

DRAFT  
WOLLONGONG CITY COUNCIL

# ANNUAL REPORT

2019 - 2020

ATTACHMENT D:  
ADDITIONAL LOCAL  
GOVERNMENT ACT  
REQUIREMENTS



# Requirements as per Act (section 428)

*Wollongong City Council 2019-20 Annual Report was produced to comply with the Local Government Act 1993 (section 428) and the Local Government (General) Regulation 2005 (clauses 132, 217 and 224). The following information is a requirement under the Act to include in Council's Annual Report.*

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## Special Variation of Rating Income

*Local Government (General) Regulation S508(2) s508(a)*

The tables below outline how the total amount of the rating increase has been allocated and expended during the 2019-20 financial year, in accordance with Council's Financial Sustainability Program.

| Capital Program Related to Special Rate Variation (SRV) |                   |                           |                   |  |   |
|---|-------------------|---------------------------|-------------------|--|---|
| 30 June 2020  |                   |                           |                   |  |   |
| SRV Renewal Program                                     | Base Revenue      | Allocation of SRV Revenue | Base + SRV        | Total Renewal & Maintenance Actuals Expenditure of Revenue Funding | Difference of Expenditure to Base + SRV |
|   | \$                | \$                        | \$                | \$   | \$                                      |
| Public Transport - Bus Shelters                         | 170,000           | 100,000                   | 270,001           | 208,350  | [61,651]                                |
| Roadworks - Resurfacing                                 | 900,000           | 2,016,000                 | 2,916,000         | 4,095,162  | 1,179,162                               |
| Roadworks - Road Reconstruction                         | 4,277,000         | 4,648,000                 | 8,925,000         | 9,078,588  | 153,588                                 |
| Bridges, Boardwalks and Jetties                         | 745,000           | 506,000                   | 1,251,000         | 1,570,582  | 319,582                                 |
| Footpaths   | 2,534,000         | 4,537,000                 | 7,071,000         | 6,573,901  | [497,099]                               |
| Cycle/Shared Paths                                      | 660,000           | 907,000                   | 1,567,000         | 435,626  | [1,131,374]                             |
| Car parks   | 805,000           | 252,000                   | 1,057,000         | 1,739,778  | 682,778                                 |
| Community Buildings                                     | 7,781,000         | 5,747,000                 | 13,528,000        | 9,676,902  | [3,851,098]                             |
| Public Facilities (Shelters, Toilets)                   | 250,000           | 323,000                   | 573,000           | 116,479  | [456,521]                               |
| Crematoriums/Cemetery Facilities                        | 150,000           | 50,000                    | 200,000           | 270,217  | 70,217                                  |
| Play Facilities <sup>†</sup>                            | 500,000           | 544,000                   | 1,044,000         | 902,426  | [141,574]                               |
| Recreation Facilities                                   | 346,000           | 484,000                   | 830,000           | 187,634  | [642,366]                               |
| Sporting Facilities                                     | 75,000            | 353,000                   | 428,000           | 283,781  | [144,219]                               |
| Aquatic Facilities (Pools, etc.)                        | 1,773,000         | 706,000                   | 2,479,000         | 3,520,531  | 1,041,531                               |
| Loan Repayments   | 0                 | 0                         | 0                 | 2,668,468  | 2,668,468                               |
| <b>TOTAL</b>  | <b>20,966,000</b> | <b>21,173,000</b>         | <b>42,139,001</b> | <b>41,328,958</b>  | <b>[810,575]</b>                        |

Loan repayments – Council borrowed funds under the NSW State Government's Local Infrastructure Renewal Scheme, subsidised loan provision to invest in footpath and building renewal across the city.

Council has invested a total of \$8.95 million renewing assets above the rate variation over the previous five years.

<sup>†</sup>Play facilities has had an error in the original base revenue figures revised. The error showed original budget at \$5,000,000, this has been corrected to \$500,000.

The following table provides a comparison of forecast operating result contained in the submission for the Special Rate Variation (SRV) that was approved by Independent Pricing and Regulatory Tribunal (IPART) in June 2014 with the actual result for the year ending 30 June 2020.

| Operating Statement Comparison of Special Rate Variation Forecast and Actual 2019-20<br>30 June 2020 |               |                  |                     |
|--|---------------|------------------|---------------------|
|  | SRV<br>\$'000 | Actual<br>\$'000 | Variation<br>\$'000 |
| Total Revenue  | 304,156       | 327,456          | 23,300              |
| Total Expenses   | 293,327       | 291,924          | 1,403               |
| <b>Operating results including capital grants and contributions</b>                                  | <b>10,829</b> | <b>35,532</b>    | <b>24,703</b>       |

| Major Variations   | \$M         |
|--|-------------|
| <b>Revenue Variation</b>   |             |
| Capital grants received associated mainly with West Dapto Access strategy projects   | 7.1         |
| Timing of developer contributions West Dapto Release Area  | 7.9         |
| Assets contributed to Council by external parties  | 21.3        |
| City wide and city centre developer contributions timing   | 3.6         |
| Interest on investments reflecting investment markets  | (1.2)       |
| Rate income impacted (partly impacted by actual rate peg compared to SRV forecast)   | (0.8)       |
| Waste facility and domestic waste management income partly due to lower operating costs and abolition of carbon tax                            | (15.8)      |
| Operational grants   | 2.0         |
| COVID-19 impacts on revenue  | (3.1)       |
| Share of joint venture   | 0.6         |
| Various other  | 1.8         |
| <b>Expense Variation</b>   |             |
| Waste facility operating costs including EPA levy and carbon tax repeal  | 20.1        |
| Depreciation expense   | 5.3         |
| Utility costs  | 1.2         |
| Loss on disposal of assets - mainly associated with replacement of infrastructure assets with remaining residual values at time of replacement | (5.7)       |
| Valuation of employee long term leave liabilities to reflect current discount rates  | (1.6)       |
| Implementation of new financial management information systems platform  | (3.2)       |
| Capital expenditure reclassified as operational  | (4.1)       |
| Prior year capital works in progress now expensed  | (8.0)       |
| Additional projects funded from accumulated operational improvements   | (4.8)       |
| Waste facility revaluation of remediation provision  | 5.6         |
| Borrowing costs associated with access to subsidised loan programs by state government   | (0.6)       |
| Various other  | (2.7)       |
| <b>Total variation for year ending 30 June 2020</b>  | <b>24.7</b> |



## Senior Managers Remuneration

As determined by a resolution of Council in July 2017, the General Manager, four directors and 15 senior managers are defined as senior staff under the Local Government Act (sec 332). The remuneration packages of senior staff include the:

- Total value of the salary component of the package
- Total amount payable by Council by way of the employer contribution or salary sacrifice to any superannuation scheme to which the manager may be a contributor
- Total value of any non-cash benefits for which the manager may elect under the package
- Total amount payable by Council by way of fringe benefits tax for any such non-cash benefits, and
- Total amount of any bonus, performance or other payments that do not form part of the salary package.

| Position   | Period              | Total Value<br>\$ |
|--|---------------------|-------------------|
| General Manager  | 1-07-19 to 30-06-20 | 410,223           |
| Directors (4)<br>Community Services<br>Corporate Services<br>Infrastructure and Works<br>Planning and Environment  | 1-07-19 to 30-06-20 | 1,101,019         |
| Senior Managers (15)<br>Manager Property and Recreation; Manager City Works; Manager Infrastructure, Strategy and Planning; Manager Project Delivery; Manager Open Space and Environmental Services; Manager Library and Community Services; Manager Governance and Customer Service; Chief Financial Officer; Chief Information Officer; Manager Community, Cultural and Economic Development; Manager Human Resources; Manager City Strategy; Manager Development Assessment and Certification; Manager Regulation and Enforcement; General Counsel. | 1-07-19 to 30-06-20 | 2,877,542         |

## Contracts Awarded

In accordance with clause 217 (1) (a2) of the Local Government Regulation 2005 the following is a list of contracts equal to or greater than \$150,000 awarded during the period 1 July 2019 to 30 June 2020 (whether as a result of tender or otherwise):

| Tender No. | Name of Contractor   | Contract Description   | Contract Amount<br>(Excluding GST)<br>\$ |
|------------|--|--|--|
| T17/46     | ARA Fire Protection Pty Ltd  | Fire protection inspection and testing services  | 374,998.00                               |
| T18/20     | Panel – Various Contractors  | Building trade services panel  | 1,000,000.00+                            |
| T18/46     | Panel – Various Contractors  | Provision of design and technical services to Council  | 1,000,000.00+                            |
| T19/03A    | Francis-Jones Morehen Thorp Pty Ltd  | Principal design consultant (Architect) for Warrawong Community Centre and Library                             | 1,592,775.00                             |
| T19/05     | Andreasens Green (NSW) Pty Ltd, Trees Impact Pty Limited, Speciality Trees Pty Ltd | Supply of services - containerised trees   | 600,000.00                               |
| T19/12     | Lamond Contracting Pty Ltd   | Replacement Playground – Charles Harper Park, Helensburgh  | 237,246.00                               |
| T19/14     | Knightguard Protection Services Pty Ltd  | Cash in transit services   | 164,031.00                               |
| T19/18     | Batmac Constructions Pty Ltd   | Webb Park amenities upgrade  | 866,746.48                               |
| T19/19     | Batmac Constructions Pty Ltd   | Wiseman Park amenities upgrade   | 796,048.23                               |
| T19/20     | Matrix Group Pty Ltd   | Wollongong Seniors Centre building upgrades  | 623,300.00                               |
| T19/21     | Cadifern Pty Ltd   | Water main installation – Wongawilli Road reconstruction   | 421,387.00                               |
| T19/22     | Cadifern Pty Ltd   | Iris Avenue divided carriageway retaining wall - Stage 2   | 690,953.30                               |
| T19/25     | Illawarra Community Housing Trust Pty Ltd  | Affordable Housing   | 4,400,000.00                             |
| T19/28     | Central West Electrical Contractors Pty Ltd  | Harry Graham Park, Figtree Oval 2 and Elizabeth Park sports field lighting upgrade                             | 911,390.00                               |
| T19/30     | Diverse Civil Contracting  | Bridge works for bridges over Cabbage Tree Creek at Montague Street and Princes Highway, Fairy Meadow          | 519,887.68                               |
| T19/31     | Dynamic Civil Pty Ltd  | Wollongong Waste and Resource Recovery Park batter slope stabilisation and cascade drain concrete lining works | 517,702.00                               |
| T19/33     | Cadifern Pty Ltd   | Reconstruction of the brick arch culvert at 20 Chellow Dene Avenue, Stanwell Park                              | 835,199.61                               |
| T19/34     | AMEK Engineering Pty Ltd   | Electrical distribution board inspection and testing services  | 269,364.00                               |
| T19/35     | Clearsafe Environmental Solutions Pty Ltd  | Asbestos and hazardous materials survey  | 228,000.00                               |
| T19/37     | Panel – Various Contractors  | Minor civil works panel  | 1,000,000.00+                            |
| T19/38     | Commonwealth Bank of Australia   | IVR, web and parking payments  | 449,046.00                               |

| Tender No. | Name of Contractor                          | Contract Description  | Contract Amount<br>(Excluding GST)<br>\$ |
|------------|---|---|--|
| T19/39     | Stowe Australia Pty Ltd                     | Provision of administration building library lighting upgrades  | 472,990.00                               |
| T19/41     | ARA Electrical High Voltage Pty Ltd         | Overhead power and electrical works   | 224,965.00                               |
| T19/43     | Eywad Pty Ltd                               | Darkes Road culvert repairs - Stage 2   | 289,198.50                               |
| T19/44A    | Abergeldie Contractors Pty Ltd              | Uralba Street bridge bearing replacement and structural remediation   | 1,249,356.33                             |
| T19/45     | ARRB Group Pty Ltd                          | Provision of Level 2 structural condition inspections for Wollongong City Council's bridge, boardwalk and jetty assets to Council | 166,000.00                               |
| T20/01     | Dynamic Civil Pty Ltd                       | Towradgi Pool concourse slab replacement and associated works   | 882,399.00                               |
| T20/03     | Batmac Constructions Pty Ltd                | Austinmer Beach amenities refurbishment   | 928,690.16                               |
| T20/05     | JPG Pty Ltd                                 | Whytes Gully leachate treatment system  | 167,280.00                               |
| T20/06     | Dynamic Civil Pty Ltd                       | Construction of Port Kembla Beach viewing platform  | 434,920.00                               |
| T20/07     | Advanced Constructions Pty Ltd              | Wollongong heliport roof replacement  | 247,068.45                               |
| T20/09     | The RIX Group Pty Ltd                       | Rehabilitation of embankment scours - Kurraba Road Woonona  | 340,840.98                               |
| T20/11     | Davone Constructions Pty Ltd                | Refurbishment of southern amenities at Bulli Beach Tourist Park   | 564,240.00                               |
| T20/12     | Advisian                                    | Review of the Fairy and Cabbage Tree Creeks Floodplain Risk Management Study and Plan   | 159,925.00                               |
| T20/16     | Project Coordination (Australia) Pty Ltd    | Towradgi SLSC amenities refurbishment   | 287,090.00                               |
| E5313      | O'Connor Marsden & Associates Pty Ltd       | Provision of internal audit and ancillary services  | 539,535.00                               |
| E5340      | Central West Electrical Contractors Pty Ltd | Supply and install Wisemans Park sports field lighting  | 311,419.00                               |
| E5364      | Interflow Pty Ltd                           | 13 Billabong Avenue, Dapto  | 294,421.19                               |
| E5387      | Dwyers Truck Centre                         | Supply of 4 trucks including bodies   | 576,961.00                               |
| E5387      | Illawarra Hino                              | Supply of 2 trucks including bodies   | 252,272.36                               |
| E5389      | Dwyers Truck Centre                         | Supply of tilt tray truck   | 318,226.00                               |
| E5401      | Dell  | Endpoint device refresh 2019  | 566,589.00                               |
| E5404      | Boral Asphalt                               | Supply, Profile and Lay Asphalt 2019-20 Program - Schedule of Rates   | Approx<br>5,000,000.00                   |
| E5425      | Komatsu Australia Pty Ltd                   | Supply of hydraulic crawler excavator 13.5t   | 188,300.00                               |
| E5427      | Komatsu Australia Pty Ltd                   | Supply of 2 hydraulic crawler excavators 4.5t   | 176,500.00                               |
| T17/46     | ARA Fire Protection Pty Ltd                 | Fire protection inspection and testing services   | 374,998.00                               |
| T18/20     | Panel – Various Contractors                 | Building trade services panel   | 1,000,000.00+                            |
| T18/46     | Panel – Various Contractors                 | Provision of design and technical services to Council   | 1,000,000.00+                            |

| Tender No.      | Name of Contractor   | Contract Description   | Contract Amount<br>(Excluding GST)<br>\$ |
|-----------------|--|--|--|
| T19/03A         | Francis-Jones Morehen Thorp Pty Ltd  | Principal design consultant (Architect) for Warrawong Community Centre and Library               | 1,592,775.00                             |
| E5436           | Interflow Pty Ltd  | 16 Medway Drive pipe relining  | 178,595.15                               |
| E5447           | Roadworx Surfacing Pty Ltd   | Spray Seal Program 2019-20 including crack sealing and rejuvenation                              | 1,200,000.00                             |
| E5458           | GYC Pty Ltd  | Supply of Toro 5900 wide area mower  | 161,231.48                               |
| E5476           | Liebherr   | Supply of landfill traxcavator   | 529,422.00                               |
| E5494           | Planet Civil Pty Ltd   | Stephen Drive, Woonona - road reconstruction   | 172,555.00                               |
| E5506           | Stabilised Pavements Australia   | Doris Avenue, Woonona stabilisation  | 278,600.00                               |
| W0074           | Interflow Pty Ltd  | 22 Blakemore Avenue pipe relining  | 260,427.59                               |
| W0078           | GHD Pty Ltd  | Hayes Lane Bridge  | 224,955.00                               |
| W0084           | Affective Services (Aust) Pty Ltd  | Springhill Road culvert  | 185,252.46                               |
| W0088           | Brewster Hjorth Architects   | Beaton Park Regional Precinct Master Plan + Stage 1 - aquatic centre expansion                   | 1,494,600.00                             |
| W0094           | Rhelm Pty Ltd  | Review of Allan's Creek Floodplain and Risk Management Study                                     | 165,860.00                               |
| W0125           | M & A Lukin  | Bellambi Neighbourhood Centre – kitchen refurbishment  | 157,138.00                               |
| ISJO<br>06/2019 | Panel contract - Donnelly Civil Pty Ltd, GC Civil Contracting Pty Ltd, Ironbuilt Infrastructure Pty Ltd, R Line Civil Concreting Pty Ltd, RJ McMillan Pty Ltd and Torque Civil Pty Ltd | Construction of subsoil drainage and service lowering (in association with civil works projects) | 1,000,000.00+                            |

## Controlled Entities

There are no controlled entities in the financial statements for 2019-20.

Council has significant influence over the following entities but do not consolidate due to their immaterial value and nature.

- Illawarra Performing Arts Centre Limited
- Wollongong City of Innovation Limited (trading as *Destination Wollongong*)
- Illawarra Shoalhaven Joint Organisation
- Illawarra District Noxious Weed Authority

## Partnerships, Cooperatives or Joint Ventures

Wollongong City Council is in a joint venture with CivicRisk Mutual Ltd, whose principal activities are insurance.



## Financial Assistance to Persons for Council Functions

Contributions made by Council under Section 356 of the Local Government Act, 1993 in 2019-20 include:

| Name of Contractor                       | \$             |
|--|----------------|
| Community events and activities          | 33,826         |
| Arts and cultural activities             | 47,297         |
| Educational and environmental activities | 16,225         |
| Sporting activities                      | 267,131        |
| Heritage grants                          | 65,514         |
| <b>Total</b>                             | <b>429,993</b> |

## National Competition Policy

Council has adopted the principle of 'competitive neutrality' to its business activities as part of the National Competition Policy which is being applied throughout Australia at all levels of government.

The framework for its application is set out in the June 1996 Government Policy statement on the Application of National Competition Policy to Local Government.

The Pricing and Costing for Council Businesses 'A Guide to Competitive Neutrality' issued by the Division of Local Government in July 1997 has also been adopted.

The pricing and costing guidelines outline the process for identifying and allocating costs to activities and provide a standard of disclosure requirements. These disclosures are reflected in Council's pricing and/or financial reporting systems and include taxation equivalents; Council subsidies; return on investments (rate of return); and dividends paid.

### DECLARED BUSINESS ACTIVITIES

In accordance with Pricing and Costing for Council Businesses 'A Guide to Competitive Neutrality' Council has declared that the following are to be considered as business activities:

CATEGORY 1 (where gross operating turnover is over \$2 million):

- Waste Disposal - Manages the disposal of solid waste generated within the city.
- Tourist Parks - Operation, management and development of Tourist Parks at Bulli, Corrimal and Windang.
- Health and Fitness - Responsible for the management and upkeep of Council's Leisure Centres.

### COMPETITIVE NEUTRALITY COMPLAINTS

Underpinning competitive neutrality is the need to properly recognise the full costs of Council's business activities. This allows comparisons to be made with competitors in the same marketplace and provides information that will allow Council to determine pricing policies for each business.

Wollongong City Council has a process distributing indirect costs and overheads attributable to the declared business activities which are shown in the Special Purpose Financial Reports.

## Rates and Charges Written Off

|  | \$                |
|--|-------------------|
| Postponed Rates                                | 18,886.43         |
| Postponed Interest                             | 8,275.85          |
| Council Voluntary Pension Rebate               | 425,469.33        |
| Rates written off due to Crown Lease cancelled | 65,846.82         |
| <b>Total</b>                                   | <b>499,592.00</b> |

## Companion Animal Management

Council submitted all Pound Data Returns to the Office of Local Government within required timeframes. These returns included information regarding dog attacks that occurred throughout Wollongong Local Government Area (LGA) during the 2019-20 year. The Pound Data returns included the following information:

- 173 dog attacks within the Wollongong LGA
- Council seized 425 companion animals
- Council returned 158 companion animals to their owners, the remaining animals were impounded.

Council undertakes its impounding activities in accordance with Deed of Agreement with the NSW RSPCA, through their facility at Industrial Road, Unanderra. This partnership provides opportunities for the re-homing of companion animals with Council and the RSPCA working together to maximise this outcome.

Council also has a Hardship Policy that has been reviewed and adopted during 2019-20. This policy provides increased opportunities to coordinate payment options for owners who may be experiencing financial difficulty to have their animals released from the Pound and taken home.

Throughout 2019-20 Council expended \$1,506,552 on companion animal management and activities with all the companion animal registration income returned from the Office of Local Government's Companion Animal Fund being invested back into companion animal management activities.

Council continued the companion animal signage upgrade program that commenced early in 2019 with updated zone, demarcation and information signage being installed during the reporting period. At the following beaches and parks:

- Stanwell Park
- Corrimal
- East Corrimal
- Headlands Boat Ramp, Austinmer
- Thirroul
- Coledale
- King George V Park, Port Kembla.

Signage at the remaining beaches and parks will be upgraded as part of a staged program that will continue into 2020-21.

A community education program was also implemented throughout 2019-20. This program included radio and social media messaging campaigns, pop-up education stalls at beaches, the development and distribution of promotional materials (brochures, dog leads and waste bags) as well as regular articles in the Community Newsletter.

Council's Foreshore Animal Control Rangers worked throughout 2019-20 with a focus on the busy beaches and foreshore parkland areas. Our Foreshore Animal Control Rangers implemented a tiered beach patrol program across the city's beaches, with the program operating seven days per week. The program focused on compliance and education around Council's Dogs on Beaches and Parks Policy.

A fenced off-leash dog park in Reed Park, Dapto was also constructed and opened during the reporting period. This dog park has separate areas for large and smaller dogs, agility equipment for dogs, seating, a dog bubbler and shade trees will also be installed.

The current list of declared off-leash beaches are:

- Perkins Beach, Windang (extending from Shellharbour Road/Wattle Street beach walkway north to access way south of Port Kembla Surf Life Saving Club southern car park)
- MM Beach, Port Kembla
- Coniston Beach, Coniston (south of Bank Street)
- Beach area directly east of Puckey's Estate, Fairy Meadow (walkway north of Fairy Creek lagoon to walkway south of playground at Fairy Meadow Beach)
- East Corrimal Beach (from northern side of Bellambi Lagoon to Bellambi Point)
- Bellambi (between Bellambi ramp and ocean pool)
- McCauley's Beach, Bulli and Thirroul
- Little Austinmer Beach, Austinmer
- Sharkey's Beach, Coledale (from the car park, south toward the rock outcrop)
- Stanwell Park Beach (north of northern lagoon).

In addition, Council also has a number of off-leash dog areas declared in the following parks and reserves:

- Figtree Oval, Figtree
- Proud Park, Helensburgh
- Riley Park, Unanderra
- Eleebana Reserve, Koonawarra
- King George V Park, Port Kembla.
- Reed Park, Dapto (fenced dog park)

# Environmental Planning and Assessment Act 1979

## Section 7.5(5) Planning Agreements

Particulars of compliance with and the effect of planning agreements in force during the year.

| Agreement Description   | Property Description   | Agreement Date | Particulars of compliance with and effect of   |
|---|--|----------------|--|
| <i>Vista Park Subdivision</i><br>Monetary contributions, land dedication and onsite works.  | Lots 1, 2, 5 and 6 DP 1169628, Lot 4 DP 1178706, Lot 2 DP 1175865, known as 60 Smiths Lane, Wongawilli   | 25/07/2013     | No effect this period.   |
| <i>Alkira Estate, Horsley</i><br>Monetary contributions, land dedication and onsite works.  | Lots 3, 5, 6 and 9 in DP 33650, Lot N in DP 103642 and Lot 4 in DP 661032 otherwise known as 80, 88, 94, 104 Shone Avenue and Lot 9 Iredell Road, Horsley  | 8/09/2015      | No effect this period.   |
| <i>Calderwood</i><br>Monetary contributions of 6 staged payments toward the construction of Marshall Mount Road, Yallah Road and new road NR1-NR3 | Lot 2 DP 2534, Lots 1-4 and 8 DP 259137, Lot 112 DP 851153, Lots 21,22 and 23 DP 1224293, Lots 21 and 22 DP 809156, Lot 1 DP195342, Lot 1 DP 558196, Lot 10 DP 619547, Lot 42 DP 878122, Lots 1101-1175, 1177 and 1182 DP 1202087, Lots 1201, 1222-1225, 1227, 1233 and 1234 DP 1206166, Lots 1301-1377, 1379-1380 and 1382-1383 DP 1206167, Lots 1401-1450 DP 1206168, Lot 2 DP 158988, Lot 1 and Lot 2 DP 608238, Lot 1 DP 1044038, Lot 1 DP 998349. | 13/12/17       | No effect this period.   |
| <i>University of Wollongong</i><br>Public domain works.   | Lot 2 DP 252694, Murphy's Avenue, Keiraville   | 7/9/18         | No effect this period.   |
| <i>Bunnings Kembla Grange</i><br>Construction and shared cost of a roundabout.  | Lots 1 and 2 DP 1118629, 638 and 642 Northcliffe Drive, Lots 50 and 52 DP 879625, 1-3 and 9 Canterbury Road, Lot 51 DP 579625, 640-650 Northcliffe Drive, Kembla Grange  | 11/9/18        | The roundabout was constructed by the developer and the first progress claim was paid by Council to the developer. |
| <i>Lot 5 Marshall Mount Road, Marshall Mount</i><br>Land dedication.  | Lot 5 DP 1132746, Lot 3 & 4 DP 216373  | 6/3/19         | The land was dedicated, and the agreement completed.   |
| <i>81 Escarpment Drive, Calderwood</i><br>Monetary contributions  | Lot 1 DP 558196, 81 Escarpment Drive, Calderwood   | 14/8/19        | The agreement was entered into this period.  |
| <i>128 North Macquarie Road, Calderwood</i><br>Monetary contributions   | Lot 8 DP 259137, 128 North Macquarie Road, Calderwood  | 14/8/19        | The agreement was entered into this period.  |

## Swimming Pool Inspections

In accordance with Section 22F (2) of the Swimming Pools Act and Clause 23 of the Swimming Pools Regulation 2018 councils are required to include in their annual report the number of inspections undertaken, and the resultant number of Certificates of Compliance and Certificates of Non-compliance issued.

|   |    |
|---|----|
| Inspections of pool barriers located at tourist and visitor accommodation | 1  |
| Inspections of pool barriers upon premises with two or more dwellings     | 0  |
| Total number of compliance certificates issued                            | 73 |
| Total number of non-compliance certificates issued                        | 24 |

## Environmental Upgrade Agreements (Section 54p)

*Particulars of any environmental upgrade agreement entered into, in accordance with any requirements imposed under s406*

Nil. This is not a service offered by Wollongong City Council.

## Stormwater Management Services

### STORMWATER MANAGEMENT CHARGE

Management of stormwater in Wollongong LGA is challenging due to the large number of creeks and estuaries as well as the proximity of the escarpment to the coast which results in rapid stormwater surface flows during rainfall events. This presents particular challenges for managing the planning and development of the city's stormwater drainage network in such a way to balance the sometimes competing demands of new land for development, increased stormwater run-off that accompanies new development, protection of private and public assets from floods and protection of the natural environment.

The Stormwater Management Service Charge was introduced in 2006-07, following changes to the Local Government Act, to help fund the stormwater infrastructure and management costs borne by councils. The legislation allowed a flat fee of \$12.50/\$25.00 to be applied to each unit and townhouse/individual household and a pro rata fee for each business premises. The charge enables a significant increase in the works program for renewal of our ageing stormwater infrastructure, along with construction of new stormwater infrastructure with a focus on urban flooding and stormwater quality improvement works.

The city has an Integrated Stormwater Management Plan that incorporates the three stormwater management plans, including some overlap into the Shellharbour LGA, that provide a strategic approach to stormwater management. The plans, along with the Stormwater Asset Management Plan, catchment specific Floodplain Risk Management Plans, Illawarra Biodiversity Strategy and Estuary Management Plans, inform future capital, maintenance and operational works programs to continue to build the capacity and reliability of the city's stormwater infrastructure to manage both the quantity and quality of stormwater run-off. Some tasks and projects identified in these programs are funded, or part funded, by the Stormwater Management Service Charge.

### Projected Versus Actual Expenditure on Stormwater Infrastructure

| Stormwater Management Service | Expenditure<br>\$'000 | Funding *<br>\$'000 |
|-------------------------------|-----------------------|---------------------|
| Planned - Annual Plan 2019-20 | 2,680                 | 1,839               |
| Actual costs 2019-20          | 3,265                 | 1,844               |
| Difference                    | (585)                 | (7)                 |

*\* Stormwater Management Service Charge revenue*



## ALLOCATION OF STORMWATER MANAGEMENT SERVICE CHARGE FUNDS

Income from the Stormwater Management Service Charge is allocated across five categories as follows:

| Category  | Planned Expenditure 2019-20 \$ | Final Expenditure 2019-20 \$ | Reasons for change   |
|---|--------------------------------|------------------------------|--|
| Stormwater Quantity Management                        | 245,000                        | 17,628                       | Projects were progressed using other funding sources.  |
| Stormwater and Watercourse Quality Management         | 261,000                        | 776,383                      | Additional planned maintenance activities were carried out.                                  |
| Stormwater Infrastructure Restoration and Replacement | 210,000                        | 107,325                      | Projects were progressed using other funding sources.  |
| Stormwater Operational Management                     | 494,000                        | 242,917                      | Additional planned maintenance activities were carried out.                                  |
| Stormwater Asset Management System                    | -                              | 446,300                      | Additional CCTV inspections were carried out.  |
| Floodplain Structures                                 | -                              | 61,860                       | Additional detailed design and reviews of floodplain risk management plans were carried out. |
| <b>Total:</b>   | <b>1,210,000</b>               | <b>1,652,414</b>             |  |

## STORMWATER MANAGEMENT SERVICE CHARGE FUNDED WORKS

### Stormwater Quantity Management

Construction of new or enhanced stormwater drainage services to address current needs

| Project Location  | Work Description                      | Funding \$    |
|-------------------|---------------------------------------|---------------|
| Port Kembla Beach | Stormwater Quality Improvement Device | 17,628        |
| <b>Total</b>      |                                       | <b>17,628</b> |

### Stormwater and Watercourse Quality Management

Construction or renewal of infrastructure for debris and/or pollution control; and creek bank clearing and revegetation with appropriate native species to maintain or improve stormwater flows, improve natural pollution control including siltation reduction and weed propagation as well as reducing flood risks.

| Project Location  | Work Description                                | Funding \$ |
|---|---|------------|
| Stormwater - Weed Tree Removal                            | Weed removal and replanting with native species | 36,958     |
| Bellambi Creek - Albert Street                            | Weed removal and replanting with native species | 10,000     |
| Branch Creek - Gellately Avenue and O'Briens Road         | Weed removal and replanting with native species | 6,000      |
| Budjong Creek -Imperial Drive                             | Weed removal and replanting with native species | 2,362      |
| Byarong Creek - Figtree                                   | Weed removal and replanting with native species | 25,000     |
| Cabbage Tree Creek - Innovation Campus                    | Weed removal and replanting with native species | 11,000     |
| Cabbage Tree Creek - Alvan Street, Helen Brae, Ira Avenue | Weed removal and replanting with native species | 12,000     |
| Cabbage Tree Creek - Foothills Road                       | Weed removal and replanting with native species | 3,000      |
| Cabbage Tree Creek - Cabbage Tree Lane, McMahon Street    | Weed removal and replanting with native species | 5,000      |
| Cabbage Tree Creek - Aristo Crescent                      | Weed removal and replanting with native species | 2,000      |
| Charcoal Creek - Cummins Street, Unanderra                | Weed removal and replanting with native species | 15,000     |
| Fairy Creek - Fraternity Club                             | Weed removal and replanting with native species | 10,000     |
| Fairy Creek - Thomas Dalton Park                          | Weed removal and replanting with native species | 12,500     |
| Fairy Creek- Wisemans Park Basin                          | Weed removal and replanting with native species | 6,000      |
| Hospital Creek - Warrawong                                | Weed removal and replanting with native species | 10,000     |
| Stanwell Creek - Stanwell Park                            | Weed removal and replanting with native species | 2,500      |

| Project Location   | Work Description                                | Funding \$ |
|--|---|------------|
| Towradgi Creek - Lemrac Avenue                                   | Weed removal and replanting with native species | 2,000      |
| Towradgi Creek - Meadow Street, Karen Place, Underwood Street    | Weed removal and replanting with native species | 2,000      |
| American Creek - Gibsons Road, Mt Kembla                         | Weed removal and replanting with native species | 10,000     |
| Farahars Creek - Halley Crescent, Woonona                        | Weed removal and replanting with native species | 2,500      |
| Mullet Creek - Bong Bong Road, Dapto                             | Weed removal and replanting with native species | 15,000     |
| Stormwater - Weed Tree Removal                                   | Weed removal and replanting with native species | 36,958     |
| Robins Creek - Horsley   | Weed removal and replanting with native species | 25,000     |
| Mullet Creek - Avondale Road                                     | Weed removal and replanting with native species | 6,000      |
| Ena Avenue - Dapto   | Weed removal and replanting with native species | 8,000      |
| Minegang Creek - Ranchby Avenue                                  | Weed removal and replanting with native species | 7,500      |
| Fairy Creek - Porter Street                                      | Weed removal and replanting with native species | 2,000      |
| Minegang Creek - Denise Street                                   | Weed removal and replanting with native species | 18,672     |
| Fairy Creek - Gilmore Park                                       | Weed removal and replanting with native species | 15,000     |
| American Creek - O'Briens Road                                   | Weed removal and replanting with native species | 7,500      |
| Camp Creek - Helensburgh - Landcom                               | Weed removal and replanting with native species | 7,000      |
| Towradgi Creek - IRT   | Weed removal and replanting with native species | 7,500      |
| Towradgi Creek - Meadow and Keira streets                        | Weed removal and replanting with native species | 1,000      |
| Tramway Creek- North Depot                                       | Weed removal and replanting with native species | 1,000      |
| Slacky Creek   | Weed removal and replanting with native species | 18,000     |
| Brooks Creek - Kanahooka and Dapto                               | Weed removal and replanting with native species | 25,000     |
| Towradgi Creek East - Railway Street/Ziems Avenue                | Weed removal and replanting with native species | 25,000     |
| Whartons Creek - Bulli SWL                                       | Weed removal and replanting with native species | 18,668     |
| Fairy Creek - Mercury Street                                     | Weed removal and replanting with native species | 5,000      |
| Edgewood Estate  | Weed removal and replanting with native species | 10,000     |
| Bellambi Creek - John Parker Reserve                             | Weed removal and replanting with native species | 5,500      |
| Edgar Street/WSLR Caters Lane                                    | Weed removal and replanting with native species | 12,500     |
| Colvin Street Detention Basin                                    | Weed removal and replanting with native species | 25,000     |
| Cherrybrush Circuit/Berkeley Road                                | Weed removal and replanting with native species | 19,185     |
| Cabbage Tree Ck - Chalmers Road                                  | Weed removal and replanting with native species | 4,000      |
| Cabbage Tree Creek - Guest Park                                  | Weed removal and replanting with native species | 25,000     |
| WASIP - American Creek - Figtree Park                            | Weed removal and replanting with native species | 5,000      |
| Branch Creek - Murray Park Road                                  | Weed removal and replanting with native species | 10,000     |
| Collins Creek - Robert Street, Woonona                           | Weed removal and replanting with native species | 1,000      |
| Semaphore Road - Berkeley  | Weed removal and replanting with native species | 2,918      |
| Collins Creek - Carrington Road                                  | Weed removal and replanting with native species | 30,000     |
| Edgewood Estate Retention Basin Inlet                            | Weed removal and replanting with native species | 1,000      |
| Foothills Estate 3 Retention Basin Inlets                        | Weed removal and replanting with native species | 0          |
| Cabbage Tree Ck Retention Basin Brokers Road                     | Weed removal and replanting with native species | 0          |
| Fairy Creek - Wollongong High School Nyrang Park Retention Basin | Weed removal and replanting with native species | 0          |
| Bellambi Creek - Pioneer Beach Estate                            | Weed removal and replanting with native species | 15,000     |
| Mountbatten Park   | Weed removal and replanting with native species | 7,500      |
| Hargraves Creek - Recreation Area                                | Weed removal and replanting with native species | 5,000      |
| Pioneer Road West Stormwater                                     | Weed removal and replanting with native species | 5,000      |
| Foothills Road/ Charles Road S/water                             | Weed removal and replanting with native species | 14,000     |
| Sunninghill Court  | Weed removal and replanting with native species | 10,000     |
| Foothill and John Street   | Weed removal and replanting with native species | 4,000      |
| George Fuller Drive  | Weed removal and replanting with native species | 2,726      |
| Brandy and Water Creeks  | Weed removal and replanting with native species | 5,000      |
| Cosgrove Avenue  | Weed removal and replanting with native species | 2,000      |
| Florence and Storey Street                                       | Weed removal and replanting with native species | 4,000      |
| Gurrungatty Water Way - JJ Kelly Park S/water works              | Weed removal and replanting with native species | 20,000     |
| Creek Run  | Weed removal and replanting with native species | 11,000     |

| Project Location                              | Work Description                                | Funding \$     |
|---|---|----------------|
| Caroona Street                                | Weed removal and replanting with native species | 3,189          |
| Lindsay Maynes Park                           | Weed removal and replanting with native species | 35,000         |
| Hibiscus and Bruce                            | Weed removal and replanting with native species | 8,770          |
| Auburn Parade                                 | Weed removal and replanting with native species | 9,091          |
| Windang Road - Drain                          | Weed removal and replanting with native species | 5,000          |
| Hartley Close                                 | Weed removal and replanting with native species | 5,000          |
| North Terrace                                 | Weed removal and replanting with native species | 8,000          |
| Fairy Creek - Opp North Gong Hotel/North PCYC | Weed removal and replanting with native species | 3,000          |
| Russell Vale Golf Course                      | Weed removal and replanting with native species | 1,000          |
| Whipbird Reserve                              | Weed removal and replanting with native species | 3,000          |
| Tathra Reserve                                | Weed removal and replanting with native species | 5,066          |
| Robsons Road Reserve                          | Weed removal and replanting with native species | 3,124          |
| College Place                                 | Weed removal and replanting with native species | 3,587          |
| Foley Street                                  | Weed removal and replanting with native species | 3,066          |
| Koloona Park                                  | Weed removal and replanting with native species | 10,000         |
| <b>Total</b>                                  |   | <b>776,383</b> |

### Stormwater Infrastructure Restoration and Replacement

The replacement and/or upgrading of existing stormwater drainage assets due to the condition of the asset or to address current needs.

| Project Location               | Work Description | Funding \$     |
|--------------------------------|------------------|----------------|
| Cawley Street, Russell Vale    | Drainage upgrade | 35,589         |
| 15 Mount Gilead Road, Thirroul | Drainage upgrade | 71,736         |
| <b>Total</b>                   |                  | <b>107,325</b> |

### Stormwater Operational Management

Planning and undertaking operational activities including cleaning of debris and pollution control assets

| Project Location | Work Description   | Funding \$     |
|------------------|--|----------------|
| Citywide         | Cleaning and removing of debris from stormwater pollution control and stormwater drainage infrastructure | 242,217        |
| <b>Total</b>     |  | <b>242,217</b> |

### Stormwater Asset Management System

Collection of asset management data on the stormwater drainage network, the urban drainage (pits and pipes), creeks/ waterways, flood attenuation and management structures and pollution/ debris control structures. This information is used to refine and update the asset management plan including maintenance, capital renewal and augmentation programs.

| Project Location | Work Description  | Funding \$     |
|------------------|---|----------------|
| Citywide         | Programmed inspections of stormwater assets, develop maintenance and capital renewal programs | 446,300        |
| <b>Total</b>     |   | <b>446,300</b> |

## Condition of Public Works

Financial information on the condition of public works is reported in the General Purpose Financial Statements through Note 11 - Infrastructure, Property, Plant and Equipment, Note 25 - Fair Value Measurement; and Special Schedule - Report on Infrastructure Assets.

## Work Carried Out on Private Land *[Section 67(3)]*

Throughout the year, Council did not complete any works on private lands applicable under Section 67 of the Local Government Act 1993.

## Public Interest Disclosures (PID)

Public authorities are required to report annually to Parliament on their obligations under the Public Interest Disclosures Act 1994 (Section 31). The Public Interest Disclosures Act 1994 (PID Act) sets in place a system to encourage public officials to report serious wrongdoing. The conditions around this reporting are set out in Council's Internal Reporting Policy.

| Public Interest Disclosures received and investigated by Council during 2019-20 include: |   |
|--|---|
| Number of public officials who made PIDs   | 4 |
| Number of PIDs received  | 4 |
| Alleged Corrupt Conduct  | 2 |
| Number of PIDs finalised   | 2 |

During the reporting period, Council undertook the following actions to meet its staff awareness obligations:

- Policy briefing to senior managers
- Staff undertaking that they have read and understood Council's Code of Conduct and reporting procedures
- Refresher training provided by the organisation
- Reminder messages shared through the Hub and Team Brief's
- Awareness raising posters in all locations of Council
- Process for refresh of PID authorised officers commenced.



## Government Information (Public Access) Act 2009

The Government Information (Public Access) Act was introduced 1 July 2010 and facilitates access to information that Council holds in the following ways: Mandatory release of information via Council's website (Open Access), authorised proactive release via Council's website, informal release subject to an informal access application and release subject to a formal access application. Any person who wishes to obtain access to information held by Council is encouraged to contact our Public Officer for assistance. There are a number of Open Access documents available including Our Wollongong 2028 Community Strategic Plan, management plans, annual reports, annual budgets, plans and policies, meeting agendas and minutes and graffiti and land registers. These, and other documents, are easily accessed via our website.

The following table specifies the number of Formal Access Applications lodged under the Government Information (Public Access) Act 2009 received during the 2019-20 period. Statutory processing times were complied with in all cases.

| Month     | Number of Applications Received | Were applications processed within the statutory timeframe of 20 working days |
|-----------|---------------------------------|---|
| July      | 5                               | Yes   |
| August    | 8                               | Yes   |
| September | 5                               | Yes   |
| October   | 6                               | Yes   |
| November  | 4                               | Yes   |
| December  | 4                               | Yes   |
| January   | 5                               | Yes   |
| February  | 4                               | Yes   |
| March     | 8                               | Yes   |
| April     | 4                               | Yes   |
| May       | 3                               | Yes   |
| June      | 2                               | Yes   |

Where a formal access application is received, and it is likely to be of interest to members of the public, Council may make the details available by publishing the content to its disclosure log. The disclosure log contains non-personal information only and can be viewed on Council's website via the following link - <http://www.wollongong.nsw.gov.au/council/gipa/Pages/DisclosureLog.aspx>

## Summary of Legal Proceedings

| Particulars                                 | Finalised | Expenses Including GST<br>\$ | Receipts Excluding GST<br>\$ |
|---|-----------|------------------------------|------------------------------|
| <b>Liability Litigation Against Council</b> |           |                              |                              |
| Commercial Litigation                       | No        | 196,279                      | 0                            |
| Personal Injury                             | Yes       | 67,370                       | 0                            |
| Personal Injury                             | No        | 162,557                      | 0                            |
| Professional Indemnity                      | Yes       | 0                            | 0                            |
| Professional Indemnity                      | No        | 0                            | 0                            |
| <b>Council Initiated Litigation</b>         |           |                              |                              |
| Unauthorised Structures and Use             | Yes       | 3,011                        | 0                            |
| General Prosecutions                        | No        | 12,400                       | 8,200                        |
| Debt Recovery                               | No        | 100,562                      | 85,470                       |
| <b>Planning Appeals Against Council</b>     |           |                              |                              |
| Refusal of Development Applications         | Yes       | 284,509                      | 0                            |
| Refusal of Development Applications         | No        | 68,100                       | 0                            |

## External Bodies that Exercise Functions of Council

During 2019-20 the following external bodies assisted Council with the exercising of its functions as allowed under Section 355 of the Local Government Act, 1993.

| Body                                  | Function   |
|---------------------------------------|--|
| <b>PLANNING + ENVIRONMENT</b>         |  |
| Alanson Avenue FiReady                | APZ maintenance  |
| Allen Park Bushcare                   | Riparian restoration   |
| Alvan Parade Bushcare                 | Bushland restoration   |
| Arunta Drive, Thirroul                | APZ Maintenance  |
| Balmer Crescent FiReady               | APZ maintenance  |
| Banksia Bushcare (Stanwell Park)      | Bushland restoration   |
| Bellambi Beach Bushcare               | Riparian restoration   |
| Bellambi Dune Bushcare                | Dune/lagoon restoration  |
| Blue Divers Bushcare                  | Riparian restoration   |
| Blue Lagoon Bushcare                  | Coastal/riparian restoration   |
| Brandy and Water Cree Bushcare        | Riparian restoration   |
| Brickyard Point Bushcare              | Coastal headland restoration   |
| Brooks Creek Upper                    | Riparian restoration   |
| Buttenshaw Place Bushcare             | Bushland restoration   |
| Byarong Creek (Figtree) Bushcare      | Riparian restoration   |
| Byarong Creek (Mt Keira) Bushcare     | Riparian restoration   |
| City Beach Dunecare                   | Dune restoration   |
| Clifton Bushcare                      | Bushland restoration   |
| Coalcliff FiReady                     | APZ maintenance  |
| Coledale Bushcare                     | Sea cliff restoration  |
| Colvin St                             | Bushland restoration   |
| Compton St                            | Bushland restoration   |
| Compton St FiReady                    | APZ maintenance  |
| Emperor Court Bushcare                | Bushland restoration   |
| Farmborough Waterfall Bushcare        | Bushland restoration   |
| Figtree Oval Bushcare                 | Riparian restoration   |
| Fort on The Rock Bushcare Scarborough | Bushland restoration   |
| Friends of Wollongong Botanic Gardens | Through active volunteering, the Friends foster community interest in the garden, promote the role of education in the garden, and support the development of the garden by raising funds for specific projects. |
| Garden Avenue Bushcare                | Riparian restoration   |
| Garden Avenue FiReady                 | APZ maintenance  |
| Gellatly Bushcare                     | Riparian restoration   |
| George Fuller Drive Bushcare          | Riparian restoration   |
| Gilmore Park Bushcare                 | Riparian restoration   |
| Govett Crescent Bushcare              | Riparian restoration   |
| Greenhouse Park Bushcare              | Revegetation   |
| Harry Morton Park - FiReady           | APZ maintenance  |
| Helensburgh Bushcare                  | Bushland restoration   |
| Hewitts Bushcare                      | Riparian restoration   |
| Hewitts Creek (Armagh Pde) FiReady    | APZ maintenance  |
| Hooka Point Bushcare                  | Saltmarsh/riparian restoration   |
| John Parker Reserve                   | Riparian restoration   |
| Keira Oval Bushcare                   | Riparian restoration   |
| Kelvin Road Bushcare                  | Bushland restoration   |
| King George V Oval Bushcare           | Revegetation   |
| Kooloobong Park Bushcare              | Riparian restoration   |
| Kulgoa Road Bushcare                  | Riparian Restoration   |
| Kurrimul Creek Bushcare               | Riparian restoration   |
| Lakeside Drive Bushcare               | Saltmarsh/riparian restoration   |
| Lower Hill Street FiReady             | APZ maintenance  |
| Mangerton Park Bushcare               | Dry rainforest   |
| Mangerton Park Project                | Dry rainforest   |
| Mount Kembla Pathway Project          | Maintenance of Memorial Track  |
| Murra Murra Point                     | Saltmarsh/riparian restoration   |
| Murray Garden Bushcare                | Riparian restoration   |
| Nyrang Park Bushcare                  | Riparian restoration   |

| Body  | Function  |
|---|---|
| Odenpa Road Bushcare                        | Bushland restoration  |
| Puckeys Estate Bushcare                     | Dune/lagoon restoration   |
| Rae Crescent Bushcare                       | Riparian restoration  |
| Reed Park Bushcare                          | Bushland Restoration  |
| Richardson Park Bushcare                    | Bushland restoration  |
| Riveroak Bushcare                           | Bushland restoration  |
| Stanwell Park Dunecare                      | Dune restoration  |
| Stephen Drive FiReady                       | APZ maintenance   |
| Stockyard Slope                             | Riparian restoration  |
| Sunninghill Circuit FiReady                 | APZ maintenance   |
| Tathra Park Bushcare                        | Riparian restoration  |
| Throsby Drive Bushcare                      | Bushland restoration  |
| Towradgi Dune Bushcare                      | Dune restoration  |
| Underwood Bushcare                          | Riparian restoration  |
| Upper Hill Street FiReady                   | APZ maintenance   |
| Wharton's Creek Bushcare                    | Riparian restoration  |
| Whipbird Reserve Bushcare                   | Bushland restoration  |
| William Beach Park Bushcare                 | Riparian restoration  |
| Wilson Street Bushcare                      | Sea cliff restoration   |
| Windang Dunes North Dunecare                | Dune restoration  |
| Windang Dunes South Dunecare                | Dune restoration  |
| Wisemans Park Bushcare                      | Woodland restoration  |
| Wollomai Pt Bushcare                        | Bushland restoration  |
| Wollongong Surf Leisure Resort Dunecare     | Dune restoration  |
| Wombarra Creek Bushcare                     | Riparian Restoration  |
| Wombarra LHD Dunecare                       | Dune restoration  |
| Wombarra Pool                               | Bushland restoration  |
| <b>COMMUNITY SERVICES</b>                   |   |
| Berkeley Pioneer Cemetery Restoration Group | Undertake minor maintenance and works to the grounds and improvements of Berkeley Pioneer Cemetery also utilising private equipment and labour from the Periodical Detention Centre.  |
| Bulli Senior Citizens' Centre               | To occupy, manage, secure, care take and maintain the premises on behalf of Council. Make the premises available for use by seniors groups, community groups and others compatible with guidelines at mutually agreed times.  |
| Friends of Wollongong City Library          | To encourage an interest in books, build links between the library and the community; promote library services and collections; sponsor special events to build community interest in reading and the libraries; provide practical support such as fundraising for library equipment, facilities and staff training and advocate for better funding for public libraries. |
| Community Transport Volunteers              | To transport eligible older people and their carers and people that are transport disadvantaged in their own vehicles or Council's vehicles.  |
| Friends of Scarborough Cemetery             | Undertake minor maintenance and works to the grounds and improvements of Scarborough cemetery.  |
| Home Library Service Volunteers             | Selection of books on behalf of and delivery to customers' homes  |
| Living Books                                | To be a "living book" as part of Council's Living Book program which includes sharing their story with young people and members of the Community at Living Book events  |
| Paint the Gong REaD                         | To volunteer and provide assistance at Paint the Gong REaD events including reading to children, sharing information with families and being the Mascot or minder for Bright Spark (The Mascot).  |
| Social Support Services Volunteers          | To provide social support in the community for eligible people. To provide respite care for eligible carers of people living with dementia.   |
| Surf Life Saving Illawarra                  | To provide lifesaving and rescue services to Council in accordance with the executed service agreement.   |
| Viva La Gong Volunteers                     | To assist with set up and running of Viva la Gong Festival  |
| Volunteering Illawarra Volunteers           | Interviewing members of the public interested in volunteering their time in the community.  |
| Wollongong Art Gallery Volunteers           | To fulfil the role of Gallery guides, provide informed talks and facilitate discussion about the exhibitions for both school groups and adult members of the community.   |
| Wollongong City Library Volunteers          | Broadly working in libraries to gain skills undertaking administrative and customer service tasks such as IT training and events.   |



## Details of Overseas Visits by Councillors and Council Staff

Councillor Gordon Bradbery AM

Lord Mayor

Travel UCI Road World Cycling Championship, United Kingdom

24 September to 2 October 2019

### COSTS

|                   |                     |
|-------------------|---------------------|
| Registration      | Nil                 |
| Flights           | \$ 11,860.01        |
| Accommodation     | \$ 1,515.45         |
| Expenses          | \$ 1,038.74         |
| <b>TOTAL COST</b> | <b>\$ 14,414.20</b> |

Kerry Hunt

Director Community Services

ARS Electronica Festival 2019

Linz, Austria

5-9 September 2019

### COSTS

Registration costs were met by event organisers as Kerry Hunt attended as a delegate (presenter) at the event.

|                                 |                    |
|---------------------------------|--------------------|
| Flights                         | \$ 3,945.50        |
| Accommodation, meals, transport | \$ 806.50          |
| Expenses                        | \$ 575.00          |
| <b>TOTAL COST</b>               | <b>\$ 5,327.00</b> |

Councillor Gordon Bradbery AM

Lord Mayor

ALARM Risk Management and Insurance Conference and post-conference meetings in Manchester, England.

23 June – 3 July 2019

### COSTS

Costs were met by Council's Insurers as Cr Bradbery was fulfilling his duties as a Board Member of Civic Risk Mutual of which Council is a member.

Sofia Gibson

City Centre and Activation Manager

Community Cultural + Economic Development Division

ARS Electronica Festival 2019

Linz, Austria

5-9 September 2019

### COSTS

Registration costs were met by event organisers as Sofia Gibson attended as a delegate (presenter) at the event.

|                                 |                    |
|---------------------------------|--------------------|
| Flights                         | \$ 3,945.50        |
| Accommodation, meals, transport | \$ 806.50          |
| <b>TOTAL COST</b>               | <b>\$ 4,752.00</b> |

## Equal Employment Opportunity Management Plan

During 2019-20, Council developed an overarching *whole of Council* approach to Diversity, Inclusion and Belonging through the introduction of a Diversity, Inclusion and Belonging Policy. The focus of this policy is a Statement of Commitment. A working party was established to develop the statement and included employees from across the organisation who possessed a diverse range of experiences and perspectives, as well as representing various backgrounds, ages and gender.

The policy includes Council's commitment to attracting, recruiting and retaining people with diverse abilities, skills, experiences and backgrounds. A workforce that reflects the diversity of our community is better positioned to understand the needs of our community and deliver high quality services.

The Diversity, Inclusion and Belonging Policy underpins the development and implementation of the action plan and all other strategies and programs that promote and support diversity, inclusion and belonging. The Diversity, Inclusion and Belonging Action Plan will meet Council's legislative requirement under the Local Government Act 1983, to prepare and implement an Equal Employment Opportunity Management Plan that promotes equity and equal employment opportunity for underrepresented groups including Aboriginal people, people from a Culturally and Linguistically Diverse (CALD) background, people with disability, women and young people.

The introduction of the policy demonstrates Council's commitment and leadership in this area.

During 2019-20, Council has continued to deliver workforce diversity programs that include strategies focussed on employment initiatives in the community. Council also undertook a number of activities that provided and maintained opportunities for a diverse range of groups.

Ongoing improvements identified in Council's recruitment practices resulting in an increased focus on the candidate experience, continued improvements in assessment methods to determine candidates' capabilities and behaviours in relation to the role and a continued improvement to pre-employment screening processes.

Council continues to offer an identified position within our training pathway program (cadets, apprentices and trainees) for Aboriginal and Torres Strait Islander people.

Council continues to partner with community networks and schools to educate and promote employment opportunities. These partnerships have resulted in increased engagement of women in non-traditional areas, young people, people living with disability, and people from CALD background in our training pathway program (cadets, apprentices and trainees). Council has also hosted the Workers of Wollongong (WOW) program, an initiative that provides local high school students with disability the opportunity to improve their job readiness.

Council sponsored Wollongong Mentor Walk, a bi-monthly event that provides women with the opportunity to be mentored by local senior female executives in business across the Illawarra. A number of senior staff from Council volunteer their time to act as mentors since the inception of the program in the Wollongong region in 2018.

Following on from Council's continued commitment to achieving gender equity, Council's Gender Equality Report, is provided in the main body of this annual report. The results highlight a gender pay gap, based on like for like positions, at 3.95% or \$3,117.11pa in favour of women.

Council is a values and behaviours based organisation, committed to providing a positive, inclusive, supportive and fair work environment where employee differences are respected, valued and relied upon to create a productive and collaborative workplace. Our values and supporting behaviours allow all employees to understand expectations regarding their own and others' behaviour in the workplace and when working with the community.

Diversity, Inclusion and Belonging is the responsibility of all employees and reflects Council's values and purpose. By leveraging employees' diverse skills, experiences, cultures and attributes, Council optimises our collective organisational capability to sustainably generate creativity and enhance innovation to develop progressive strategies, services and outcomes for our community.

## Human Service Agency

Wollongong City Council continues to comply with the Carers Recognition Act 2010 (CR Act s8(2)).

## Councillors Attendance at Meetings

Council on 14 September 2015 resolved that Councillor attendance at Ordinary and Extraordinary Council meetings, Section 355 Committees, as well as Councillor Briefing sessions, be recorded and reported in the annual report. During the period under review, there were 14 Ordinary Council meeting, 1 Extraordinary Council meeting and 34 Councillor briefings.

| Councillor                                | Council Meetings Attended | Councillor Briefings Attended |
|---|---------------------------|-------------------------------|
| Lord Mayor, Councillor Gordon Bradbery AM | 15                        | 28                            |
| Councillor Cath Blakey                    | 15                        | 32                            |
| Councillor David Brown                    | 15                        | 32                            |
| Councillor Tania Brown                    | 15                        | 27                            |
| Councillor Leigh Colacino                 | 15                        | 26                            |
| Councillor Mithra Cox                     | 15                        | 28                            |
| Councillor John Dorahy                    | 14                        | 25                            |
| Councillor Dom Figliomeni                 | 13                        | 29                            |
| Councillor Janice Kershaw                 | 14                        | 29                            |
| Councillor Ann Martin                     | 15                        | 30                            |
| Councillor Jenelle Rimmer                 | 15                        | 26                            |
| Councillor Cameron Walters                | 15                        | 25                            |
| Councillor Vicky King*                    | 7                         | 13                            |

\* Councillor Vicky King sadly passed away on 25 February 2020.

## Attendance at Section 355 Committees

| Australia Day Committee                   | Meetings Held | Attended |
|---|---------------|----------|
| Lord Mayor, Councillor Gordon Bradbery AM | 8             | 8        |
| Councillor Jenelle Rimmer                 | 8             | 0*       |

\* Cr Rimmer was not notified of meetings during the year.

# Report of the Audit, Risk and Improvement Committee

*Report to Council covering the period July 2019 to June 2020*

## BACKGROUND

This report covers the activities of the Audit, Risk and Improvement Committee (ARIC) for the period from 1 July 2019 to 30 June 2020.

Council resolved to establish an Audit, Risk and Improvement Committee (ARIC) in July 2018 following the assent of the *Local Government Amendment (Governance and Planning) Act 2016* No 38, which introduced a (yet to be commenced) Part 428A requiring councils to establish an Audit, Risk and Improvement Committee.

The ARIC is a key component of Council's governance framework. The objective of the ARIC is to provide independent assistance and advice to the General Manager and Council by overseeing and monitoring Council's governance, risk and control frameworks and its external accountability requirements.

## Membership and Conduct

There was a quorum for each of the meetings held in 2019-20.

Quarterly meetings were held on 17 September 2019, 17 December 2019, 24 March 2020 and 23 June 2020.

There were two extraordinary meetings of the ARIC in 2019-20 on the 18 October 2019 to consider the audited financial statements and on 9 June 2020 to discuss the Risk Management Policy and Risk Appetite Statement.

Wollongong Council's ARIC comprises a total of five members, being three Independent members and two councillor delegates. There is also one alternate councillor delegate.

All members have completed written Conflict of Interest Declarations and Confidentiality Agreements.

The membership and meeting attendance of the ARIC for the 2019-20 financial year was:

| Member           | Role                | Term Ends  | Meetings Attended/<br>Eligible to Attend |
|------------------|---------------------|------------|--|
| Terry Clout      | Independent Chair   | 30-09-2020 | 6/6                                      |
| Stephen Horne    | Independent member  | 30-09-2022 | 5/6                                      |
| Catherine Hudson | Independent member  | 30-09-2021 | 6/6                                      |
| Cr Mithra Cox    | Councillor Delegate | 21-09-2020 | 4/6                                      |
| Cr John Dorahy   | Councillor Delegate | 21-09-2020 | 5/6                                      |

All independent members have recent and relevant financial experience in addition to extensive experience in corporate governance. Councillor members have appropriate qualifications and experience to allow them to undertake their roles.

## Recognition of Council Achievements

Council overcame considerable challenges in 2019-20 especially in relation to the bush fire natural disaster in NSW and the COVID-19 pandemic.

Despite these significant challenges Council made the following achievements from a Governance and Risk and Financial perspective:

- Financial Statements were audited and submitted to the Office of Local Government (OLG) within the required timeframe
- Improved internal and external reporting
- Significant advances in governance education throughout the organisation
- Developed Council's first Pandemic Plan and Staged Pandemic Activation Guide
- Developed Council's first Risk Appetite Statement
- Developed a new Risk Management Policy in line with the draft OLG discussion paper.

## SUMMARY OF ARIC's ROLE AND ACTIVITIES

The responsibilities and functions of the ARIC are to review aspects of Council's operations such as its compliance and governance processes, risk management and fraud control frameworks, the implementation of the strategic plan, delivery program and strategies, performance measurement, conduct of service reviews, and business improvement, financial management, internal and external audit.

The ARIC believes these arrangements have operated soundly during 2019-20.

### Compliance and Governance processes

Key ARIC activities included:

- Bi-annual review of the Gifts and Benefits Register
- Reviewed key policies relevant to the ARIC and ensured these are periodically reviewed and updated
- Received a compliance update on the results of the Annual Risk Assessment
- Consideration of strategic risks facing Council and monitoring risk treatment plans established to reduce or mitigate those risks

### Risk management and fraud control

The Enterprise Risk Management Framework continued to evolve and improve during the year and this will continue in 2020-21.

The ARIC closely monitors Council's topmost corporate risks to ensure a comprehensive risk management framework is in place and management has a program in place to manage all significant risks by identification, prioritisation, and implementation of strategies.

In 2019-20 key ARIC activities included:

- Review, advice and endorsement of the Council Risk Management Policy and Risk Appetite Statement
- Receiving and reviewing reports on risk management and strategic risks at each meeting
- Considered strategic risks facing Council and monitored risk treatment plans established to reduce or mitigate those risks
- Considered significant emerging risks or legislative changes impacting Council including changing requirements from the Office of Local Government.

The committee received presentations in relation to the appropriate management of the following corporate risks:

- Pandemic Planning and Response to COVID- 19
- Combustible Cladding
- Greenhouse Park
- Information Management Technology Strategy
- Legal Compliance Assurance.

The ARIC further ensured that Council has adequate fraud prevention strategies in place, including ensuring Council reviewed the Fraud and Corruption Control Plan

The ARIC continues to receive reports, on the findings of matters investigated by the Professional Conduct Coordinator in relation to:

- fraud
- corrupt conduct
- maladministration
- serious and substantial waste of public money.

### Internal Audit

The Internal Auditors have reported at each quarterly ARIC meeting on the status of the Internal Audit Plan. In 2019-20 the ARIC have reviewed the following internal audit reports:

- Tender processes
- Planning agreements
- Animal control unit staff welfare
- Stormwater and floodwater planning processes.

As at 30 June there is currently two internal audits in progress. These are:

- Inventory management
- Development applications and assessment processes.

The contract for the provision of internal audit services is provided by O'Connor Marsden (OCM) which was selected through a competitive tender process in late 2018-19. OCM work closely with Council's Governance and Risk Manager to deliver internal audits to Council.

Key ARIC activities in relation to internal audit include:

- Reviewed and endorsed the Annual Internal Audit Plan and monitored its progress
- Reviewed internal audit reports, the practicality of any recommendations and the adequacy of management responses
- Monitoring the implementation by management of recommendations arising from audit reports
- Monitoring, through the results of internal and external audits, the adequacy and effectiveness of the Council's internal control structure
- Held an 'in camera' meeting with the internal audit service provider.

### External Audit

The Audit Office of NSW is the mandated external audit provider of Wollongong City Council under the *Local Government Act 1993*.

Key ARIC activities included:

- Supported the work associated with preparing and finalising the financial statements
- Reviewing and endorsing the External Auditors Engagement Plan
- Reviewed the management letter and ensured corrective action was established in a suitable action plan
- Held an 'in camera' meeting with the External Auditor.

Progress continues in implementing recommendations from both internal and external auditors and various other independent reviews. Management continue to regularly monitor and review and are satisfied with the progress in implementing recommendations, with particular focus on high priority issues. The ARIC reviews regular progress reports at each meeting.

### Financial Management

Since its establishment, the ARIC reviewed and advised Council whether the financial information reported by management reasonably portrays the Council's financial position, results of operations and significant commitments.

Key activities for the ARIC this year include:

- Reviewed monthly and quarterly management financial, investment and performance reports
- Reviewed the annual financial statements to ensure completeness, consistency with the committee's knowledge of operations and application of accounting policies and principles
- Reviewed Council's financial performance against the budget as approved by Council, both operating and capital budgets
- Reviewed strategies of management to achieve budget balance
- Reviewed long term financial strategies developed by management
- Received briefings on significant accounting and legislative matters with the potential to affect the financial position of Council.

### OUTLOOK FOR 2020-21

The Internal Audit Plan for 2020-21 was approved at the March 2020 ARIC meeting, taking into consideration Council's strategic risks as well as issues currently faced by Council. Council in conjunction with the ARIC will continue to review the Internal Audit Plan to ensure it takes into consideration the changing environment and key aspects of Council's operations. Further development of the Risk Management Framework will continue in 2020-21.

Management and the ARIC members are committed to remaining up to date with developments in the Local Government Sector as well as ensuring current processes in audit, risk, finance and governance are challenged to ensure Council is developing innovative ways and best practice in their business models whilst still maintaining sufficient internal controls.

## ACKNOWLEDGMENT

The ARIC would like to thank and acknowledge the contributions of the committee members, management and staff that regularly present and attend the meetings which have contributed to:

- Meeting the ARIC annual reporting plan that is aligned with the requirements of the Charter
- ARIC member only sessions to allow the ARIC time to communicate without management present
- Attendance by representatives from internal and external audit and management particularly Governance, Risk and Finance
- Quality agenda and briefing papers prepared and presented to the ARIC on a timely basis, noting continued improvement
- ARIC papers distributed one week before and draft minutes circulated within five days after each ARIC meeting, to all ARIC meeting attendees.

T Clout

**Chairperson**

Audit, Risk and Improvement Committee 30 June 2020

## Sponsorship of Wollongong City Council Events

The following table provides a list of all sponsorship, as per Council's Sponsorship Policy. (Figures reported excluding GST).

| Sponsors                             | Australia Day<br>\$   | NYE<br>\$     | Moonlight<br>Movies<br>\$ | Comic<br>Gong<br>\$   | Viva la Gong<br>\$ |
|--------------------------------------|---|---------------|---------------------------|---|--------------------|
| Novotel Northbeach                   | 2,735 in-kind   |               |                           |   |                    |
| Kennards Hire                        | 2,200   | 2,000         |                           |   |                    |
| Bendigo Bank                         | 3,500   |               |                           |   |                    |
| Wave FM                              | 15,000 in-kind  |               |                           |   |                    |
| Remondis                             | 2,500   |               |                           |   |                    |
| Blue Scope Win<br>Community Partners | 2,750   |               |                           |   |                    |
| i98FM/WIN                            | 75,000 in-kind  |               |                           |   |                    |
| Illawarra Mercury                    | 39,631 in-kind split across NYE, Australia Day, Comic Gong and Viva la Gong |               |                           | 39,631 in-kind split across NYE, Australia Day, Comic Gong and Viva la Gong |                    |
| Cram Foundation                      | 1,000   | 1,000         |                           |   |                    |
| Brandworx                            | 3,000 in-kind   | 2,300 in-kind |                           |   | 1,500 in-kind      |
| Acorn Lawyers                        |   | 6,500         |                           |   |                    |
| South Coast BMW                      |   | 6,500         |                           |   |                    |
| WIN TV                               |   |               |                           | 12,000  |                    |
| Horizon Bank                         |   |               | 2,000                     |   |                    |
| Foreshore Shipping<br>Containers     |   |               | 500                       |   |                    |
| CareSouth                            |   |               | 4,000                     |   |                    |

## Unsolicited Proposals

From time to time, Council is presented with Unsolicited Proposals from the community, businesses or other government agencies. To assist in appropriately managing governance and probity issues that arise in such circumstances, as well as seeking to ensure that Unsolicited Proposals are of benefit to the City of Wollongong, Council publicly reports on all Unsolicited Proposals that progress to Stage 2 assessment under Council's Unsolicited Proposals Policy.

In 2020, there were no unsolicited proposals that progressed to Stage 2 assessment.



# Disability Inclusion Action Plan 2016 – 2020

Council's Disability Inclusion Action Plan 2016-2020 was developed to assist in meeting our obligations under the NSW Disability Inclusion Act 2014 and forms part of Council's overarching approach to diversity, inclusion and belonging. Our plan sets out what we will do to support inclusion of people with disability in our community.

As outlined in the NSW Disability Inclusion Act 2014, our plan has four focus areas:

1. Create liveable communities
2. Improve access to our systems and processes
3. Promote positive community attitudes and behaviours
4. Support access to meaningful employment.

A detailed implementation plan and evaluation framework have been developed to support the delivery, monitoring and evaluation of our plan. This report provides a summary of what has been delivered in the 2019-20 financial year.

## Annual Progress

| Completed | In Progress<br>(Projects) | Not Started |
|-----------|---------------------------|-------------|
| 15        | 86                        | 7           |

## HIGHLIGHTS FOR 2019-20

A key focus this year was to review the current plan (2016-20) and engage people with disability and their carers to guide the development of a new plan (2020-25). Throughout this engagement, we surveyed 178 people with disability and their carers and held five workshops with 97 people with disability and their carers. Council officers attended these workshops to hear first-hand from people with disability and their carers about their experiences of living in our city. The feedback we received was used to prepare a new draft plan for the city. The new plan will build on the culture of inclusion developed across Council and our aim to be a leader in promoting and supporting social and economic participation of people with disability.

The following section provides a snapshot of what has been delivered in the last 12 months for each focus area of our current plan.

### Create Liveable Communities

Council delivered a range of infrastructure projects to improve access to the built environment for people with disability, including:

- Installed four new unisex accessible toilets at Wiseman Park, Webb Park, Russell Vale Community Hall and Wollongong Senior Citizens Centre
- Improved access at six bus stops by installing continuous accessible paths of travel from the bus stop to the kerbside. Tactile ground surface indicators were also installed at four of these bus stops
- Completed 37 projects to install new footpaths and kerb ramps and upgraded existing footpaths and kerb ramps in 18 locations.
- Improved access at 11 pedestrian crossings including footpaths, pedestrian refuges, kerb ramps and traffic lights
- Delivered a major access upgrade to the kerb ramps at the Railway Street and Princes Highway intersection in Corrimal Town Centre
- Installed two new cycle/shared pathways and upgraded two existing cycle/shared pathways
- Renewed and upgraded accessible parking in three Council car parks
- Purchased and installed wheelchair accessible matting for two beaches (Thirroul and Austinmer) and built a wheelchair access ramp at Bellambi rock pool
- Improved access in two playgrounds, including installation of wheelchair accessible play equipment at Charles Harper Park, Helensburgh and a Braille Sign at Luke's Place, Corrimal to assist people who are blind to find their way around the playground.

Council delivered a range of planning and design projects, including:

- Created a design upgrade for amenities at Austinmer Bathers Pavilion
- Undertook access appraisals at four pools (Helensburgh, Corrimal, Western Suburbs and Berkeley) to inform future upgrades to the pools.

## Improve Access to Our Systems and Processes

Council undertook a range of projects to increase access to information, including:

- Updated the playgrounds page on our website to include information on accessibility and social stories for some of our playgrounds.
- Upgraded Wollongong City Libraries and Wollongong Botanic Garden websites to meet current access standards. The content for both sites was re-written using accessible language. Information has also been added to assist people to access these services, such as details about physical access, programs for people with disability, and resources to support customers with different needs.
- Distributed our new Disability Access Guide that provides information about the accessible services and facilities Council provides
- Developed a Social Enterprise Supplier database which is available for Council officers and the general community through Council's website.

Council has continued to engage people with disability, including:

- Engaged 275 people with disability and their carers to inform the development of the new plan (2020-25).
- Convened regular meetings of the Walking, Cycling and Mobility Reference Group. This group includes representation of people with disability and their carers and provides advice to Council to inform our projects, policies and plans.

## Promote Positive Community Attitudes and Behaviours

Council has worked to promote positive community attitudes and behaviours towards people with disability, including:

- Collaborated with Shellharbour City Council to produce a calendar of events to celebrate International Day of People with Disability. The calendar was launched in partnership with Dressed for Success, a social enterprise supporting women to achieve economic independence through the provision of support, professional attire and styling sessions. Twelve local women with disability attended the launch and participated in a styling session and employment preparedness workshop.
- Provided and promoted accessible exhibitions and programs at Wollongong Art Gallery, including a Rosie Deacon exhibition and an 11-week art therapy mental health program with Rumpus.
- Incorporated a range of inclusive practices at *Viva la Gong*, including an Auslan Interpreter at the launch to interpret the Welcome to Country and Lord Mayor's speech, the Quiet Space and a tour of the site the day before for people with autism. The tour included an explanation of what would happen on the day of the event.
- Incorporated a range of inclusive practices across Council's Library services, including a Christmas papercraft activity delivered by a person with disability, purchase of an adjustable table to provide wheelchair access to the sewing machines in the Wollongong Central Library Makerspace, continuing to support a NSW Guide Dogs Association knitting group for people who are blind or have low vision and developing social stories for Corrimal, Dapto, Thirroul and Warrawong libraries that are now included on the Wollongong City Libraries website.
- Hosted a variety of programs which included an Auslan Interpreter, including a gingerbread house-making workshop and a MyGov information talk.

## Support Access to Meaningful Employment

Council has provided opportunities for people with disability to participate in work experience, including:

- Developed and piloted an eight-week work experience program for six students from Aspect South Coast School for Autism. The students worked at a variety of Council sites including the Botanic Garden, Beaton Park Leisure Centre, working with the Foreshore crew, Youth Services at Wollongong Youth Centre and in the Council administration building with the Community Development and Planning team.
- Supported the Workers of Wollongong program by providing work experience opportunities for people with disability at Wollongong Botanic Garden.
- Provided two work placement opportunities for tertiary students in Council's libraries.

Council has delivered a range of learning and development opportunities for Council officers to promote and support their understanding of disability, including:

- Delivered diversity awareness training for 50 Council officers.
- Provided two Autism awareness training sessions for 51 Council officers to increase staff awareness and understanding of Autism Spectrum Disorder and how to support and work with people with Autism.
- Provided disability awareness training as part of Council's lifeguard induction.
- Arranged an Autism Spectrum Disorder workshop, co-facilitated by a person with autism, attended by 29 Council officers. Council officers learnt about the challenges people with Autism face and various concepts, including theory of mind, where each point of theory was brought to life through real-life examples to build understanding.