

WOLLONGONG CITY COUNCIL

ANNUAL REPORT

2021 - 2022

ATTACHMENT D

Additional Local Government Act
Requirements



Requirements as per Act (section 428)

Wollongong City Council 2021-22 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 2021-2022 financial year, in accordance with Council's Financial Sustainability Program.

Capital Program Related to Special Rate Variation (SRV)					
30 June 2022					
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	220,000	106,000	326,000	229,354	(96,646)
Roadworks - resurfacing	1,050,000	2,135,000	3,185,000	0	(3,185,000)
Roadworks - road reconstruction	4,160,000	4,921,000	9,081,000	12,662,220	3,581,220
Bridges, boardwalks and jetties	987,000	534,000	1,521,000	568,349	(952,651)
Footpaths	2,591,000	3,794,370	6,385,370	7,265,922	880,552
Cycle/shared paths	875,000	961,000	1,836,000	442,955	(1,393,045)
Car parks	1,000,000	267,000	1,267,000	1,506,199	239,199
Community buildings	9,813,000	6,084,000	15,897,000	9,879,804	(6,017,196)
Public Facilities (Shelters, Toilets etc.)	312,000	342,000	654,000	501,695	(152,305)
Crematoriums/Cemetery Facilities	187,000	53,000	240,000	91,833	(148,167)
Play Facilities	812,000	576,000	1,388,000	1,077,386	(310,614)
Recreation Facilities	458,000	512,000	970,000	391,019	(578,981)
Sporting Facilities	100,000	374,000	474,000	1,404,520	930,520
Aquatic Facilities (pools, etc.)	2,575,000	747,000	3,322,000	849,099	(2,472,901)
TOTAL	25,140,000	21,406,370	46,546,370	36,870,355	(9,676,015)

- Council has invested \$6.52M in infrastructure renewals above the approved special rate variation over the last seven years.
- Council has also invested an additional \$12.1M of revenue in stormwater infrastructure asset renewals above projected 2014-2015 figures. While these were not included in the original SRV submission, Council's CCTV inspection program has identified more assets than were originally forecast as being in need of renewal.

The following table provides a comparison of forecast operating result contained in the submission for the Special Rate Variation (SRV) approved by Independent Pricing and Regulatory Tribunal (IPART) in June 2014 with the actual result for the year ending 30 June 2022.

Operating Statement Comparison of Special Rate Variation Forecast and Actual 2021-2022 30 June 2022			
	SRV \$'000	Actual \$'000	Variation \$'000
Total Revenue	316,385	301,860	14,525
Total Expenses	315,250	287,808	27,442
Operating results excluding capital grants and contributions	1,135	14,052	12,917
Major Variations			\$M
Revenue Variation			
Additional operational grants & contributions			7.44
Financial Assistance Grant			4.30
Improved revenue trends at Tourist Parks			0.43
Sale of land not in the register			0.00
Waste Facility Revenues partly due to operational efficiencies and removal of carbon tax			(12.75)
COVID-19 Impacts on revenue			(7.13)
Domestic Waste Management Income (partly due to lower waste facility operational charges)			(7.36)
Interest on investments reflecting investment markets			(3.60)
Profit on disposal of assets			0.56
Various other			3.59
Expense Variation			
Waste Facility revaluation of remediation provision			11.62
Valuation of provisions for employee long term leave liabilities Workers Compensation			4.51
Depreciation expense			3.40
Loss on disposal of assets			0.00
Waste Facility operating costs including EPA levy and carbon tax repeal			14.12
Domestic Waste Revenue (reflecting lower operational largely associated with Waste Facility)			6.74
Utility costs			(6.30)
Current and prior year capital expenditure reclassified as operational			(2.66)
Additional projects funded from accumulated operational improvements and grants			1.37
Implementation of new financial management information systems platform			(2.69)
Development Assessment additional costs			(1.06)
COVID-19 impacts on expenditure			(1.55)
Tourist Park Operations			0.06
Various other			(0.11)
Total variation for year ending 30 June 2022			12.92

Senior Staff Remuneration

As determined by a resolution of Council in August 2020, the General Manager, four directors and 14 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 \$
General Manager	1 July 2021 to 30 June 2022	423,377
Directors (4) Community Services Corporate Services Infrastructure + Works Planning + Environment	1 July 2021 to 30 June 2022	1,210,899
Senior Managers (14) Manager Property + Recreation; Manager City Works; Manager Infrastructure, Strategy + Planning; Manager Project Delivery; Manager Open Space + Environmental Services; Manager Library + Community Services; Manager Governance + Customer Service; Chief Financial Officer; Chief Information Officer; Manager Community, Cultural + Economic Development; Manager City Strategy; Manager Development Assessment and Certification; Manager Regulation + Enforcement; General Counsel	1 July 2021 to 30 June 2022	2,599,933

Cyber Security Annual Attestation Statement

I, Greg Doyle, General Manager of Wollongong City Council, am of the opinion that Council has managed cyber security risks in a manner consistent with the Voluntary Requirements set out in the Cyber Security Guidelines for Local Government.

Governance is in place to manage the cybersecurity maturity and initiatives of Wollongong City Council. Risks to the information and systems of Wollongong City Council have been assessed and are managed.

There exists a current cyber incident response plan for Wollongong City Council which has been tested during the reporting period. Wollongong City Council has a Cyber Security Framework (CSF) in place.

Wollongong City Council has done the following to continuously improve the management of cyber security governance and resilience:

- Appointed a Regional Chief Information Officer and Operational Security Analyst.
- Regularly reported to the Audit, Risk and Improvement Committee identified threats and vulnerabilities.
- Undertaken extensive training cyber security awareness for staff.
- Implemented controls for identified cyber threats and vulnerabilities in line with Council's Risk Appetite Statement
- Identified Council's 'crown jewels'.



Contracts Awarded

In accordance with Reg cl 217 (a2) of the Local Government Act 1993 the following is a list of contracts equal to or greater than \$150,000 awarded during the period 1 July 2021 to 30 June 2022 (whether as a result of tender or otherwise):

Tender N°	Name of Contractor	Contract Description	Contract Amount (Including GST) \$
E5670	GHD Pty Ltd	WWARRP Stage 2B-2 Detailed Design	\$525,234.52
E1000002	Cadifern Pty Ltd	Swan Street Shared Path	\$581,050.47
T21/16	Boab Services Pty Ltd Commercial Cleaning	Cleaning service for the Wollongong City Mall	\$480,000.00
N1000002	Project Coordination (Australia) Pty Ltd	Corrimal Beach Tourist Park Amenities	\$1,344,625.04
E1000051	Source Separation Systems Pty. Ltd Batteries	FOGO compostable liner rolls supply and delivery	\$1,200,540.00
T1000007	Central West Electrical Contractors Pty Ltd	Thomas Dalton Park, Fairy Meadow Sportsfield Lighting Upgrade	\$1,061,553.97
E1000078	M & A Lukin	Coalcliff Surf Life Saving Club Remedial Works	\$151,954.00
E5667	Land HQ	3 x John Deere 6100 4WD Tractors 1 x John Deere 6100M 4WD Tractor with Gal Rims	\$493,192.96
E1000006	Fulton Hogan Industries Pty Ltd, State Asphalt Services Pty Ltd Road Resurfacing, NA Group Pty Ltd Construction Services	Roads - Spray Seal + Rejuvenation Primary Supplier	\$1,000,000.00 +
E1000074	Batmac Constructions Pty Ltd	Windang Beach Tourist Park Supply and Install of Solar and BBQs	\$205,905.47
T21/10	Diverse Civil Contracting Pty Ltd	Cringila Hills Pump Track, Bike Skills Playground and associated works	\$2,847,839.13
E1000038	Southern Relining Services Pipe Relining	Stormwater Pipe Reline Works	\$177,133.00
T1000015	Dynamic Civil Pty Ltd	Grand Pacific Walk - Boardwalk Rehabilitation	\$315,197.30
E1000036	Wilmot Civil Pty Ltd Repairs & Maintenance Services	Stormwater Pipe Reline Works	\$251,045.19
T1000011	VBuilt Construction Group Pty Ltd Roofing Services	Bulli Seniors Centre and Childcare Refurbishment Works	\$732,271.18
E1000079	Batmac Constructions Pty Ltd	Replacement of Bellambi Beach Shelters and New Paths	\$222,562.18
E1000055	Wilmot Civil Pty Ltd Repairs & Maintenance Services	Stormwater Pipe Reline Works	\$224,021.35
E1000065	Office Feuerman	Creative Signage and Seating Globe Lane	\$173,511.14
T1000009	TECY Transport Pty Ltd	Dapto Pool Kiosk and Cash Collection Services Licence	\$220,000.00
T1000010	Corrimal Swim Squad Pty Ltd Cash Collection Services	Corrimal Pool Kiosk and Cash Collection Licence	\$198,000.00
E1000037	Interflow Pty Ltd	Stormwater Pipe Reline Works	\$291,751.95



X1000126	AJ and ME Landscapes Pty Ltd Construction Materials	Paving Installation - Lower Crown Street South Side	\$445,500.00
E1000087	Creative Recreation Solutions Pty Ltd Construction	Bulli Beach Playground Replacement	\$296,985.00
E5668	Coniston Trucks Pty Ltd	1 x Isuzu Cab chassis	\$308,400.63
E1000096	Dynamic Civil Pty Ltd	Lean Mix Base for Franklin Avenue Bulli	\$181,858.00
E1000121	Ledacon Pty Ltd	Drainage Works - Station Road Otford	\$205,536.84
E1000056	Interflow Pty Ltd	Stormwater Pipe Reline Works	\$201,783.13
E1000059	Interflow Pty Ltd	Stormwater Pipe Reline Works	\$731,285.54
E1000106	Roadworx Surfacing Pty Ltd, Fulton Hogan Industries Pty Ltd, Planet Civil Pty Ltd, Bitupave Limited Asphalt	Asphalt Patching and Resurfacing Primary Supplier	\$3,294,321.23+
E1000156	Batmac Constructions Pty Ltd	Botanic Garden Nursery Re-roof	\$269,025.42
T1000028	Dynamic Civil Pty Ltd	Lindsay Maynes Park Unanderra Criterium Track and Associated Works	\$2,555,347.99
T1000012	Cadifern Pty Ltd	West Dapto Road Upgrade Stage 1 (Water Services Relocation)	\$928,752.24
E1000073	Cadifern Pty Ltd	Keira Mine Road, West Wollongong Embankment Stabilisation	\$1,454,858.65
T1000027	Cadifern Pty Ltd	Fraternity Club, Fairy Meadow Embankment Stabilisation	\$741,188.80
E1000123	Ethos Urban Pty Ltd	West Dapto Needs Assessment Project	\$167,882.00
E5699	GHD Pty Ltd	Dam Safety Management	\$367,411.00
E1000075	Batmac Constructions Pty Ltd	Windang Beach Tourist Park Supply and Prep of External Works TAFE Cabins	\$305,483.18
T1000038	A J Grant Building Pty Ltd Repairs & Maintenance Services	Port Kembla Sailing Club - reroofing and floor replacement	\$254,694.00
E1000175	GC Civil Contracting Pty Ltd Construction Roads & Civil	The Ridge, Helensburgh Retaining Wall	\$418,354.20
T1000042	Planet Civil Pty Ltd	Denison Street Wollongong Road Safety Upgrades	\$207,328.30
E1000146	Cleary Bros Bombo Pty Ltd	Leanmix Pavement Construction - Marlo Rd Towradgi	\$571,418.73
E1000001	Datacom Systems (AU) Pty Ltd	Microsoft Software Enterprise Agreement 2021 - 2024	\$1,546,131.00
T1000043	Dynamic Civil Pty Ltd	Continental Pool Wollongong Intake Pipeline Replacement	\$816,333.10
E1000145	Stabilised Pavements of Australia Pty. Limited	Stabilisation for Railway Cres, Stanwell Park	\$221,335.40
E1000144	Stabilised Pavements of Australia Pty. Limited	Stabilisation for Harry Graham Drive, Kembla Heights	\$265,675.58
E1000154	Quadracon Building Pty Ltd	Corrimal Preschool Kitchen and Laundry Refurbishment	\$208,601.39
E1000147	Batmac Constructions Pty Ltd	Kembla Heights Community Hall Kitchen Upgrade	\$222,321.26
T1000041	Ground Stabilisation Systems Pty Ltd	Harry Graham Drive - Rockfall Barrier Brandy and Water Creek	\$2,667,240.46
T1000049	The RIX Group Pty Ltd	Lake Heights Road Retaining Wall	\$2,205,524.72



E1000203	Stabilised Pavements of Australia Pty. Limited	Stabilisation Walker St Helensburgh	\$343,220.54
E1000191	Stabilised Pavements of Australia Pty. Limited	Huntley Road, Avondale Pavement Stabilisation Works	\$1,519,139.47
E1000205	Stabilised Pavements of Australia Pty. Limited	Stabilisation Squires Way North Wollongong	\$878,796.01
E1000167	Cleary Bros Bombo Pty Ltd	Leanmix Pavement Construction Ramah Ave Mt Ousley	\$160,314.55
E1000215	Cleary Bros Bombo Pty Ltd	Leanmix concrete construction- Carcoola St, Mt Keira	\$352,041.68
E1000217	Cleary Bros Bombo Pty Ltd	Leanmix concrete construction- Francis St, Gwynneville	\$458,767.42
E1000216	Cleary Bros Bombo Pty Ltd	Leanmix concrete construction- Bulwarra St, Keiraville	\$319,303.92
E1000232	Abergeldie Contractors Pty Ltd	Harry Graham Drive Mt Kembla: Repair of Failed Road Embankment	\$2,241,475.20
T1000044	Commonwealth Bank of Australia	Banking Services	\$1,687,257.00
T1000037	Asplundh Tree Expert (Australia) Pty Ltd, Illawarra Local Aboriginal Land Council Consultant, Southern Habitat (NSW) Pty Ltd Bushland Restoration, Ecohort Pty Ltd Bushland Restoration, Bowantz Bushfire and Environmental Bush Regeneration, Good Bush Pty Ltd Bush Regeneration, Midges Bushland Restoration Pty Ltd Bushland Restoration, Commelina Bushworks Natural Area Restoration, Adeco Environmental Bush Regeneration, Toolijooa Pty Ltd, Bushland Management Solutions Pty Ltd	Natural Area Restoration and Bushfire Hazard Reduction Works	\$9,900,000.00
T1000050	Milestone Construction Group Pty Ltd	Fisherman's Beach Access Ramp	\$478,030.30
T1000055	Cadifern Pty Ltd	Port Kembla Beach Access Ramp	\$428,066.38
P01034874	Stabilised Pavements of Australia Pty. Limited	Princes Highway Kembla Grange Stabilisation	\$583,735.24
E1000010	Australian Hammer Supplies Pty Ltd	Supply of 12 Kubota F3690 Outfront Mowers Includes Tbar + 3 Mulch Kits.	\$380,809.00
E1000014	Komatsu Australia Pty Ltd	8 tonne Excavator	\$218,020.00
E1000019	Marriott Tree Equipment Pty Ltd	Supply trailer mounted woodchipper	\$151,024.50
E1000028	Cleary Bros Bombo Pty Ltd	Reconstruction Raymond Rd, Thirroul	\$260,883.61
E1000029	Cleary Bros Bombo Pty Ltd	Reconstruction Coxs Ave, Corrimal	\$290,675.28
E1000093	Roadworx Surfacing Pty Ltd	Road Stabilisation at Yallah Rd, Yallah	\$192,849.76
E1000097	Roadworx Surfacing Pty Ltd	Road stabilisation for Marshall Mount Rd, Dapto	\$241,673.26
E1000105	Creative Recreation Solutions Pty Ltd	Supply and Installation of playground design for Guest Park, Fairy Meadow	\$208,996.65
E1000108	Glory Marble & Granite	Paver supply Crown, Market x 2 and Burelli Street Projects	\$195,035.50



E1000138	Dynamic Civil Pty Ltd	Cordeaux Rd, Unanderra Patching	\$151,102.60
E1000163	Cardno NSW ACT Pty Ltd	Integral and Administration Buildings Condition Reporting	\$161,826.50
E5663	Komatsu Australia Pty Ltd	Wheel Loader	\$573,562.00
E5671	Coniston Trucks Pty Ltd	Four Trucks	\$625,688.00
E5682	Roadworx Surfacing Pty Ltd	Road Stabilisation of Franklin Avenue, Bulli	\$158,463.14
E5690	Stabilised Pavements of Australia Pty. Limited	Road Stabilisation Foreshore Road, Port Kembla	\$620,099.13
E5696	NSW Electoral Commission	Local Government Elections	\$1,314,111.60
P01032284	Bolinda Digital Pty Ltd	Printed materials - Library Services	\$310,000.00
P01032929	Boral Construction Materials NSW	Profile, supply and lay AC resurfacing at Bourke St, Fairy Meadow	\$151,162.87
P01034132	Boral Construction Materials NSW	Profile, supply and lay AC resurfacing at Wongawilli Rd Wongawilli (Smiths Lane to end west)	\$187,387.22
P01036440	Boral Construction Materials NSW	Profile, supply and lay AC resurfacing at Princes H'way Kembla Grange	\$258,203.30
P01040517	Total Drain Cleaning Services Pty Ltd	Emergency Stormwater Disaster Works	\$231,560.56
P01033040	Australian Laboratory Services	Environmental compliance testing at Whytes Gully and Helensburgh Waste Depots	\$150,000.00
LGP507-4	Panel - Various Book Suppliers	Library Books and Resource Materials	\$1,699,500+

Controlled Entities

There are no controlled entities in the financial statements for 2021-2022.

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

Partnerships, Cooperatives or Joint Ventures

Wollongong City Council was part of joint ventures with CivicRisk Mutual Ltd, whose principal activities are insurance. From 1 July 2021, the CivicRisk entities were reconstituted to form CivicRisk Mutual Ltd, a company limited by guarantee. This entity is not recognised as a joint venture.

Financial Assistance to Persons for Council Functions

Contributions of \$0.8M were made under section 356 of the Local Government Act 1993 in 2021-2022.



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 \$2M):

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	14,063
Postponed Interest	564
Council Voluntary Pension Rebate	338,810
Rates written off due to Crown Lease cancelled	nil
Total	353,437



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 the Wollongong Local Government Area (LGA) during the 2021-2022 year. The Pound Data returns included the following information:

- 163 dog attacks occurred within the Wollongong LGA in 2021-2022
- Council seized 495 companion animals in 2021-2022
- Council returned 64 companion animals to their owners, the remaining animals were impounded.

Council undertakes its impounding activities in accordance with a 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 was utilised during 2021-2022. 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 2021-2022, Council expended \$1,531,083 on companion animal management activities with all the companion animal registration income returned from the Office of Local Government's Companion Animal Fund being invested back into these companion animal management activities.

During this reporting year, Council continued the implementation of the companion animal signage upgrade program that commenced early in 2019 with updated zone, demarcation and information signage being installed at the following beaches:

- Sandon Point beach Bulli
- McCauley's beach Thirroul

Signage at the remaining beaches and parks will be upgraded as part of a staged program that will continue into 2022-2023.

Council partnered with the RSPCA as part of the Companion Animal Welfare (CAWS) Program to facilitate a subsidised de-sexing and microchipping program for residents of Berkeley, Cringila, Lake Heights, Port Kembla and Warrawong.

A community education program was also developed and implemented throughout 2021-2022. This program included extensive summer radio and social media messaging campaigns, 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 Compliance Officers worked throughout 2021-2022 with a focus on the busy beaches and foreshore parkland areas. Our Foreshore Animal Compliance Officers 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.

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 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
Bulli Brickworks Land dedication and onsite works.	Lot 2, DP 582940 and Lot 207, DP 228538, Princes Highway, BULLI	5/6/2013	No effect this period.
Vista Park Subdivision 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.
Alkira Estate, Horsley 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.
Calderwood 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.	13/12/2017	No effect this period.
University of Wollongong Public domain works.	Lot 2 DP 252694, Murphy's Avenue, KEIRAVILLE	7/9/2018	Monetary contributions of \$628,771 received during the period.
128 North Macquarie Road, Calderwood Monetary contributions	Lot 8 DP 259137, 128 North Macquarie Road, CALDERWOOD	14/8/2019	No effect this period.
81 Escarpment Drive, Calderwood Monetary contributions	Lot 1 DP 558196, 81 Escarpment Drive, CALDERWOOD	14/8/2019	No effect this period.
347 Calderwood Road, Calderwood Monetary contributions	Lot 1 DP 608238, 347 Calderwood Road, CALDERWOOD	3/11/2020	No effect this period.



Swimming Pool Inspections

The *Swimming Pools Act 1992* and regulations together with Australian Standard 1926 establish the safety standards for 'backyard' swimming pools. Council's role in this regulatory program is to:

- Ensure notification and registration of all swimming pools in the city
- Establish a swimming pool inspection program to assist in ensuring owner compliance
- Investigate safety concerns and complaints
- Promote awareness of the requirements in having a swimming pool

Inspection of swimming pool barriers has continued over the last 12 months with a focus on inspections generated by the sale or rental of residential properties. To assist with managing resources and workload including the impacts of COVID-19, simplified inspection checklists and reports have been developed.

An external audit of Council's Swimming Pool Safety Program was conducted in late 2021 identifying several opportunities to improve the program including development of a formal Swimming Pool Barrier Education Program and a review of Council's existing swimming pool barrier inspection program particularly the identification of non-registered or non-approved pools.

Inspections of pool barriers located at tourist and visitor accommodation	28
Inspections of pool barriers upon premises with two or more dwellings	5
Total number of compliance certificates issued	64
Total number of non-compliance certificates issued	26

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.

Recovery and Threat Abatement Plans (Reg cl 217(1) (e))

Councils identified in a plan as responsible for implementation of measures included in the plan, must report on actions taken to implement those measures as to the state of the environment in its area.

Nil. Wollongong City Council is not identified in a plan.

Coastal Protection Services (Fisheries Management Act 1994, s220ZT (2))

Nil. Wollongong City Council do not have a levy for Coastal Protection Services.



Stormwater Management Services

STORMWATER MANAGEMENT CHARGE

In accordance with Section 496A of the Local Government Act 1993, Council levies a stormwater management charge on all parcels of rateable land within the urban area of the City of Wollongong categorised for rating purposes as 'Residential' or 'Business' (including all sub-categories), not being vacant land, or land owned by the Crown, or land held under a lease for private purposes granted under the Housing Act 2001 or The Aboriginal Housing Act 1998.

The following charges apply:

- Land categorised as residential (not being a strata lot) \$25.00.
- Residential strata lot \$12.50.
- Land categorised as business (not being a business strata lot) \$25.00 per 350 square metres or part capped at a maximum of \$100.00.
- Business strata lot \$25.00 per 350 square metres or part of the area of land upon which the lot exists capped at a maximum of \$100.00 and divided by the number of business strata lots on that area of land.

Projected Versus Actual Expenditure on Stormwater Infrastructure

Stormwater Management Service	Expenditure \$'000	Funding * \$'000
Planned - Operational Plan 2021-22	\$3,344	\$1,870
Actual costs 2021-22	\$2,408	\$1,876
Difference	\$936	\$(6)

* 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 2021-2022 \$	Final Expenditure 2021-2022 \$	Reasons for change
Stormwater Quantity Management	0	0	
Stormwater and Watercourse Quality Management	781,000	781,236	
Dam Safety Management	485,000	205,717	Inclement weather impacted progress on planned dam risk management investigations and reports
Stormwater Operational Management	461,000	311,038	Inclement weather impacted Council's ability to affect planned maintenance activities.
Stormwater Asset Management System	461,000	326,812	Inclement weather impacted Council's ability to undertake planned CCTV inspections of the stormwater network.
Floodplain Structures	0	46,063	Flood risk management plan and maintenance activities carried out.
Total:	\$2,188,000	\$1,670,866	

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 \$
N/A		0
Total		0

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	\$39,236
Bellambi Creek - Albert Street	Weed removal and replanting with native species	\$7,500
Branch Creek - Gellately Ave and O'Briens Road Figtree	Weed removal and replanting with native species	\$4,000
Budjong Creek - Imperial Drive Berkeley	Weed removal and replanting with native species	\$30,000
Byarong Creek - Figtree	Weed removal and replanting with native species	\$25,000
Cabbage Tree Creek - UoW Innovation Campus North Wollongong	Weed removal and replanting with native species	\$15,000
Cabbage Tree Creek - Alvan St, Helen Brae, Ira Ave Fairy Meadow	Weed removal and replanting with native species	\$12,000
Cabbage Tree Creek - Foothills Road Balgownie	Weed removal and replanting with native species	\$3,000
Cabbage Tree Creek - Cabbage Tree Lane, McMahon St Mt Ousley	Weed removal and replanting with native species	\$5,000
Charcoal Creek - Cummins St Unanderra	Weed removal and replanting with native species	\$20,000
Fairy Creek - Fraternity Club Fairy Meadow	Weed removal and replanting with native species	\$8,000
Fairy Creek - Thomas Dalton Park Fairy Meadow	Weed removal and replanting with native species	\$11,000
Fairy Creek - Wisemans Park Gwynneville 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
Towradgi Creek - Lemrac Avenue Corrimal	Weed removal and replanting with native species	\$2,000
Towradgi Creek - Meadow St, Karen Place, Underwood St Corrimal	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 Rd, Dapto	Weed removal and replanting with native species	\$15,000
Robins Creek - Horsley	Weed removal and replanting with native species	\$20,000
Mullet Creek - Avondale Road Dapto	Weed removal and replanting with native species	\$10,000
Ena Avenue Dapto	Weed removal and replanting with native species	\$10,000
Minnegang Creek - Ranchby Avenue Lake Heights	Weed removal and replanting with native species	\$10,000
Fairy Creek - Porter Street North Wollongong	Weed removal and replanting with native species	\$2,000
Minnegang Creek - Denise Street Lake Heights	Weed removal and replanting with native species	\$10,000
Fairy Creek - Gilmore Park West Wollongong	Weed removal and replanting with native species	\$15,000
American Creek - O'Briens Road Figtree	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 Tarrawanna	Weed removal and replanting with native species	\$7,500
Towradgi Creek - Meadow and Keira Streets Tarrawanna	Weed removal and replanting with native species	\$1,000
Tramway Creek - North Depot Bulli	Weed removal and replanting with native species	\$1,000
Slacky Creek Bulli	Weed removal and replanting with native species	\$18,000

Project Location	Work Description	Funding \$
Brooks Creek - Kanahooka and Dapto	Weed removal and replanting with native species	\$25,000
Towradgi Creek East - Railway St/Ziems St Corrimal	Weed removal and replanting with native species	\$22,500
Whartons Creek - Bulli SWL	Weed removal and replanting with native species	\$18,500
Fairy Creek - Mercury Street North Wollongong	Weed removal and replanting with native species	\$5,000
Edgewood Estate Woonona	Weed removal and replanting with native species	\$10,000
Bellambi Creek - John Parker Reserve Russell Vale	Weed removal and replanting with native species	\$5,000
Edgar St/WSLR Caters Lane Towradgi	Weed removal and replanting with native species	\$11,000
Colvin St Detention Basin Dapto	Weed removal and replanting with native species	\$25,000
Collins Creek - Carrington Road Woonona	Weed removal and replanting with native species	\$35,000
Bellambi Creek - Pioneer Beach Estate Woonona	Weed removal and replanting with native species	\$15,000
Mountbatten Park Corrimal	Weed removal and replanting with native species	\$7,500
Hargraves Creek. Recreation Area Unanderra	Weed removal and replanting with native species	\$5,000
Pioneer Rd Towradgi West Stormwater	Weed removal and replanting with native species	\$5,000
Foothills Rd/ Charles Rd Fernhill S/water	Weed removal and replanting with native species	\$14,000
Sunninghill Circuit Mt Ousley	Weed removal and replanting with native species	\$8,000
Foothills and John St Woonona	Weed removal and replanting with native species	\$4,000
George Fuller Drive Figtree	Weed removal and replanting with native species	\$3,000
Brandy and Water Creek	Weed removal and replanting with native species	\$4,000
Cosgrove Ave Keiraville	Weed removal and replanting with native species	\$2,000
Florence and Storey St Fairy Meadow	Weed removal and replanting with native species	\$4,000
Gurungaty Water Way Port Kembla - JJ Kelly Park Wollongong S/water works	Weed removal and replanting with native species	\$16,000
Creek Run Cordeaux Heights	Weed removal and replanting with native species	\$11,000
Caroona Street Berkeley	Weed removal and replanting with native species	\$7,000
Lindsay Maynes Park Unanderra	Weed removal and replanting with native species	\$40,000
Hibiscus Pl and Bruce St Unanderra	Weed removal and replanting with native species	\$20,000
Auburn Pde Cringila	Weed removal and replanting with native species	\$10,000
Windang Rd Windang Drain	Weed removal and replanting with native species	\$5,000
Hartley Close Windang	Weed removal and replanting with native species	\$5,000
North Terrace Dapto	Weed removal and replanting with native species	\$10,000
Fairy Creek - Opp Nth Gong Hotel/Nth PCYC North Wollongong	Weed removal and replanting with native species	\$3,000
Whipbird Reserve Port Kembla	Weed removal and replanting with native species	\$3,000
Tathra Reserve Keiraville	Weed removal and replanting with native species	\$6,000
Robsons Road West Wollongong Reserve	Weed removal and replanting with native species	\$3,000
College Place Gwynneville	Weed removal and replanting with native species	\$3,000
Foley Street North Wollongong	Weed removal and replanting with native species	\$4,000
Koloona Park Figtree	Weed removal and replanting with native species	\$10,000
Cabbage Tree Creek - Guest Park Fairy Meadow	Weed removal and replanting with native species	\$25,000
WASIP - American Creek - Figtree Park	Weed removal and replanting with native species	\$4,000
Branch Creek - Murray Park Road Figtree	Weed removal and replanting with native species	\$8,000
Cobbler's Run Figtree	Weed removal and replanting with native species	\$11,000
Total		\$781,236

Dam Safety Management

Planning, engineering investigations and undertaking operational activities associated with managing the risk of Council's Declared Dam asset portfolio.

Project Location	Work Description	Funding \$
Citywide	Affecting routine inspections and maintenance, as well as completion of dam break studies and safety reviews by specialist engineering consultants.	\$205,717
Total		\$205,717

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	\$311,038
Total		\$311,038

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	\$326,812
Total		\$326,812

Floodplain Structure

Planning and undertaking detailed design and reviews of floodplain risk management plans/structure

Project Location	Work Description	Funding \$
Citywide	Programmed inspections of stormwater assets (Creeks), develop maintenance and capital renewal programs	\$46,063
Total		\$46,063

Condition of Public Works

Financial information on the condition of public works is reported in the General Purpose Financial Statements through Note C1-8 - Infrastructure, Property, Plant and Equipment, Note E2-1 - 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 Subsection 2(b) 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 2021-2022 include:	
Number of public officials who made PIDs	4
Number of PIDs received	4
Alleged Corrupt Conduct	1
Number of PIDs finalised	3

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
- Reminder messages shared through the Hub and Team Brief's



Government Information (Public Access) Act 2009

The Government Information (Public Access) Act was introduced 1 July 2010 and facilitates access to information 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 Right to Information Officers for assistance. There are a number of Open Access documents available including the Community Strategic Plan 2028, management plans, annual reports, annual budgets, plans and policies, meeting agendas and minutes, and graffiti, contracts 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 2021-2022 period. Statutory processing times were complied with in all cases bar one, in which the applicant consented to an extension.

Month	Number of Applications Received	Applications processed within the statutory timeframe of 20 working days
July	4	Yes
August	5	No
September	3	Yes
October	1	Yes
November	4	Yes
December	2	Yes
January	0	Yes
February	3	Yes
March	1	Yes
April	0	Yes
May	4	Yes
June	7	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 - www.wollongong.nsw.gov.au/your-council/access-to-information/information-registers/disclosure-log

Summary of Legal Proceedings

Particulars	Finalised	Expenses Including GST \$	Receipts Excluding GST \$
Liability Litigation Against Council			
Commercial Litigation	No	206,000.00	Nil
Personal Injury	Yes	122,046.03	Nil
Personal Injury	No	259,822.87	Nil
Council Initiated Litigation			
Unauthorised Structures and Use	Yes	15,000.00	Nil
General Prosecutions	Yes	19,274.00	N/A
Debt	N/A	157,000.00	N/A
Planning Appeals Against Council			
Refusal of Development Applications	Yes	220,000.00	24,000
Refusal of Development Applications	No	341,000.00	Nil



External Bodies that Exercise Functions Delegated by Council

During 2021-2022 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
OPEN SPACE & ENVIRONMENTAL SERVICES	
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
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
Friends of Wollongong Botanic Garden	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
Greenhouse Park Bushcare	Revegetation
Guest Park Bushcare	Riparian restoration
Harry Morton Park - FiReady	APZ maintenance
Helensburgh Bushcare	Bushland restoration
Hewitts Creek Bushcare	Riparian restoration
Hewitts Ck (Armagh Pde) FiReady	APZ maintenance
Hooka Point Bushcare	Saltmarsh/riparian restoration
Keira Oval Bushcare	Riparian restoration
Kelly Street Bushcare	Bushland Restoration

Body	Function
Kelvin Road Bushcare	Bushland restoration
Kooloobong Park Bushcare	Riparian restoration
Kulgoa Road Bushcare	Riparian Restoration
Kurrimul Creek Bushcare	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
Murray Garden Bushcare	Riparian restoration
Nyrang Park Bushcare	Riparian restoration
Odenpa Road Bushcare	Bushland restoration
Port Beach Dunecare	Dune 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
Sharkies Beach Dunecare	Dune Restoration
Stephen Drive Fiready	APZ maintenance
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
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 Pool	Bushland restoration
Yanderra Bushcare	Riparian Restoration
PROPERTY & RECREATION	
Surf Life Saving Illawarra	To provide lifesaving and rescue services to Council in accordance with the executed Service Agreement.
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.
Friends of Scarborough Cemetery	Undertake minor maintenance and works to the grounds and improvements of Scarborough cemetery.
LIBRARY & COMMUNITY SERVICES	
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 senior groups, community groups and others compatible with guidelines at mutually agreed times.



Body	Function
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.
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.
Volunteering Illawarra Volunteers	Interviewing members of the public interested in volunteering their time in 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.
COMMUNITY CULTURAL & ECONOMIC DEVELOPMENT	
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
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. Gallery Guides, provide informed talks and facilitate discussion about the exhibitions for both school groups and adult members of the community. Customer Service, assist at the Gallery reception desk, assist staff with general administration, assist visitors providing information regarding gallery programs and activities.

Details of Overseas Visits by Councillors and Council Staff

There were no overseas visits by Councilors or Staff during the 2021-2022 Financial Year.

Equal Employment Opportunity Management Plan

Council's Diversity, Inclusion and Belonging Policy, has a Statement of Commitment which states:

Our strength is the diversity of our people.

Together our responsibility is to create an inclusive place where everyone is welcome, valued and belongs. We lead with courage, openness and curiosity. Our conversations and actions celebrate diversity, inclusion and belonging.

In parallel, Council has drafted a new Equal Employment Opportunity (EEO) Management Plan outlining 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 refreshed EEO Management Policy will also see the finalisation of the EEO Action Plan in the 2022-2023 Financial year. The purpose of the EEO Action Plan is to promote 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. It is for that reason the EEO Action Plan is directly aligned to our existing: Disability Inclusion Action Plan 2020-2025; Reconciliation Action Plan (RAP), endorsed by Reconciliation Australia during 2021-2022; Positive Ageing Action Plan 2018-2022 and Child Safety Implementation Plan 2020-2022. It is this combined approach of Council's Diversity Inclusion and Belonging Policy, the EEO Management Policy and the EEO Action Plan alongside the above-mentioned action plans clearly articulate Council's commitment to Diversity, Inclusion and Belonging and Council's legislative responsibilities under the Local Government Act 1983.

During the 2021-2022 financial year, Council continued to deliver workforce diversity programs that operationalised Council's strategies and focused on equal employment opportunity initiatives in the community. Council also undertook a number of activities that provided and sustained opportunities for diverse groups in our community.

Ongoing improvements to Council's recruitment practices resulted in an increased focus on the candidate experience, continued improvements in assessment methods to determine candidate capabilities and behaviours relative to the role and a continued improvement to pre-employment screening processes. Council's Recruitment Information Pack was updated to include our Diversity Inclusion and Belonging Statement of Commitment. Council's Employee Value Proposition (EVP) was finalised alongside a Leadership Value Proposition (LVP) now forms part of Council's Recruitment Information Packs and continues to build on Council's employer brand. Career days were unable to be held during the 2021-2022 period because of the risk protocols to manage the COVID-19 pandemic environment and associated NSW Public Health Orders.

Outside of Council's work in developing a Reconciliation Action Plan (RAP), Council is continuing to honor its commitment to support an indigenous PhD candidate by participating in their research relating to 'Improving Cultural Diversity in Corporate Australia' despite much of the activity having been on hold during the COVID-19 pandemic. Council is also actively exploring various platforms to support First Nations people to identify and access employment opportunities. Council's objective to partner with the Illawarra Local Aboriginal Land Council on a local jobs board arrangement to improve our reach with Aboriginal community is testament to this approach. Council's three RAP Champions, who are all key organisational leaders, continue to advocate for and support reconciliation, inclusion and equity of our Indigenous community. During the 2021-2022-year Council's RAP Champions actively participated in the first Australian Reconciliation Convention of this century. As part of the Australian Reconciliation Day in May 2022, staff were invited to a Yarning Circle to hear about the lived experience of two local Aboriginal Elders. Due to the pandemic impacting on the timing of the event, it was held later in the year.

During the year Council, reviewed and/or developed new Action Plan strategies in our Disability Inclusion Action Plan (DIAP) 2020-2025; Reconciliation Action Plan (RAP) and Child Safe Council Policy. In reviewing these and many other documents, an easy English guide has been adopted to improve the accessibility to Council Information. Accessibility to our library services continues to improve with the availability of online jigsaws, eBooks and delivery services. Accessibility for our staff continues to grow via digital devices that enable remote access to a range of new SMART Technologies to improve the quality of services to our community.

Council continued to build the capability of our staff through a draft Diversity Inclusion and Belonging Learning Framework. Training recommenced in Diversity Awareness and Autism Awareness with a new Cultural Intelligence course being introduced. Council also invested in membership to Diversity Council of Australia. Research papers, resources, and other tools and guidelines will be accessed to continue to develop internal expertise.

Engendering a sense of inclusion and belonging for Council staff was evidenced across the year through a number of accessible experiences, platforms and activities. A model of Peer Collectives was developed and supported by Council leadership with a view to introduce these in the next financial year. A lunch and learn was held during the financial year during which MINUS18 – an Australian charity improving the lives of LGBTQIA+ youth, led a learning session. Council's informal Pride staff network organised and led morning teas to raise funds for MINUS18. Group-based initiatives were established and/or patronised by diverse members of staff during the financial year. Council's internal social media platform - Yammer saw either the introduction or increased membership in groups such as the Pride Network, Garden Club, Bookworms United, Learning City and Spokes People by way of example. Members of staff from diverse schools of thought, life experiences and capabilities also came together to work on various Council initiatives like the Council's Reward Strategy, Zero Aggression Program and Wellness Program. The uptake of gender and gender-neutral pronouns into staff email signatures increased during the year to engender belonging for gender inclusion.

Council continued to support the development of diverse staff through accessibility to online development portals, ongoing investment in formal, informal and social learning and development opportunities as well as personalised plans for staff, taking into account their cultural and ability needs.

Council continues to identify and offer inclusive positions within our training pathway program for Cadets, Apprentices and Trainees (CAT's) such as identified positions for Aboriginal and Torres Strait Islander people and those living with disability. During the 2021-2022 year, 16 new Cadets, Apprentices, Trainees and School Based Trainees commenced with Council. Our Work Experience Program resumed following Council's COVID-19 safe approach. Forty-five placement opportunities were provided while Council continued to work closely with schools to identify opportunities for students with disability to participate.

Council continues to partner with community networks and schools to educate and promote employment opportunities. During the year, Council partnered with Green Connect to employ 28 former refugees to support the maintenance of our Foreshore area over the summer. These partnerships have resulted in increased engagement of women in non-traditional areas, young people, people living with disability, and people from CALD backgrounds in our training pathway program (Cadets, Apprentices and Trainees).

Council once again supported Wollongong Mentor Walks, a bi-monthly event that provides women with the opportunity to be mentored by local senior female executive in businesses across the Illawarra. Since the inception of the program in the Wollongong region in 2018, a number of senior staff from Council have volunteered their time to act as mentors. Council grew its support of Mentor Walks during the year by confirming financial sponsorship for the 2022-2023 and 2023-2024 financial years. Other inclusive international or national days celebrated during the year include; International Women's Day; National Aborigines and Islander Day Observance Committee (NAIDOC) week, International Day of People with Disability, Autism Awareness Day, International Day against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT), Wear it Purple Day and PRIDE month. The new Progress Pride flag was flown during Pride month.

Council's continued commitment to achieving gender equity is exemplified in Council's Gender Equality Report which is in the main body of this Annual Report. The results highlight a gender pay gap, based on like for like positions, at 3.56% or \$3,021.15 pa in favour of women.

Council continues to provide and communicate flexible work arrangements to support staff. In response to the pandemic period, Our Working from Home Procedure was implemented with a focus on caring for and supporting our people. Our Working from Home Procedure has been refined to consider learnings from the pandemic.

During the 2021-2022 year, Council introduced personalised plans supported by occupational therapists to help staff in the workplace. Where there is a need, supervisors and/or teams are provided mentoring and coaching on working with people with disability and/or CALD background. As an additional support, Council has launched a Wellbeing platform called Lifeworks Apps underpinned by Council's Employee Assistance Program.

Council was announced the winner of the Minister's Awards for Women in Local Government 2021-2022 in the category of NSW Employment Diversity Award. This category is awarded to Council for our commitment to increase female participation in senior leadership roles. Council's General Manager, Mr Greg Doyle won this award for work on the focus and outcomes he has driven across Wollongong Council to engender an environment of inclusion of women at all levels in Council, especially our most senior levels including an all-female Director executive.

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' behaviours 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 13 Ordinary Council meetings, one Extraordinary Council meeting and 27 Councillor briefings.

Councillor	Council Meetings Attended	Councillor Briefings Attended
Lord Mayor, Councillor Gordon Bradbery AM	14	25
Councillor Cath Blakey	14	27
Councillor David Brown	14	27
Councillor Tania Brown	14	27
Councillor Leigh Colacino*	6	10
Councillor Mithra Cox	14	25
Councillor John Dorahy	14	22
Councillor Dom Figliomeni	14	27
Councillor Janice Kershaw	12	26
Councillor Ann Martin	14	26
Councillor Jenelle Rimmer*	6	11
Councillor Cameron Walters	14	26
Councillor Richard Martin**	8	16
Councillor Linda Campbell**	8	16
Councillor Elisha Aitken**	8	15

Attendance at Section 355 Committees

Australia Day Committee	Meetings Held	Attended
Lord Mayor, Councillor Gordon Bradbery AM	6	4
Councillor Jenelle Rimmer*	4	0
Councillor Tania Brown***	0	0

* Ceased to be a Councillor on 4 December 2021

** Councillor elected 4 December 2021

*** Councillor Tania Brown was appointed to the Committee on 27 June 2022 and no meetings have been held in the 2021-22 financial year subsequent to date of appointment.

Councillor Induction, Training and Ongoing Professional Development

- The Lord Mayor and all 12 Councillors participated in the Council Induction Program following the December 2021 Local Government Elections.
- The Lord Mayor and all 12 Councillors have been made aware of professional development opportunities available to them and have been involved in selecting appropriate opportunities to be undertaken towards their professional development.
- Council issued a total of 28 Office of Local Government Circulars to Councillors during 2021–2022.

Below are the attendances by Councillors in 2021–2022 at seminars and other activities delivered as part of the ongoing professional development program:

Detail	Councillors attending	Date/s
LGNSW Special Conference	Lord Mayor and seven Councillors	28 February–2 March 2022
ALGA National General Assembly of Local Government	Lord Mayor and three Councillors	19-22 June 2022
Training LGNSW – Taxation Considerations for Councillors	One Councillor	20 April 2022
Training LGNSW – Social Media for Councillors	One Councillor	10 May 2022

Report of the Audit, Risk and Improvement Committee

Report to Council covering the period July 2021 to June 2022.

BACKGROUND

This report covers the activities of the Audit, Risk and Improvement Committee (ARIC) for the period from 1 July 2021 to 30 June 2022.

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 fulfilment of external accountability requirements.

MEMBERSHIP AND CONDUCT

There was a quorum for each of the meetings held in 2021-2022.

Meetings were held on 16 August 2021, 9 September 2021, 6 October 2021, 1 December 2021, 8 March 2022 and 14 June 2022.

Two of these meetings (August and October) were extraordinary meetings to consider the financial statements.

Wollongong Council's ARIC comprises a total of five members – three independent members and two Councillor delegates.

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

The ARIC membership and meeting attendance for the 2021-2022 financial year was:

Member	Role	Term Ends	Meetings Attended/ Eligible to Attend
Donna Rygate	Independent Chair	31 October 2023	6/6
Stephen Horne	Independent member	31 October 2022	6/6
Catherine Hudson	Independent member	31 October 2022	6/6
Cr Mithra Cox	Councillor delegate	21 February 2022	1/3
Cr Dom Figliomeni	Councillor delegate	September 2024	5/5
Cr Tania Brown	Councillor delegate	September 2024	2/2

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

RECOGNITION OF COUNCIL ACHIEVEMENTS

Council continued to respond to considerable challenges in 2021-2022 especially in relation to the ongoing COVID-19 pandemic and severe weather events. Despite this, Council's key achievements from a governance, risk and financial perspective include the following:

- 1 Financial Statements were audited and submitted as required
- 2 Progress was made around cyber risks
- 3 Ongoing effort to improve governance across the organisation

SUMMARY OF ARIC's ROLE AND ACTIVITIES

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



These arrangements have operated soundly during 2021-2022.

Compliance and Governance processes

Key ARIC activities included:

- Bi-annual review of the Gifts and Benefits Register, Conflicts of Interest Register and Secondary Employment Register
- Reviewing implementation of Council's Governance Improvement Plan and Fraud and Corruption Prevention Improvement Plan each quarter
- Reviewing Councillor Expense control
- Reviewing the Code of Conduct – Complaint Statistics Report

Risk management and fraud control

The Enterprise Risk Management Framework continued to evolve and improve during the year.

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

In 2021-2022 key ARIC activities included:

- Receiving and reviewing reports on risk management and strategic risks.
- Considering strategic risks facing Council and monitoring risk treatment plans established to reduce or mitigate those risks.
- Considering significant emerging risks or legislative changes impacting Council.

The Committee received presentations in relation to issues including the following:

- 2022 UCI Road World Championships – Wollongong NSW
- Cyber risks.
- COVID-19
- Combustible Cladding
- Asset Revaluations

The ARIC sought to ensure that Council has adequate fraud prevention strategies in place. It receives reports on the findings of any matters investigated by Council's 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 2021-2022 the ARIC has reviewed the following Internal Audit Reports:

- CCTV Operations
- Recruitment, Selection and Appointments
- Contract Management
- Swimming pool compliance
- Accounts Payable
- Building Maintenance
- Developer Contributions

O'Connor Marsden (OCM) provides internal audit services to Council. OCM works closely with Council's Governance and Risk Manager to deliver Internal Audits to Council.

Key ARIC activities in relation to Internal Audit included:



- Reviewing and endorsing the annual Internal Audit Plan and monitoring its progress
- Reviewing 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
- Holding 'in camera' meetings with the internal audit service provider

External Audit

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

Key ARIC activities included:

- Supporting the work associated with preparing and finalising the financial statements
- Reviewing the annual Engagement Plan
- Reviewing the management letter with a view to ensuring corrective action was planned and implemented as necessary
- Holding 'in camera' meetings with the External Auditors
- Writing to the Auditor General to express concern in relation to the challenging timelines imposed on Council for the financial audit

Progress continues in implementing recommendations from both Internal and External Auditors and various other independent reviews. ARIC continues to monitor and review the progress in implementing recommendations, with particular focus on high priority issues. The ARIC reviews regular progress reports at each meeting.

Financial Management

Key activities for the ARIC this year included:

- Reviewing monthly and quarterly management, financial, investment and performance reports
- Reviewing the annual financial statements for completeness and consistency with the Committee's knowledge of operations and application of accounting policies and principles
- Reviewing Council's financial performance against the Budget as approved by Council (both operating and capital budgets)
- Reviewing strategies of management to achieve budget balance
- Reviewing long-term financial strategies developed by management
- Receiving briefings on significant accounting and legislative matters with the potential to affect the financial position of Council
- Considering and advising on the General Manager's financial delegations, to bring them into line with industry practice

OUTLOOK FOR 2022-2023

Council's Internal Audit Plan takes 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 so it takes into consideration the changing environment and key aspects of Council's operations.

ARIC's activities are being aligned with the long-awaited audit, risk and improvement reforms still foreshadowed by the Office of Local Government.

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 continues to develop best practice in its business models whilst maintaining robust internal controls.

ACKNOWLEDGMENTS

I would like to thank the Committee members, management and staff, the internal auditors and the external auditors for their valuable contributions.



Donna Rygate Chairperson
Audit, Risk and Improvement Committee
30 June 2022



Internal Audit and Risk Management Attestation

Note: *The Office of Local Government released a draft Risk Management and Internal Audit Framework for Local Councils in NSW that was subject to public consultation. Whilst the framework is not yet mandatory on local councils, Wollongong City Council provides the following voluntary attestation in relation to elements of the draft framework that are applicable at this time.*

I am of the opinion that Wollongong City Council has an Audit, Risk and Improvement Committee and risk management and internal audit processes that, excluding the exceptions outlined below, operate in compliance with the requirements set out in the draft Risk Management and Internal Audit Framework for Local Councils in NSW.

Specifically:

Audit, Risk and Improvement Committee

Requirement	Compliance
Council's Audit, Risk and Improvement Committee is independent of the Council and has three members that comply with or exceed the minimum requirements for the Council's prescribed category as a 3 council	compliant
The chair and all members of Council's audit, risk and improvement committee meet the eligibility and independence criteria required of their position	compliant
Council's audit, risk and improvement committee operates according to terms of reference approved by the Council that are consistent with the draft Model Terms of Reference	compliant
Council's audit, risk and improvement committee provides an annual assessment to the governing body each year	compliant
The Council provides the audit, risk and improvement committee with direct and unrestricted access to the General Manager, senior management, professional conduct coordinator, as well as information and resources so it can fulfil its responsibilities	compliant
At least once each council term the Council receives a report on the operations and effectiveness of the audit, risk and improvement committee.	compliant

Membership

The chair and membership of the Audit, Risk and Improvement Committee are:

Independent chair	Donna Rygate	30/10/2020	30/09/2023
Independent member	Stephen Horne	01/02/2016	31/10/2022
Independent member	Catherine Hudson	19/10/2015	31/10/2022
Councillor member	Cr Tania Brown	21/02/2022	Term of Council
Councillor member	Cr Dom Figliomeni	31/08/2020	Term of Council
Councillor member	Cr Mithra Cox	24/09/2018	21/02/2022

Risk Management

Requirement	Compliance
Council has adopted a risk management framework that is consistent with current Australian risk management standards and appropriate for the Council's risks	compliant
Council's audit, risk and improvement committee is responsible for reviewing the implementation of Council's risk management framework	compliant

Internal Audit

Requirement	Compliance
Council has an internal audit function that provides an independent unbiased assessment of the Council's operations and risk and control activities	compliant
Council's internal audit function reports to the audit, risk and improvement committee on internal audit matters	compliant
Council's internal audit function operates independently of the Council and internal audit activities are not subject to direction by the Council	compliant
Council's internal audit function operates according to an internal audit charter	compliant
Council has appointed an external provider, with appropriately skilled staff member to undertake internal audit activities	compliant
Council's internal audit function operates according to annual and four-yearly strategic plans endorsed by the Council's audit, risk and improvement committee	compliant
Council provides the internal audit function with direct and unrestricted access to Council staff, Council's audit, risk and improvement committee, as well as information so it can fulfil its responsibilities	compliant

Greg Doyle – General Manager

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	New Years Eve \$	Australia Day \$
Acorn Lawyers	7,500	
Remondis		2,500
BlueScope		2,500

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 2021-2022, there were no unsolicited proposals that progressed to Stage 2 assessment.



Disability Inclusion Action Plan 2020-2025

Council is striving to make Wollongong an inclusive city that provides equal opportunity for people with disability to participate in all aspects of community life. Our aim is to be a leader in promoting and supporting the social and economic participation of people with disability. Our Disability Inclusion Action Plan (DIAP) sets out what we will do to support inclusion of people with disability in our city. It was developed after extensive community engagement to make sure the priorities reflect what is important to our community.

The Plan will assist us to meet requirements for local Government in the NSW Disability Inclusion Act 2014.

Our Plan has 91 Actions across four focus areas

- 1 Create liveable communities
- 2 Improve access to services through better systems and processes
- 3 Promote positive community attitudes and behaviours
- 4 Support access to meaningful employment

Annual Progress

Completed	In progress	Not started
2	80	9

HIGHLIGHTS FOR 2021-2022

This report provides a summary of what we did in the 2021-2022 financial year.

Create Liveable Communities

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

- Installed a new unisex accessible toilet and two new ambulant toilets at Corrimal Beach Tourist Park
- Installed a new “Changing Place” accessible adult change facility at Port Kembla Beach which can be used 24 hours
- Installed 16 new footpaths and associated kerb ramps
- Upgraded eight existing footpaths and associated kerb ramps
- Installed five new cycle/pedestrian shared paths and renewed two cycle/pedestrian shared paths
- Renewed six Council car parks including the accessible car parking spaces
- Installed a new carpark with accessible parking at Cringila Hills Recreation Park
- Installed a new bus stop at Dapto Mall
- Renewed Bulli Beach Reserve playground which included the addition of a range of accessible and inclusive elements such as accessible parking, continuous accessible paths of travel, a wheelchair accessible carousel, variety of accessible swings and signage
- Purchased five personal transfer hoists for use at our aquatic facilities to transfer wheelchair users to pool wheelchairs as required
- Installed an accessible barbecue with continuous accessible path of travel to camp kitchen at Windang Tourist Park

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

- Commenced design work for an accessible adult change facility for Western Suburbs Pool, Unanderra
- Designed new access ramp for Port Kembla Beach
- Commenced work on planning improvements to accessible parking in Wollongong CBD

Improve Access to Services Through Better Systems and Processes

Council revised policy and planning documents to strengthen and support access and inclusion outcomes:

- Adopted revised version of Wollongong DCP 2009- Chapter E1 Access for People with Disability
- Drafted an evaluation framework to monitor and measure the outcomes of our Disability Inclusion Action Plan



Council undertook projects to increase access to information, including:

- Completed training on developing accessible print and PDF documents and writing in plain English to assist us to produce accessible publications that are accessible from a design and text/copy viewpoint
- Provided a range of communications including more than 30 Media Releases about access including promotion of new accessible playgrounds at Cringila and Bulli, the new “Changing Place” accessible adult change facility at Port Kembla Beach and to recognise International Day of People with Disability
- Developed Easy English versions of our Community Strategic Plan Our Future Our Wollongong 2032 and a Tree Removal or Pruning on Private Property Guide
- Upgraded three websites to meet access standards and include information about access Tourist Parks, Leisure Centres and The Vale Golf Course, Russell Vale
- Created new web content to promote beach accessibility and the location of hearing loops in our community facilities
- Provided social stories for Comic Gong 2022 and Paint the Gong REaD
- Promoted Council services for people with disability at the Illawarra Disability Options Expo

Council has continued to engage people with disability, including:

- Engaged people with disability to inform Council projects and updated community engagement tools and resources to meet access standards
- Convened 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 delivered a range of projects to promote positive community attitudes and behaviours towards people with disability, including:

- Delivered two online “Conversations About Inclusion” to recognise and celebrate International Day of Person’s with Disability. 34 Council managers participated in the conversations with people with disability. The aim of the conversations was to provide an opportunity to raise awareness, build understanding and continue the discussion about inclusion
- Drafted an Inclusive and Accessible Event Guide which is expected to be available on Councils website in 2022
- Delivered Inclusive and Accessible Events Training for 21 Council officers
- Worked with Flagstaff as part of the Bike City Program to draft a training module for tourism venue accessibility
- Created a Quiet Space in the Youth Centre including dimmable lights, fidgets, and sensory items.
- Designed and facilitated workshops in collaboration with Relationships Australia for Neurodiverse LGBTIQ+ Young People about healthy relationships
- Continued to deliver a range of programs via our Youth Services including TeenZ Connect program, tours of Wollongong Youth Centre and Belong workshops to increase participation of young people with disability
- Created a partnership between Beaton Park Leisure Centre and Rainbow Club to deliver a learn to swim program aligned to NDIS (National Disability Insurance Scheme) funding. 18 participants are enrolled
- Continued to deliver exercise programs for young people with disability at Lakeside Leisure Centre. Ten-week programs are delivered in line with school terms. 20 students were enrolled in each program
- Provided the Quiet Space as part of the annual Comic Gong festival. The space was popular, and many participants made it their home base for the day, dropping in and out to decompress from the excitement of the day. Almost 200 people visited the space
- Delivered an inclusive session of Create Features for people who are blind or have low vision and the deaf community to come along and find out more about native animals. Touching and holding the animals was a highlight
- Continued the ‘Visually Impaired Knitters’ group in Wollongong City Library
- Hosted ‘Gingerbread House’ making workshops at Wollongong City Library. One with an Auslan Interpreter and two in partnership with Guide Dogs NSW for people who were blind or have low vision
- Worked with Disability Trust to provide artwork for 2022 UCI Road World Championships – Wollongong NSW event decorations. Works will go into the Ethel Hayton Walkway and the Arts Precinct and include 2D and 3D pieces
- Provided Access2Express Art Tours for 50 students with disability from Kiama and Dapto high schools
- Continued to facilitate “Art and Dementia Tours” at Wollongong Art Gallery



Support Access to Meaningful Employment

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

- Employed two people with disability via the Cadets, Apprentices and Trainees (CAT) program
- Worked with the Disability Trust to continue to deliver a one-year work experience program to provide a work experience program in our library for a person with disability
- Provided work experience for four people who indicated they had disability
- Delivered a social procurement workshop for Council officers at which a disability provider presented information about the services they provide

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 35 Council officers
- Delivered Autism Awareness Training for six Council officers
- Delivered Dementia Awareness Training for ten Council officers
- Drafted a Diversity, Inclusion and Belonging training strategy
- Attended a tour of Flagstaff Group employment services for people with disability. 18 Council officers attended

Labour Statistics

The following provides a table under Section 217 of the *Local Government (General) Regulation 2021* (the Regulation) of the number of persons who performed paid work for Council on the “relevant” day fixed by the Secretary of the Department of Planning, Industry and Environment each year. In 2021-2022, the “relevant” day for reporting was 25 May 2022.

No. of persons directly employed by Council:	
On a permanent full-time basis	957
On a permanent part-time basis	225
On a casual basis	71
On a temporary full-time basis	105
On a temporary part-time basis	35
Under a fixed term contract	0
Senior staff for the purposes of the <i>Local Government Act 1993</i> (the Act). Does not include General Manager	18
N ^o of persons engaged by council, under a contractor other arrangement with the person's employer, that is wholly or principally for the labour of the person	4
N ^o of persons supplied to the council, under a contract or other arrangement with the person's employer, as an apprentice or trainee	0*

* Apprentices are calculated in full-time or part-time figures