

Part 3 Statutory Information Annual Report 2012/13

Part 3: Table of Contents

Companion Animal Management..... 2

Condition of Assets 3

Contracts 8

Community Grants 9

Councillor Expenses 12

Companies Controlled by Council..... 13

Environmental & Infrastructure Works Program 14

Equal Employment Opportunity Management Plan 20

Financial Summary 22

Functions Delegated to Others Organisations..... 23

Legal Proceedings..... 24

Overseas Visits 27

Partnerships with Other Organisations 28

Planning Agreements 30

Privacy & Personal Information Protection 31

Rates Written Off 32

Remuneration Package – General Manager 33

Remuneration Packages – Senior Staff 34

Stormwater Management Services &
 Coastal Protection Services Levy..... 35

Subsidised Work on Private Property 36

Companion Animal Management

LG (Gen) Reg Cl 217(1) (f)

The Council's Companion Animal functions are undertaken by Council's three Rangers and one Companion Animal Officer. During the reporting period 511 companion animals were registered on the New South Wales Companion Animals Register for our area, with approximately 96.5% of these animals being de-sexed. Furthermore, 143 barking dog matters were reported and investigated, 13 nuisance dog declarations, 3 dangerous dog orders and no restricted dog order were issued, with the required notifications being issued to the Division of Local Government. 135 dog related fines were issued.

Council is committed to encouraging responsible pet ownership and providing adequate exercise space for animals. This year Council organised one 'Puppies in the Park' event focusing on local issues and responsible pet ownership. The event was held at Lyne Park on 21 April 2013. Information is also provided on Council's website and within Council's Customer Services area. Council continues to produce its successful 'People & Pets Flip Guide'.

Council operates and supports a Companion Animal's Advisory Committee that is made up of representatives from the local residential community, animal professionals and Council Officers. Council's Animal Advisory Committee generally meets once every quarter to discuss Companion Animal issues.

Three areas within the Municipality are currently declared as 'off-leash' areas where dogs are permitted to be exercised off-leash at

all times and there are a further seven areas where dogs are permitted off-leash during prescribed times.

Council utilises the services of the Sydney Dogs Home at Carlton as its animal pound. The Sydney Dogs Home is responsible for managing unclaimed animals and for implementing strategies that seek alternatives to euthanasia of unclaimed animals.

The 2012/13 income and expenditure relative to the Council's Animal Control function is provided in the table below.

Expenditure		Income	
Staffing expenses	\$85,096	Recovered costs	Nil
Material: Goods & Services	\$1,679	Impounding Fees	Nil
SDRO Processing Charges	\$314	Dog Licences	\$16,672
Legal Expenses	\$27,183	Dog Fines	\$11,027
Mobile Telephone Charges	\$339		
Impounding Expenses	\$7,592		
Internal Plant Charge	\$7,053		
Total Expenditure	\$129,256	Total Income	\$27,699

Condition of Assets

Planning & Reporting Manual 2010

Council reviewed and updated Asset Management Plans during the year.

This section of the Annual Report contains a summary of the visual condition analysis for the major infrastructure assets and an estimate (at current values) of the amount of money required to bring these assets up to a satisfactory standard.

The table below is an inventory of the major infrastructure assets considered, including the estimated Current Replacement Cost at 2010/11 values (last valuation) and updated capital works since then.

Asset	Quantity Note 2	Estimated Current Replacement Cost (CRC) Note 1
Road Pavement including islands, signs, medians, etc.	1,266,583 m ²	\$333,508,758
Concrete Bridge Structure	1	\$2,332,350
Kerb and Gutter	281km	\$57,185,727
Footpaths including stairways, kerb ramps	451,000 m ²	\$60,333,049
Drainage – Pipelines	105 km	\$52,930,663
Drainage – Pits & SQIDs	4451 Nos	\$21,772,171
Wharves, Jetties, Swimming Baths, Boat Ramps & Foot Bridge Note 4	5 Nos	\$6,909,241
Sea Walls Note 4	3.65 km	\$42,199,605
Retaining Walls Note 4	7 km	\$22,493,700
Other Roadside Assets Note 3	variety of items	\$ 814,581
Park Assets Note 4	variety of items	\$33,680,000
Total		\$634,159,845

Note 1: These values are based on replacement cost at 2010/11 prices – it would cost this amount to build the assets now. The figures are based on estimated unit rate costs in 2010/11 and do not include the cost of the land.

Note 2: All measurements are subject to adjustment as the inventory is further refined.

Note 3: Database on these items is being developed hence is not the complete figure.

Note 4: This item is not taken into financial statements at fair value.

1. Condition of Major Infrastructure Assets

Asset Condition Profile

The 2012/13 condition analysis demonstrates that there has been a marked improvement in the serviceability condition of all major asset classes compared to the 2007/08 condition survey. This improvement is due to the asset renewal program for the last several years.

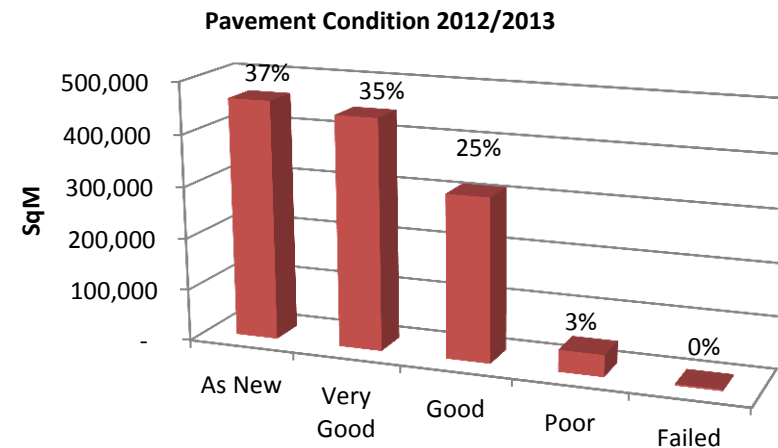
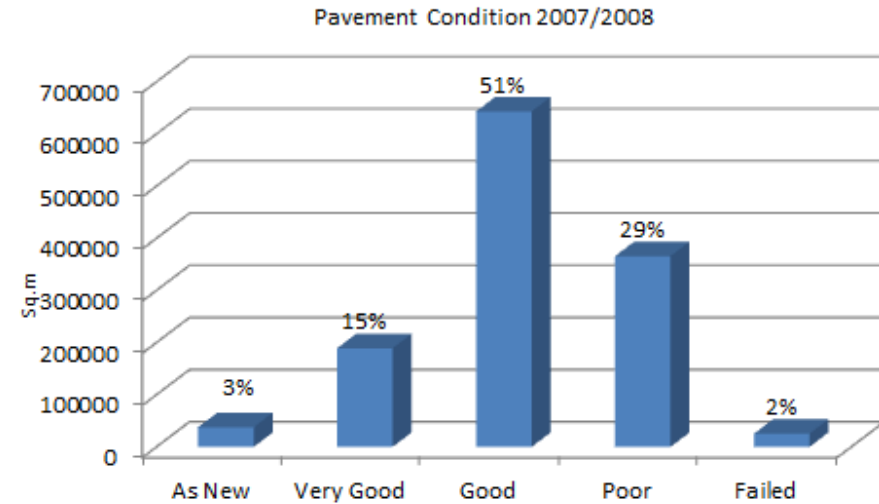
This comparison can be seen in graphs below which presents the percentage of assets in each major "class" rated as either "As New", "Very Good", "Good", "Poor" or "Failed". The graph also shows the area, in square metres or in linear metres, for each asset rating.

It has been several years since Council reviewed the condition ratings for all footpaths. This will be undertaken in 2013/14 and therefore there may be some changes in the overall condition ratings for footpaths.

5-year Capital Renewal Program

Council maintains a rolling 5-year Capital Renewal Program as part of its long term infrastructure replacement program. Also included below are details of the amount of each class of asset scheduled for renewal in the next 5-year Capital Renewal Program

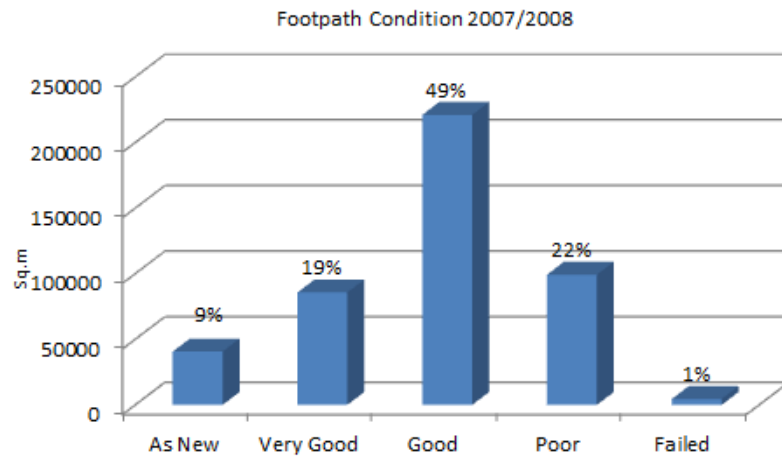
Road Pavement Condition Profile



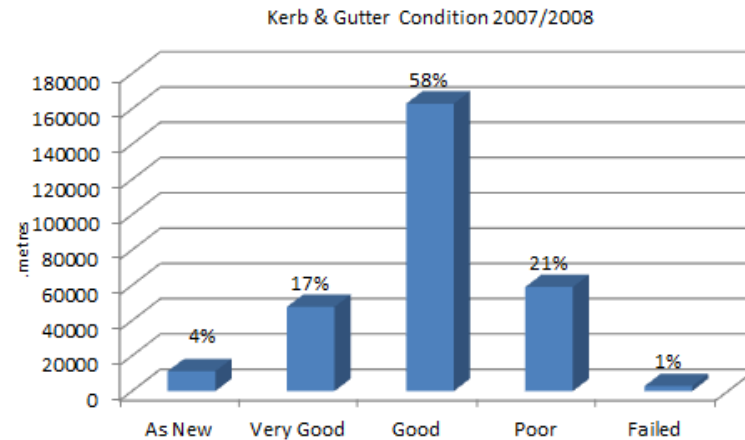
Approximate Road Pavement Replacement next 5 years

Area (m ²)	% Area (of total road area)
137,533	10.89%

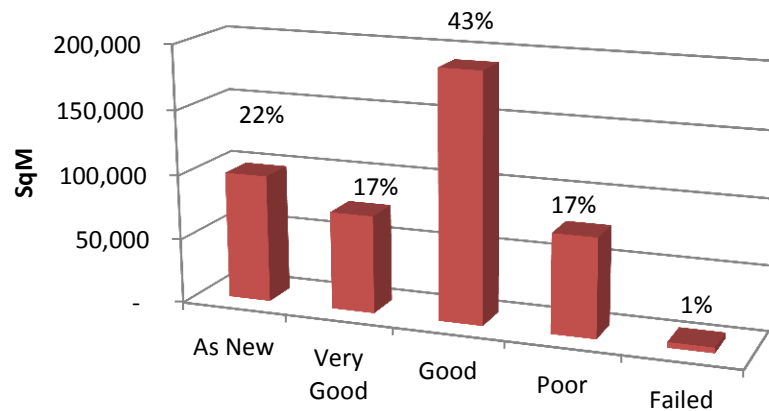
Footpath Condition Profile



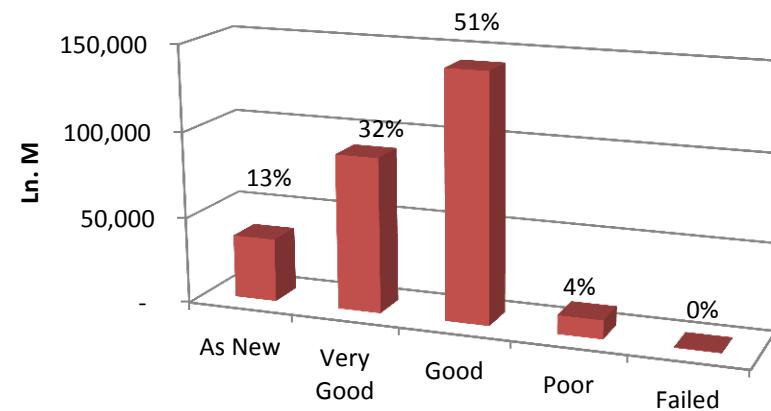
Kerb and Gutter Condition Profile



Footpath Condition 2012/2013



Kerb & Gutter Condition 2012/2013



Approximate Footpath Replacement next 5 years

Area (m ²)	% Area (of total footpath area)
25,278	5.60%

Approximate Kerb and Gutter replacement next 5 years

Length (m)	% Length (of total kerb and gutter length)
17,899	6.36%

Drainage

Capital works for drainage assets are programmed with regard to:

- Results of drainage studies carried out
- Known problem areas
- Drainage lines known to be in poor condition
- Estimated age of construction.

Council currently has limited detailed information on the condition of the drainage network. Council commenced an audit of the stormwater network in 2012/13 and this will continue in 2013/14.

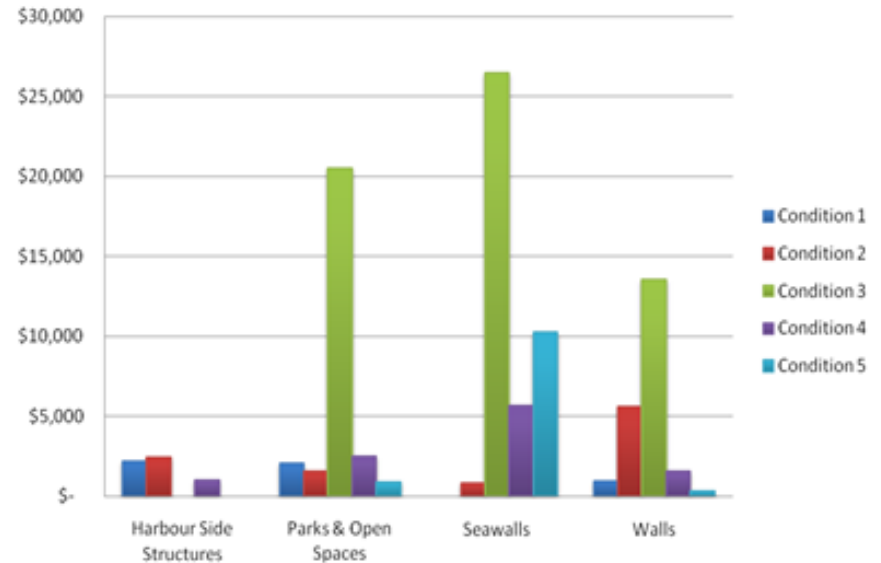
Estimated expenditure required over next five year period is shown in table below.

Capital Renewal and Upgrade Works for Drainage Assets

Estimated Capital Cost	\$ 2,400,000
------------------------	--------------

Other Assets

The Category of other assets include: Harbourside Structures; Seawalls; Park Assets and Retaining Walls. Council adopted an Asset Management Plan for these assets and recorded their present condition of serviceability among other parameters for better management. The table below shows the condition of the asset and the estimated value, in \$'000, of those assets by the categories during 2010/11 financial year.



- A. Condition is measured using a 1 – 5 rating system.
- B. **Rating** **Description of Condition**
- C. 1 Excellent condition: Only planned maintenance required.
- D. 2 Very good: Minor maintenance required plus planned maintenance.
- E. 3 Good: Significant maintenance required.
- F. 4 Average: Significant renewal/upgrade required.
- G. 5 Poor: Unserviceable.

Harbourside Structures

Council is responsible for two recreational wharves, i.e. Yarranabee Park Wharf & Pontoon and Parsley Bay Wharf; and for other harbour-side structures namely Redleaf Pool, Parsley Bay Foot Bridge and Watsons Bay Baths.

Estimated expenditure required over next five year period is shown in table below.

Capital Renewal Works for Harbourside Structures in Next 5 Years

Estimated Capital Cost	\$ 400,000
------------------------	------------

Seawalls

Estimated capital renewal cost is determined by identifying the condition assessment carried out during the year on all seawalls that are falling below the desired level of service and are coming to the end of estimated economic lives in the next five years. The capital renewal expenditure has been based on replacement costs derived from previous works. The desired level of service for seawalls is to upgrade, through the capital renewal program, all seawall assets rated as Condition 3 - Need minor repairs or greater.

Estimated expenditure required over next five year period is shown in table below.

Capital Renewal Works for Seawalls in Next 5 Years

Estimated Capital Cost	\$ 2,000,000
------------------------	--------------

Retaining Walls

It is evident over the past several years that some retaining walls are reaching the end of their service life, hence require capital renewal.

Determining the method of capital renewal often requires site inspections and engineering recommendations, but it could also involve extensive geotechnical investigation and subsequent detailed engineering design.

Estimated expenditure required over next five year period is shown in table below.

Capital Renewal Works for Retaining Walls in Next 5 Years

Estimated Capital Cost	\$ 640,000
------------------------	------------

2. Cost to Bring Assets to a Satisfactory Standard

The following table is a summary of the major infrastructure assets that were deemed to be below the desired level of service as determined by the condition analysis, including an estimate (at current values) of the amount of money required to bring these assets up to a satisfactory standard over the next five year planning horizon.

Summary of Funding Required over Next 5 Years by 2018

Asset	Estimated Cost to bring to a satisfactory standard
Road Pavements	\$8,822,000
Footpaths	\$5,812,000
Kerb and Gutter	\$5,191,000
Drainage	\$2,400,000
Harbourside Structures	\$400,000
Seawalls	\$2,000,000
Retaining Walls	\$640,000
	\$25,265,000

Contracts

LG (Gen) Reg Cl 217(1)(a2)

Woollahra Municipal Council awarded the following major contracts for works or goods and services during the period 2012/13:

Contractor	Location/Nature of the Contract	Contract Terms	Contract Amount (ex GST)
SITA Australia	Disposal of class 1 putrescible waste	3 years plus 2 year option	Estimated \$2,457,600 in year 1
Landscape Solutions Pty Ltd	Cecil Lane/Trumper Oval Paddington – overland flowpath works stage 2	Civil infrastructure works	\$659,796.74
Ozpave (Aust) Pty Ltd	Old South Head Road, Vaucluse – reconstruction works	Civil infrastructure works	\$378,342.58
Statewide Civil Pty Ltd	Etham Avenue, Darling Point – road infrastructure works	Civil infrastructure works	\$352,354.00
Statewide Civil Pty Ltd	Riddell Street, Bellevue Hill – road infrastructure works	Civil infrastructure works	\$285,722.00
Adept Facilities Services Pty Ltd Katopa Holdings Pty Ltd trading as CBD Mechanical Services	Panel of contractors to carry out electrical contractor services	3 years with option to renew for a further 2 periods of 12 months	Estimated above \$150,000 per annum
Statewide Civil Pty Ltd	Guilfoyle Avenue, Double Bay – stormwater improvement works	Civil infrastructure works	\$275,951.00
Care Park Pty Ltd	Management of Council car parks	8 years	\$925,000 PA plus surplus fees (3 car parks) payable to Council, \$139,628.40 PA payable by Council for Management Fee and Fixed Operating Expenses (1 car park)
Citywide Civil Engineering Pty Ltd	Forest Road, Double Bay – road infrastructure works	Civil infrastructure works	\$272,959.15
ECS Services Pty Ltd	Improve and expand the CCTV at Gap Park	Equipment installation	\$299,673.46
Rook Partners	Development and implementation of commercial and retail strategy for the Kiaora Lands Development	Not determined	Estimated \$585,964.00
Melhemcorp Pty Ltd	Glenmore Road, Paddington – road infrastructure works	Civil infrastructure works	\$208,612.00
Keystone Projects Pty Ltd	Woollahra Seniors & Community Centre building project	Building project	\$500,149.00
BVN Donovan Hill	Consultancy services for Double Bay Library fitout and design	Project consultancy service	\$436,655.00
Wizard Projects Pty Ltd	Audio visual facilities upgrade	Equipment installation	\$172,056.79

Community Grants

LG (Gen) Reg Cl 217(1)(a5)

Council continued its commitment to the provision of community grants in 2012/13 by granting \$60,275.44 to 22 community based organisations plus 14 primary schools for community and cultural purposes (see table below).

A Section 356 grant was also made to the Holdsworth Street Community Centre (\$833,800).

General Community Grants

Organisation	Purpose	Funding
Academic Department for Old Aged Psychiatry, Prince of Wales Hospital	To host a 'Taking the stress out of ageing' forum, free for interested participants. The forum highlighted strategies to reduce stress associated with ageing, which can otherwise result in physical, emotional and psychological impediments that can reduce quality of life and the ability to remain engaged in the community.	\$1,000.00
Bondi Beach Cottage	To develop and print a pamphlet with information for parents/caregivers, professionals and the community about the effects of domestic and family violence for children.	\$1,734.44
Bondi Mizrahi Synagogue	The Mizrahi Action Group for Seniors (MAGS) connects seniors of Jewish heritage suffering from isolation on a weekly basis. Funding for weekly refreshments.	\$1,000.00
Bondi Outreach Project	The 'Safe on the Streets' project provides outreach services to youths in the Woollahra LGA. The service provides young people with safe, free transport home, as well as providing information and first aid when/as needed.	\$4,930.00
Junction House	A Mexican-themed dance party held for the purpose of disseminating Disability Services Information to carers in the context of a fun evening where the family-based carer and the person cared for could interact with their peers and friends.	\$1,000.00
Miroma	For the annual Miroma Art Exhibition which showcases the developing artwork of individuals with a range of disabilities who live in the eastern suburbs. The featured artists attend Miroma and participate in a Fine Arts Program. This year the exhibition was held at Art2Muse Gallery in Double Bay.	\$5,000.00
National Council of Jewish Women Australia, NSW Division	Mum for Mum is a free service that matches trained and supervised volunteers with new mothers who are in need of a supportive connection to help new mothers successfully cope with the pre and post natal months.	\$1,000.00
Queen Street & West Woollahra Association	The annual community Christmas Carols event is a celebration of community spirit, and an opportunity for all generations to come together to sing and enjoy the many things on offer.	\$3,500.00
Rose Bay Good Neighbour Group	To hold the third annual Rose Bay Neighbourhood Christmas Carols at Pannerong Reserve. The evening included a BBQ and carols by local children and was hosted collaboratively by the Rose Bay Good Neighbour Group, Rose Bay retailers, and the Catholic, Greek, Anglican and Presbyterian churches. The event was open to all local residents with the aim to foster better neighbour links.	\$5,000.00

Organisation	Purpose	Funding
Sailability Rushcutters Bay	The 'Sailing Access' project engaged people with a disability and their carers in sailing activities in Sydney Harbour over three 'try sail' days.	\$4,000.00
Sisters of Charity Outreach	To host a Volunteers Christmas Liturgy to celebrate and acknowledge the invaluable contribution of volunteers over the last 21 years in community service under the Sisters of Charity Outreach.	\$850.00
Urban Arts Base	Urban Arts Base is a community arts program for young people between 15-25 years recovering from mental illness. Funding provided for the Care to Grow art exhibition, which serves to develop the skills of participants, build their experience and confidence, while also building awareness of mental health issues among community members.	\$5,000.00
Watson's Bay & Vaucluse Social History Group	The aim of the 'People and events that shaped our history' project is to preserve the history of the Watson's Bay and Vaucluse area. The final outcome will be the production of a book of edited memoirs and photographs grouped into topics covering the cultural heritage, history, natural environment and personalities of the area.	\$1,860.32
Waverley Action for Youth Services	WAYS Youth Connections Outreach Program operates on Saturday nights, accessing young people where they meet and socialise. The service provides food, drinks, information and support, as well as referral to other services as needed.	\$5,000.00
Waverley Community Men's Shed	The Waverley Community Men's Shed is the first to be established in the eastern suburbs. The Shed aims to reduce the isolation and loneliness of older men by connecting them to each other and their community. Funding to purchase hand tools for the men to use on their projects.	\$2,900.00
Waverley Woollahra Arts School	To run a free 5 day arts and craft workshop for seniors during Seniors Week, and a free weekend arts workshop open to adults across the LGA, culminating in an exhibition.	\$4,000.00
Woollahra Primary Schools Recognition	\$50 to each school to encourage community citizenship in students.	\$700.00
World Kindness Australia	For materials to help support the celebration of World Kindness Week, including designing and printing Kindness Cards, to be handed to individuals in recognition of an act of kindness, to then be passed on.	\$1,000.00

Cultural Grants

Organisation	Purpose	Funding
Art Month Sydney	To support projects occurring during Art Month Sydney 2013. 'Go East' was a four-hour bus tour visiting galleries and public art within the Woollahra LGA. Partial subsidy for printing of a precinct map of Paddington galleries.	\$1,000.00
ESORA	ESORA's objectives are to promote reconciliation and build links between Aboriginal and non-Aboriginal people. This was achieved through educating the wider community on Aboriginal issues, and disseminating information on traditional bush food and art. Funding for tours of sites of significance and talks on bush food and tasting.	\$2,000.00
Sydney Alumni Orchestras Inc.	To host a series of four concerts over six months held at Paddington Uniting Church. The cost for attendance was \$20 per person.	\$1,000.00

Organisation	Purpose	Funding
Woollahra Gaden Choir	To fund transport to and from the nursing home venues where the choir goes to sing and to cover their annual insurance costs.	\$1,000.00
Woollahra Philharmonic Orchestra	To expand the orchestra's core program, delivering eight (instead of four) symphonic concerts in 2012-13. Funding also supported a chamber music concert series in the local municipality.	\$5,800.00

Councillor Expenses

LG (Gen) Reg Cl 217 (1)(a1)

The Council has adopted a policy that governs the expenses allowable for conferences and seminars, the types and monetary limits of expenses Councillors can claim reimbursement for and the facilities to be made available to the Mayor and Councillors.

The cost of Councillor expenses and provision of facilities to Councillors in accordance with Council's Policy for the 2012/13 period was as follows:

Expense/Facility	Cost
Provision of dedicated office equipment allocated to Councillors	Nil
Telephone fixed line, mobile calls and internet expenses	\$15,378
Attendance at conferences and seminars	\$11,525
Training and skill development expenses	\$3,003
Interstate visits undertaken by Councillors	Nil
Overseas visits undertaken by Councillors	\$9,708
Expenses of spouse or partners	Nil
Expenses involved in the provision of child care	\$3,955
Stationery & miscellaneous goods and services	\$9,598
Motor vehicles expenses	\$7,664
Catering for afterhours Council, Committee, Sub-Committee and Working Party meetings	\$25,844
Total	\$86,675

Companies Controlled by Council

LG (Gen) Reg Cl 217(1)(a7)

The Council did not have a controlling interest in any companies in the period 2012/13.

Environmental & Infrastructure Works Program

Rate Variation Condition of Approval

The Environmental Levy was first introduced in 2002, allowing Council to fund a range of specific improvement projects called the Environmental Works Program (EWP).

In 2006 the Minister for Local Government approved a further special rate variation application that allowed Council to introduce an Infrastructure Renewal Levy for a period of 5 years, 2006/07 to 2010/11. This levy was to fund the implementation of a defined program of infrastructure renewal based on comprehensive condition assessment, establishment of performance measures, asset lifecycle costing and financial modelling. The objectives of the program were:

1. Improved condition of roads, footpaths, kerbs and gutters and retaining walls; and
2. Improved drainage system; and
3. Improved condition of wharves and jetties, harbour facilities and seawalls

From existing income sources, Council committed an additional \$1.4m annually to infrastructure renewal.

The Environmental Works Program and Infrastructure Works Program levies were combined into one levy in 2007. This additional approval was also for a period of 5 years, 2007/08 to 2011/12.

In 2011 the Independent Pricing & Regulatory Tribunal approved the permanent renewal of the Environmental & Infrastructure Renewal Levy. This will provide ongoing funding for environmental projects.

Environmental Works Program

The Environmental Works Program (EWP) has and will continue to deliver excellent water quality, improved bushland, environmental education, water and energy savings, reduced pollution and flooding benefits to our local community.

The following is a summary of the activities carried out over the 2012/13 financial year.

Environmental Sustainability Action Plan

Woollahra Council commenced the development of its first Environmental Sustainability Action Plan, which:

- protects local biodiversity and natural resources,
- increases sustainability of Council's operations,
- identifies Council's performance across water, biodiversity, energy, greenhouse gas emissions, transport, waste, and
- sets out clear, detailed actions to meet targets achievable by 2025.

Developing a truly sustainable community in Woollahra requires effort from both Council and residents. Together our joint actions will ensure that the beautiful environment we enjoy today will be around for many generations to come.

The Environmental Sustainability Action Plan is due for completion in September 2013.

Biodiversity Conservation Strategy

In June 2012 Woollahra Council commenced the development of its first Biodiversity Conservation Strategy (BCS).

The Woollahra Biodiversity Strategy;

- Provides new initiatives and a redirection of current efforts that will target investment in terrestrial, aquatic and marine programs until 2025,
- Identify and maps ecological communities and ecosystems,
- Identifies native species that may be threatened,
- Sets Biodiversity Targets for 2025,
- Identifies biodiversity values, and
- Informs and supports Council planning and management decisions relating to biodiversity. Increasing future commitment to the identification, management, protection and rehabilitation of flora and fauna habitat.

The Biodiversity Conservation Strategy is due to be completed by December 2013.

Coastal Zone Management Plan

As a coastal Council we have a responsibility to plan for the future environmental protection of the coastal zone and manage our public assets likely to be impacted by coastal processes.

We also have a responsibility to inform and educate the community so they can make informed decisions regarding property, planning and future development on the coast.

In 2010 Woollahra Council was awarded funding to a total project value of \$155,000 to complete Stage 1 - Estuary Management Study/Coastal Zone Management Plan. In April 2012 Council commissioned consultants to prepare a CZMP to address risks from coastal hazards, community uses of the coastal zone and

pressures on coastal ecosystems including risks to estuary health. Council received the DRAFT Stage 1 report in June 2013 for review. Council will now commence work on stage 2 which will include a detailed action plan to manage the Woollahra Coastline into the future.

Environmental Monitoring

Council has developed an environmental monitoring database to collect environmental data from stormwater treatment devices (pit cleaning and gross pollutant traps), water quality measures, street sweeping and beach cleaning activities to quantify the amount of pollution Council is preventing from reaching the harbour. The database will also include the baseline water quality data.

During 2012 consultants undertook water quality monitoring across all catchment areas. The water quality monitoring data is being used to highlight changes in water quality and measure performance of our water quality treatment devices.

Water Quality Monitoring program

Sydney Environmental and Soil Laboratory (SESL) was engaged by Woollahra Council to undertake water sampling at the top, middle and end of the four catchments of the LGA:

- Watsons Bay
- Rose Bay
- Double Bay
- Rushcutters Bay

Each catchment was sampled twice, once during wet weather and once during dry weather in each season (winter, summer, spring and autumn). Water sample results were compared against the ANZECC Guidelines for Fresh and Marine Water Quality (2000). In 2012 SESL provided a report which analyses the results in each catchment and provides recommendations for projects to improve water quality of our catchments.

Council is now working on an updated water quality monitoring program.

Grants

Grant applications and project plans are continually being developed to implement the EWP.

The following Grants funding has been allocated during the 2012/13 financial year.

Grant Funding allocated during 2012/13

Grant	Project	Funding
Local Government Energy Efficiency Program	Solar Hot Water Systems	\$50,000
Office of Environment & Heritage - Estuary Management Program	Coastal Zone Management Plan	\$87,328
Community Energy Efficiency Program (CEEP)	Energy Efficiency at Redleaf Council Chambers	\$350,000

Environmental Education

Environmental Levy funds also contribute to Council’s Environmental Education and Action Plan (EEAP) to engage, educate, motivate and support the community (including schools, residents and business) to work together towards sustainability and the protection of our natural environment.

Sustainability Workshops

During 2012/13 Woollahra hosted 30 sustainability workshops for local residents. Topics included energy saving, native gardens, sustainable renovations, composting and worm farming, food waste reduction, organic gardening, marine environments and sustainable shopping.

Environmental Events

A number of environmental events were run throughout the year for local residents:

- National Tree Day (July 2012) - tree plantings were carried out in local parks
- Sustainable House Day (September 2012) – bus tour of local sustainable houses
- Food Waste Challenge (November 2012) – series of workshops and events to reduce food waste
- Rock Pool Rambles (January 2013) – residents were guided through an exploration of the rock pools at Nielsen Park’s Bottle and Glass rocks
- Science of the Surf (January 2013) – residents were taught surf safety coastal geomorphology with UNSW’s Dr. Rip
- Coastal Walk (February 2013) – Guided tour through Parsley Bay
- Eastern Green Thumbs Network (February & June 2013) – local gardeners from across the eastern suburbs came together for these two networking events
- Earth Hour (March 2013) - many local restaurants joined Council in this energy use awareness event
- Clean Up Australia Day (March 2013) - local clean-ups were organised
- Composting Awareness Week (May 2013) – composting and worm farming workshops held

Schools Network

In November 2007, the Eastern Suburbs Schools Sustainability Network (ESSSN) was established as a collaboration between Woollahra, Waverley and Randwick Councils to support local schools implement school-based sustainability initiatives.

During 2012 – 2013 ESSSN meetings were held once per school term and were strongly attended by local teachers as well as interested parents, representatives from Council and other relevant organisations including the Marine Discovery Centre, Office of

Environment & Heritage, and the Department of Education and Communities.

An email network and website also operates to facilitate communication between ESSSN members.

School Competitions

In October 2012, Council held the 6th annual Environmental Schools Sculpture Prize. Run in partnership with the annual Woollahra Small Sculpture Prize, the competition encouraged local school students to submit sculptures in line with the theme 'Plants and Animals', which were put on display at Council over a two week period at the end of October/beginning of November.

In June 2013, local schools were encouraged to enter the Schools Tree Day Native Garden Competition whereby the winning school would receive a free native garden to be planted in their school grounds on Schools Tree Day 2013.

Sustainable Building Advisory Service (SBAS)

Launched in partnership with Archicentre in October 2011, the SBAS offers residents free sustainable building advice from a qualified architect. The SBAS encourages residents to incorporate sustainability features by providing practical recommendations at the early stages of design. In the 2012/13 period, 40 residents utilised the service and received comprehensive sustainability recommendations for their projects.

Environmental Grants

In 2012/13, Community Environmental Grants were again offered to community groups and local schools. A total of 15 applications were received, with over \$10,000 of funding allocated. Successful projects included composting programs, and the installation of vegetable gardens, native gardens, rainwater tanks, bird-attracting gardens and bush tucker gardens.

Water Quality Treatment Program

The objectives of the Water Quality Treatment Program is to prevent pollutants, litter, vegetation matter and sediment entering the Harbour. The following projects have been carried out over the 2012/13 financial year:

Harbour Foreshore Cleaning

During 2008 Council undertook a review of its Harbour Foreshore Cleaning program. Based upon this review and the assessment of 3 quotations the Barber Surf Rake 400HD was considered the most suitable and cost efficient machine for use as part of Woollahra Municipality's Foreshore Cleaning Program.

Following the review, Council purchased a new beach rake and tractor which has removed more litter from beaches than we were previously able to do by hand. This has included the collection of buried objects such as glass and syringes. It has also allowed us to clean more beaches in a shorter timeframe than was previously achievable with manual cleaning methods.

Council has now adopted a combination of hand cleaning and mechanical cleaning along the harbour foreshore to reduce the amount of pollution entering the harbour.

During 2012/13 Council contributed Environmental Levy funds towards the monitoring and cleaning of stormwater raingardens across the local government area. Contractors have been commissioned to remove litter, pollution and sediments from the raingardens in Bellevue Hill, Rose Bay and Lynne Park, and Parsley Bay.

In 2012/13 Council commenced a trial project to reduce foreshore litter by installing stormwater nets. These nets will be monitored to determine their effectiveness in trapping litter.

Water sensitive urban design (WSUD) elements are now being incorporated into various capital renewal and streetscape improvement projects, including gross pollutant traps and pit baskets, rain gardens, permeable pavements and sand filters.

Watercourse and Bushland Vegetation Treatment Program

The objectives of the Watercourse and Bushland Vegetation Treatment Program include:

- the prevention of uncontrolled run-off, erosion, nutrient transport and weed intrusion into remnant bushland,
- the protection, restoration and enhancement of indigenous bushland areas, and
- the rehabilitation of creek systems to prevent erosion, and to minimise sediment and nutrient transport to harbour waters.

Achievements in this program over the 2012/13 financial year include:

- Cooper Park – Bush regeneration works were undertaken around the upper pond and amphitheatre.
- Bellevue Hill Shops Raingardens – Further improvement works were completed in 2012.
- Ongoing bushland regeneration at Gap Park
- Ongoing bushland regeneration works at Trumper Park

Over recent years the EWP has demonstrated a changing focus in urban stormwater management to include Water Sensitive Urban Design (WSUD) principles.

Woollahra Carbon Strategy & Action Plan

Woollahra Municipal Council commissioned sustainability

consultants Kinesis to measure its Greenhouse Gas (GHG) emissions and to develop a strategy and action plan to reduce and manage these emissions.

The **Woollahra Carbon Strategy & Action Plan** was adopted by Council in June 2010.

Mayor energy reduction projects have been identified including;

- Street lighting efficiency upgrade
- Energy efficiency at Redleaf council chambers
- Energy savings in Councils depots and buildings
- Improving the efficiency of the Council fleet
- Solar photovoltaic projects

The actions are now being progressed with the first project being completed in September 2011. A 10KW solar array has been installed on Redleaf Kiosk which will help reduce Councils energy consumption by approximately 15,000kWh per year.

During the 2012/13 financial year Council updated its base line energy use for the Redleaf Council Building and implemented an energy efficient lighting retrofit project. This will save approximately 47,678 Kwh per year.

Council is currently working on the installation of a new energy efficient HVAC system for the Council building.

Council Ecological Footprint Project

This project commenced in December 2007 with a three year Urban Sustainability Grant from The Department of Environment and Climate Change (DECC) totalling \$1.875 million dollars.

This 3-Council Ecological Footprint Project adopts an integrated approach that focuses on capacity building between the three Councils and the local community to implement a range of tangible actions capable of producing measurable reductions in the Ecological Footprint across the Eastern Suburbs.

Ongoing Projects include:

- Barrett House** – Sustainable demonstration House
- Compost Revolution** – Workshops & Free Compost and Wormfarm bins for residents
- Sustainable Business Program** – Working with local business to save water and energy.

A Memorandum of Understanding which establishes the formal working relationship between Randwick City Council, Woollahra Municipal Council and Waverley Council, was signed in December 2007 by the General Managers.

This project has been extended and a new Memorandum of Understanding has been developed for signing in 2013.

Sustainable Building Advisory Service (SBAS)

The SBAS is a free and voluntary service for residents, providing them with sustainable building and design advice from a qualified architect. The SBAS is providing residents with sustainable choices for best practice building design beyond the thermal comfort, water and energy efficiencies promoted by the NSW Government’s mandatory BASIX.

Infrastructure Works

As mentioned above Council commits from existing income sources an additional \$1.4m annually to infrastructure works.

Details of project expenditure and project status for the Environmental and Infrastructure Works Program are provided in Part 6 of this Annual Report.

Financial Breakdown

The following is a financial breakdown of expenditure of the combined Environmental & Infrastructure Levy Works for 2012/13.

Annual Financial Summary	
Environmental & Infrastructure Renewal Levy Works	
Unexpended Levy Funds 30 June 12	
Environmental Works Levy	43,747
Combined Environmental & Infrastructure Renewal Levy	1,808,905
Levy Raised 2012/2013	
Combined Environmental & Infrastructure Renewal Levy	3,617,106
Expenditure from the Levy funds	
Environmental Works Levy	(9,678)
Combined Environmental & Infrastructure Renewal Levy	(4,492,711)
Unexpended Levy Funds 30 June 13	
Environmental Works Levy	34,068
Combined Environmental & Infrastructure Renewal Levy	933,301
	967,369

Equal Employment Opportunity Management Plan

LG (Gen) Reg Cl 217(1)(a9)

In accordance with Council's Equal Employment Opportunity Management Plan the following activities have been undertaken during the financial year 2012/13

Equal Employment Opportunity Policy

- The EEO policy was continually reviewed and available to all staff through electronic database, noticeboards, briefings and employee selfservice (HR Central).
- All new employees continue to be provided with a copy of the EEO policy during the two day corporate induction training.
- The two hour EEO module is delivered at every corporate induction.
- Refresher EEO training was conducted across council and was attended by 151 staff.

Other HR Policies and Procedures

- The practice of continually reviewing the following policies has ensured we are compliant with legislation and encouraged diversity and equity in the workplace:-
 - Recruitment & selection
 - Conditions of employment
 - Flexible work options
 - Grievances
 - Learning & development
 - Higher duties

Contact Officers

- The use of contact officers as an option in the grievance procedure has been continued.
- Contact Officer training was conducted and 8 additional staff have been trained.
- The contact officers provide a constructive alternative for staff members to access information and support.

- The contact officer's role continues to be promoted and new contact officers are added when required.
- Information folders are provided to each contact officer. Ongoing information is supplied to all contact officers to keep them up to date.
- A promotional poster of all contact officers has been provided to staff and placed on the noticeboards throughout the Council.
- A brochure promoting contact officers and their role is provided to all new employees at induction.

Recruitment & Selection

- Information packs are available to all prospective applicants. The pack includes the 'How to Apply for a Job' brochure which includes a statement on EEO and advises that there will be questions on EEO at an interview.
- All employment advertisements continue to include the statement that Council is an EEO employer.
- Recruitment panels are made aware of EEO principles and are briefed on EEO guidelines to follow prior to any interview process.
- All recruitment panel members are required to participate in a training program.
- The training program covers EEO principles and their application in the recruitment and selection process.

Appointment, Higher Duties and Transfer

- All permanent vacant positions are advertised to ensure every person has the opportunity to apply.
- For long term acting duties, expressions of interest continue to be invited to ensure fair consideration of all interested staff.

Learning and Development

- The training calendar is promoted to all staff so they are aware of all available training.
- The training calendar is on HR Central.
- Plan in place to move to e-learning program in 2013/14
- All staff can apply for internal and external training.
- All staff at O’Dea Avenue participated in a EEO refresher course
- All internal training is reviewed to ensure EEO principles are adhered to.
- Corporate Induction continues to include a compulsory 2 hour module on EEO for all new staff. It covers EEO, harassment and discrimination, Council’s policies and commitment, grievance procedures, contact officers and acceptable workplace behaviour.

Grievance Procedure

- The grievance procedure is provided to all staff through training, contact officers, lotus notes database and HR Central
- All staff are able to access their manager and director to discuss any grievance or complaint.
- All staff have access to human resources staff to discuss difficulties and gain advice on lodging a grievance.
- All grievances lodged are investigated and dealt with in line with the investigation process.
- All relevant forms are available on HR Central

Financial Summary

Planning and Reporting Manual 2010

For the 2012-2013 Annual Report the Council has included the full General Purpose Financial Statements and Special Schedules for the year ended 30 June 2013, including the Auditor's Reports from Council's Auditors, Hill Rogers Spencer Steer.

The main points of interest to note from the Financial Statements and Auditor's Reports are:

- Council's overall financial position is satisfactory.
- Council's operating result for the year was a surplus of \$2.917 million compared with a surplus of \$0.888 million in the previous year, noting that the 2012/13 result includes \$2.791 million in revenue relating to the re-valuation of investments and assets compared to \$0.577 million in the previous year.
- Council's operating result before capital grants & contributions was a deficit of \$1.439 million compared with a deficit of \$2.732 million in 2011/12.
- Council's funding result for the year was a decrease in Available Working Capital to a total of \$2.568 million, which the Auditor noted as being adequate. Available Working Capital represents Council's net current assets position adjusted by eliminating both externally and internally restricted funds held for future purposes.
- Council's Debt Service Ratio remains low at 1.96% of operating revenues (excluding special purpose grants and contributions).
- The Unrestricted Current Ratio, which takes into account external restrictions on Council's cash (such as Section 94 Contributions and Grants), is 2.74:1.
- Arrears of rates, annual and extra charges stood at \$2.172 million at the end of the year and represented 4.65% of those receivable.
- Council has taken a conservative approach to the valuation of its investments and has noted both a contingent asset for the potential for the return on its affected securities to exceed the valuations recorded in the Financial Statements.
- 2012/13 saw an increase in the fair value of Council's investment portfolio of \$1.941 million (\$0.577 million in 2011/12).
- 2012/13 also saw an increase in the fair value of Council's investment properties of \$0.85 million (\$0 million in 2011/12).

For the purposes of this Report, the full Audited Financial Statements for the year ended 30 June 2013 are included as Part 4 of the Comprehensive Annual Report.

Functions Delegated to Others Organisations

LG(Gen) Reg CI 217(1)(a6)

There are no external bodies exercising Council functions.

Legal Proceedings

LG (Gen) Reg Cl 217(1)(a3)

Council's net legal costs for 2012 - 2013 were \$1,221,249.

This amount represents the total costs expended by Council for legal proceedings taken by or against the Council during 2012-2013 (\$1,222,749) less recoverable legal costs (\$1,500) and is an increase of \$595,383 from Council's 2011-2012 legal costs

The significant increase in legal costs between the 2011/12 and 2012/3 period can largely be attributed to the following extraordinary matters:

- Development Control: defending an appeal in the Land and Environment Court against Council's refusal of a Development Application for the Rose May Marina (\$189,151)
- Compliance: defending 2 appeals in the Land and Environment Court against "Orders" issued by Council (\$143,152)
- Car Parks: instigation of legal proceedings by Council for breach of contract for the management of Council's car parks (\$148,383)

The following table provides a breakdown of those legal costs into the various cases and categories which were conducted during the period. The table also includes the outcome of the proceedings.

Legal Costs Incurred for Various Cases

Development Control Cases Over \$20,000		
Address	Cost \$	Outcomes
52 Cambridge Street, Paddington	26,595	Dismissed
8A Ginahgulla Road, Bellevue Hill	25,502	Dismissed
377-383 New South Head Road, Double Bay	47,537	Upheld
594-596 New South Head Road, Rose Bay (Rose Bay Marina)	189,151	Consent Orders Issued
119-121 Queen Street, Woollahra	27,618	Ongoing
93 Victoria Rd, Bellevue Hill	54,943	Consent Orders Issued
12 Wallaroy Crescent, Woollahra	76,862	Consent Orders Issued
61 Wentworth Road, Vaucluse	35,340	Discontinued
3/84-86 Wolseley Road, Point Piper	36,146	Ongoing

Development Control Cases between \$10,000 & \$20,000		
Address	Cost \$	Outcome
18-20 Albert Street, Edgecliff	19,808	Consent Orders Issued
167 Edgecliff Rd, Woollahra	11,888	Consent Orders Issued
17 Faraday Avenue, Rose Bay	19,023	Upheld
4 Fisher Avenue, Vaucluse	10,196	Dismissed
15 Gipps Street, Paddington	11,652	Consent Orders Issued
34 Gosbell St, Paddington	10,793	Upheld
3 Kidman Lane, Paddington	10,556	Consent Orders Issued
81 Ocean Avenue, Double Bay	15,907	Upheld
7 Sutherland Street, Paddington	12,076	Consent Orders Issued
68 Sutherland Street, Paddington	10,801	Consent Orders Issued
29-53 Victoria Road, Bellevue Hill	13,653	Ongoing
58 Wilberforce Avenue, Rose Bay	13,809	Upheld

Development Control Cases under \$10,000		
Address	Cost \$	Outcome
161 Bellevue Road, Bellevue Hill	1,253	Discontinued
43 Goodhope Street, Paddington	8,873	Upheld
8 Hargrave Lane, Paddington	4,123	Consent Orders Issued
37/22 New Beach Road, Darling Point	2,612	Discontinued
335 (aka 325) New South Head Rd, Double Bay	2,028	Dismissed
1B Rawson Road, Rose Bay	5,252	Discontinued
25 Victoria Street, Watsons Bay	476	Upheld
52 Victoria Street, Paddington	3,695	Discontinued
119 & 119A Windsor Street, Paddington	6,794	Discontinued
Total Development Control Legal Costs	714,963	

Compliance Cases over \$20,000		
Address	Cost \$	Outcome
103 Darling Point Road, Darling Point	97,339	Ongoing
28 Edgecliff Road, Woollahra	26,771	Ongoing
4 Herbert Street, Edgecliff	21,175	Ongoing
20 Ocean Avenue, Double Bay	45,813	Appeal Dismissed
86 Wolseley Road Point Piper	25,800	Ongoing

Compliance Cases between \$10,000 & \$20,000		
Address	Cost \$	Outcome
779 New South Head Road, Rose Bay	14,328	Ongoing
8 Wiston Gardens, Double Bay	10,488	Ongoing

Compliance Cases under \$10,000		
Address	Cost \$	Outcome
29/8 Bellevue Road, Bellevue Hill	1,899	Discontinued
5/14 Birriga Road, Bellevue Hill	2,917	Withdrawn
3 Clarendon Street, Vaucluse	2,521	Successful
9 Duxford Street, Paddington	2,559	Successful
74 Elizabeth Street, Paddington	3,349	Ongoing
18 Military Road Watsons Bay	741	Ongoing

33 Rowe St, Woollahra	3,443	Ongoing
2D Tarrant Avenue, Bellevue Hill	721	Withdrawn
16 Tivoli Av, Rose Bay	7,659	Ongoing
Sub-total	267,523	
Less Recoverable Costs	1,500	
Net Compliance Legal Costs	266,023	

Fire Safety Management		
Address	Cost \$	Outcome
484 New South Head Road - Infringement 3042280111	1,500	Successful
306 New South Head Road, Double Bay - infringement notice	1,269	Withdrawn
9 Banksia Road, Bellevue Hill - legal services to defend app	3,332	Ongoing
Total Fire Safety Management Legal Costs	6,101	

Animal Control		
Type	Cost \$	Outcome
4 Girilang Avenue, Vaucluse	15,282	Ongoing
60 Balfour Road, Rose Bay	2,261	Withdrawn
28 Coolong Road, Vaucluse	9,640	Successful
Total Animal Control Legal Costs	27,183	

Car Parks		
Type	Cost \$	Outcome
Management of car parks	148,383	Ongoing
Total Car Park Costs	148,383	

Public Liability/Professional Indemnity/Motor Vehicle		
Type	Cost \$	Outcome
2 matters	58,596	1 ongoing, 1 settled
Total PL/PI/MV Legal costs	58,596	
Total Net Legal Costs	1,221,249	

Key to Outcomes comments

Development Control Cases

Consent Orders Issued: A satisfactory negotiated outcome was achieved.
 Discontinued: The appeal was withdrawn by the applicant.
 Dismissed: Council's decision was supported by the Court.
 Ongoing: Action was commenced this year but not finalised.
 Upheld: Council's decision was not supported by the Court.

Compliance cases

Discontinued: The appeal was withdrawn by the applicant.
 Matter waived (Council's costs awarded) Court waived fine but costs awarded to Council.
 Ongoing: Action was commenced this year but not finalised.
 Successful: Council's prosecution or enforcement action was supported by the Court or a satisfactory negotiated outcome was achieved.
 Unsuccessful: Council's prosecution or enforcement action was not supported by the Court.
 Withdrawn: Action was withdrawn by Council or a satisfactory outcome was achieved before the matter was considered by the Council

Overseas Visits

LG (Gen) Reg Cl 217(1)(a)

The Deputy Mayor, Councillor Katherine O'Regan and Council's Director Planning and Development, Allan Coker undertook a 7 day study tour of the United States between the 9th and 16th June 2013.

The Study Tour was part of the "Delivering a Sustainable Future City" program run through the United States Study Centre at the University of Sydney with the support of the New South Wales Government.

The purpose of the Study Tour was to examine outstanding examples of community sustainability and liveability transformations.

Outcomes from the Study Tour will include recommendations on how Council may further assist to reactivate Double Bay as a vibrant and successful business and cultural precinct and how the learning experiences from the program may be applied to Rose Bay and other commercial centres within Woollahra.

The cost of the Study Tour was funded from Council's existing budget allocations.

Council approved the Study Tour at the Council Meeting held on 21 March 2013.

Partnerships with Other Organisations

LG (Gen) Reg (CL 217(1)(a8))

Public Private Partnerships

A public private partnerships (PPP) is “an arrangement between a council and a private person for the purposes of: (a) providing public infrastructure or facilities (being infrastructure or facilities in respect of which the council has an interest, liability or responsibility under the arrangement), or (b) delivering services in accordance with the arrangement, or both”.

PPP between Council and Gloxinia Investments Pty Ltd

In 2006 Council, as freehold owner of the land, resolved to enter into a PPP with Gloxinia Investments Pty Ltd in relation to redevelopment of The Cosmopolitan Centre, Knox Street, Double Bay.

The PPP involves a 99 year lease to Gloxinia Investments Pty Ltd for the ground level retail stratum and the upper residential stratum with Council owning the middle carpark stratum containing 78 car spaces, function room and office space.

PPP between Council and Woolworths Ltd

In 2011 Council resolved to enter into a PPP with Woolworths Ltd for the redevelopment of various parcels of land owned by Woolworths and Council around Kiaora Lane and Kiaora Road in Double Bay.

The redevelopment proposal comprised:

- Stage 1 on the Kiaora Lane carpark site containing a Woolworths Supermarket, Dan Murphys Liquor, Thomas Dux Grocer, Speciality retail space, Commercial office space and car parking.

- Stage 2 on the New South Head Road site (the current Woolworths site) containing a purpose built Council Library, Commercial Tenancies, Specialty Retail Tenancies and a Public Arcade between Kiaora Lane and New South Head Road.

At the completion of the redevelopment works, the site transfers to Council’s ownership.

Following Council obtaining ownership of the site, the initial lease terms for the Woolworths supermarket and other Woolworths’ tenancies are 30 years, with further five 10 year options to extend.

Council is a member of the following organisations.

Premsure

Premsure is a Local Government Mutual Self Insurance Pooling Group for Public Liability/Professional Indemnity Insurance. The members of Premsure during 2012–2013 were Manly, Waverley and Woollahra Councils. The Group continues to deal with claims up to 31 October 1999 when Council changed its insurance cover to “Statewide Mutual”.

Southern Sydney Regional Organisation of Councils (SSROC)

SSROC is a regional organisation of 16 councils in the southern area of Sydney. SSROC provides a forum for the councils to deal with issues they have in common, particularly those that cross boundaries. Key issues under consideration include the environment, transport, procurement, waste, library services and planning.

Member councils of SSROC are Ashfield Municipal Council, Bankstown City Council, Botany Bay City Council, Burwood

Council, City of Canada Bay Council, City of Canterbury Council, City of Sydney Council, Hurstville City Council, Kogarah Municipal Council, Leichhardt Municipal Council, Marrickville Council, Randwick City Council, Rockdale City Council, Sutherland Shire Council, Waverley Council and Woollahra Municipal Council.

Sydney Coastal Councils Group

The Sydney Coastal Councils Group is a group of 15 councils adjacent to Sydney marine and estuarine environments and associated waterways. The Group was established in 1989 to promote the co-ordination between member councils on environmental issues relating to the sustainable management of the urban coastal environment.

Member councils of the Group are Botany Bay City Council, City of Sydney Council, Hornsby Shire Council, Leichhardt Municipal Council, Manly Council, Mosman Council, North Sydney Council, Pittwater Council, Randwick City Council, Rockdale City Council, Sutherland Shire Council, Warringah Council, Waverley Council, Willoughby City Council and Woollahra Municipal Council.

Planning Agreements

EPA Act Sec 93G(5)

Council did not enter into any planning agreements during 2012/13.

Privacy & Personal Information Protection

Annual Reports (Statutory Bodies) Regulation CI 10(3)

Privacy and Personal Information Protection Act 1998

Clause 10(3) of the Annual Reports (Statutory Bodies) Regulation requires Council to include in its Annual Report the following information:

- (a) A statement of the action taken by Council in complying with the requirements of the Privacy and Personal Information Protection Act, and
- (b) Statistical details of any review conducted by or on behalf of the Council in relation to possible actions by Council that may have contravened the Privacy and Personal Information Protection Act.

Statement of the action taken in complying with the requirements of the Act

The Privacy and Personal Information Protection Act provides for the protection of personal information and for the protection of the privacy of individuals. It establishes twelve Information Protection Principles which cover the collection, storage, use, disclosure of and access to an individual's personal information.

Council is also required to protect the health information of individuals through the Health Records and Information Privacy Act. This Act establishes fifteen Health Privacy Principles which cover the collection, storage and security, use, disclosure of and access to an individual's health information.

Council has combined the requirements of the Privacy and Personal Information Protection Act and the Health Records and Information Privacy Act into a Privacy Management Plan. The Privacy Management Plan details how Council will manage an individual's personal and health information.

The Privacy Management Plan specifically addresses:

- Definitions
- Public Registers
- Information Protection Principles (PIIPA)
- Health Information Protection Principles (HRIPA)
- Implementation of the Privacy Management Plan
- Internal Review
- Other Relevant Matters

Statistical details of any review conducted by or on behalf of the Council

There were no applications for review of Council's actions under The Privacy and Personal Information Protection Act or the Health Records and Information Privacy Act during the period 1 July 2012 to 30 June 2013.

Rates Written Off

LG (Gen) Reg Cl 132

The amount of Rates and Charges written off by Council in 2012/13 is shown in the following table:

	\$
Pensioner Rebates – mandatory ⁽¹⁾	251,042
Pensioner Rebates – voluntary ⁽²⁾	111,562
Rates – other (including Postponed Rates)	92,292
Interest (including Postponed Interest)	3,136
Domestic Waste Management Charges	14,576
Stormwater Management Charges	561
Total Rates & Annual Charges Abandoned	473,169

- (1) The mandatory Rebate granted is 50% of the Rates & Annual Charges levied to a maximum of \$250. The State Government reimburses Council 55% of the total rebates granted.
- (2) In addition to the mandatory Rebate, a Council Rebate of Council's Environmental & Infrastructure Renewal Levy was granted to all eligible pensioners. This rebate covers 100% of the Levy.

Remuneration Package – General Manager

LG (Gen) Reg Cl 217(1)(b)

The General Manager's remuneration package consists of:

1. Salary component
2. Employer's contribution and/or salary sacrifice to a superannuation scheme
3. Non-cash benefits (motor vehicle)
4. Amount payable by Council by way of Fringe Benefit Tax for non-cash benefits

The total of the remuneration package for the General Manager for components 1, 2, 3 above was \$292,710 and the amount payable by Council by way of FBT for non-cash benefits was \$8,090.

Remuneration Packages – Senior Staff

LG (Gen) Reg Cl 217(1)(c)

Council has four senior staff positions (as defined by the Local Government Act), being Director Corporate Services, Director Planning & Development, Director Technical Services and Director Community Services.

The remuneration packages of the senior staff consists of:

1. Salary component
2. Employer's contribution and/or salary sacrifice to a superannuation scheme
3. Non-cash benefits (motor vehicle)
4. Amount payable by Council by way of Fringe Benefit Tax for non-cash benefits

The total of the remuneration package for Senior Staff for components 1, 2, 3 above was \$907,837 and the amount payable by Council by way of FBT for non-cash benefits was \$50,242.

Stormwater Management Services & Coastal Protection Services Levy

LG (Gen) Reg Cl 217(1)(e) & (e1)

Stormwater Management Services

Council's annual Stormwater Capital Works program is funded by the Stormwater Management Charge, supplemented by the Environmental & Infrastructure Renewal Levy and Grant funding received from the NSW Floodplain Management Program.

Council undertook the following stormwater management projects during 2012/13:

Project	Project Description	Status at 30 June 2013
Rushcutters Bay Floodplain Risk Management Study	This study recommends and prioritises works to mitigate flooding in Rushcutters Bay	Complete
Double Bay Floodplain Risk Management Study	This study recommends and prioritises works to mitigate flooding in Double Bay	Complete
Rose Bay Floodplain Risk Management Study	This study is in draft format and has been the subject of community consultation. It recommends and prioritises works to mitigate flooding in Rose Bay. The study will be presented to Council for adoption in 2013/14.	Ongoing
Watsons Bay Updated Flood Study	This study recommends and prioritises works to mitigate flooding in Watsons Bay	Complete
Bay Street/ Knox Street, Double Bay	Stage 1 of this project, which includes an inlet capacity upgrade in Guilfoyle Avenue, Double Bay as identified in the Floodplain Risk Management Study, is practically complete.	Complete
Forest Road, Double Bay	The works include stormwater pipes and pit renewals. This project is practically complete.	Complete
Cecil Lane, Paddington	The works include the provision of an overland flood path as identified in the Floodplain Risk Management Study. The project is complete.	Complete
Stormwater Network Condition Assessment	This is a proactive inspection of Council's stormwater network which aims to assess the condition of the assets and prioritise future capital works programs.	Ongoing
Powell Road, Rose Bay	The works include stormwater pipes and pit renewals. The project is complete.	Complete
Hampden Street, Paddington	A detailed design was prepared for Stage 1 of this project, which includes a new stormwater channel to reduce flooding into private property. Construction will be undertaken in 2013/14.	Ongoing
10-12 The Crescent & Hopetoun Avenue, Vacluse	A detailed design was prepared for Stage 1 of this project, which includes a new stormwater channel and increased pit capacity. Construction will commence in 2013/14.	Ongoing

Coastal Protection Services Levy

Council does not levy an annual charge for Coastal Protection Services.

Subsidised Work on Private Property

LG (Gen) Reg Cl 217(1)(a4)

Council did not carry out any works on private land during 2012/13.