced a mandatory training module for all staff involved in purchasing decision making. This is also now included in Council's onboarding process for new staff.
Supplier engagement	Awareness of Council's policy and expectations	A revised Procurement Policy has recently been endorsed by Council. Council's Procurement Guidelines have also been updated to reinforce Council's expectations eliminating Modern Slavery practices.
	Supplier self-assessment questionnaire (SAQ)	Council developed a self-assessment questionnaire for suppliers which was sent out to over 600 regular suppliers in May 2023.
	High risk supplier engagement	Existing suppliers engaged under Local Government Procurement (LGP) prescribed contracts have been assessed by LGP. Staff will also be required to complete a pre-purchase risk checklist when procuring certain goods and services, which will be applied for existing suppliers as well as new suppliers.
	Inherent risk assessment at a category level	High risk categories have been identified. Council developed a self-assessment questionnaire for suppliers which was sent out to over 600 regular suppliers in May 2023.

Activity	Description	Actions Taken
Risk Assessment	Pre-purchase checklist to identify higher risk procurements	Check list has been developed. Staff will be required to complete a pre-purchase risk checklist when procuring certain goods and services, which will be applied for existing suppliers as well as new suppliers.
	Supplier risk assessment – existing suppliers	Existing suppliers engaged under Local Government Procurement (LGP) prescribed contracts have been assessed by LGP.
	Modern slavery tender criteria	Criteria has been developed and will be incorporated into Council's tendering process upon formal adoption of the revised Purchasing and Procurement Policy.
	Modern slavery contract clauses	Clauses have been developed and will be incorporated into the standard suite of contract templates which Council is currently developing. Will be in place during first half of the 2023/24 Financial Year.
Tendering and contracting	Supplier Code of Conduct	Council's Statement of Business Ethics was revised in June 2022 to state that Council has a zero tolerance approach to modern slavery in its business dealings and that all parties doing business with Council are required to refrain from engaging in any form of modern slavery.
	Confidential reporting mechanism/process for staff, contractors, community to report concerns related to modern slavery.	Council's tender assessment process have mechanisms in place (such as the Tender Compliance Panel) to ensure any concerns related to modern slavery can be captured and reported in line with statutory requirements.





Swimming Pools Act 1992 s22F (2) and Swimming Pool Regulations 2018 (SP Reg) cl 23

Details of inspections of private swimming pools include:

Number of inspections of tourist and visitor accommodation	1
Number of Inspections of premises with more than 2 dwellings	4
Number of inspections that resulted in issuance of Certificate of Compliance under section 22D of the Act	74
Number of inspections that resulted in issuance of Certificate of Non-Compliance under clause 21 of the Regulation	55

Note: In some cases, after the certificate of non-compliance has been initially issued there may be a further one or two inspections prior to a Certificate of Compliance being issued. These inspections may not be captured in the data requested above. Therefore, actual inspection figures undertaken by Council staff may be greater than the figures quoted above.

Audited Financial Statement

At the time of preparing this Annual Report, Council's Annual Financial Statements had been finalised and submitted for audit.

Due to delays in the commencement of the audit, Council's audited Annual Financial Statements were not available at the time of this report.

A copy of the audited Annual Financial Statements will be available on Council's website once completed.



FINANCIAL STATEMENTS

Council's financial statements are available on the Council website www.camden.nsw.gov.au/council/integrated-planning/annual-report

Council's overall guiding principle is to maintain a strong and sustainable financial position, underpinned by a sound income base and commitment to financial control to ensure the effective and efficient delivery of services, facilities and infrastructure required by the community.



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