



WOOLLAHRA COUNCIL

ANNUAL REPORT

2024–2025

Acknowledgement of Country

Woollahra Council acknowledges the Gadigal and Birrabirragal people who are the Traditional Custodians of this land and we pay our respects to Elders past and present.



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Macquarie Lighthouse

Cover image: Rose Bay Beach foreshore

Message from the General Manager



On behalf of Woollahra Municipal Council, I am pleased to present to you the 2024-2025 Annual Report. I'd like to share with you some of our achievements of the past year and update you on some of significant changes.

At the 14 September 2024 Local Government elections, we welcomed six new representatives and nine returning Councillors to represent our community. Voters in Woollahra were also asked to consider if the number of Councillors in Woollahra should drop from 15 to 9 which, if supported, would also mean a reduction in the number of Wards from 5 to 3. 49.02% voted Yes and 50.98% voted No and the referendum question was not passed.

At the commencement of each Council term, there is a requirement to produce a new Community Strategic Plan, articulating community goals and aspirations, a Delivery Program that sets the Councillor-led priorities for each term of Council that will deliver on the Community Strategic Plan goals and, the Operational Plan that includes all the actions we will undertake in the financial year to deliver on the priorities in the Delivery Plan.

Extensive community engagement was undertaken, with focus group consultation in August 2024 and two open community drop in sessions in November 2024, as well as several workshops with Woollahra Councillors

and staff. The draft plans went on display and a series of community pop ups and supporting promotion through various media and our Your Say web site led to the plans being accepted and endorsed / adopted in by Council in June.

During the 2024-2025 financial year, 91 % of our Operational Plan actions were completed or achieved and 82 % of our Capital Works program was completed or was in progress by 30 June 2025.

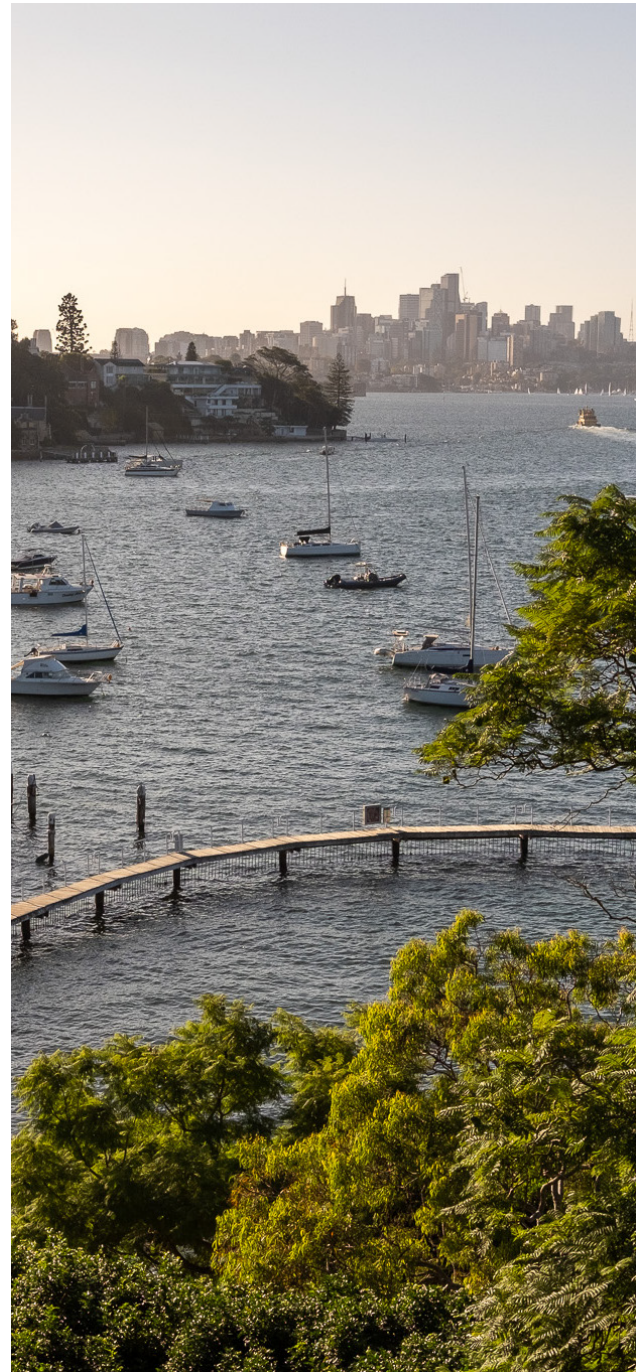
One of Councils most important projects considered during this financial year was the Wilberforce Street Carpark and Community Centre in Rose Bay. When tenders were received for the project, they were higher than expected, with Council then resolving to call for Expressions of Interest (EOI) to develop the site through a Public Private Partnership, with the EOI process likely to commence in the first half of the 2025-2026 financial year.

The Cross Street Carpark in Double Bay project saw Council resolve in February 2025 to engage consultants to provide additional analysis of the options presented, as well as exploring alternative development options for the car park. Council is also evaluating the minimum costs to maintain the existing carpark so that all avenues can be evaluated thoroughly before making a decision. Further reports to Council on this matter will take place at various points into the future.

Woollahra is very fortunate and grateful to have more than 150 volunteers who help our community in various ways, such as in our libraries, at the Woollahra Gallery at Redleaf, at our Bushcare regeneration sites and through our HarbourCare program. Additionally, 68 corporate and community groups held their own beach and park clean ups, volunteering their time to help keep our local environment looking beautiful.

I would also like to thank our incredible Council staff, without whom we would not be able to deliver all that we do for the community. Our teams are out and about the local area delivering for our residents, businesses and visitors every day and I thank them for continuing to contribute to making Woollahra one of the most beautiful LGAs in the world.

Craig Swift-McNair
General Manager



Murray Rose (Redleaf) Pool

Introduction

Overview of the Annual Report

Council's Annual Report is one of the key accountability mechanisms between Council and the Woollahra community. Based on community consultation, Council developed our Community Strategic Plan *Woollahra 2032*, for which this Annual Report is the final progress report. *Woollahra 2032* is structured by eleven Goals, which represent the shared vision for Council and the community and sets clear strategies to meet this vision. Council's four year Delivery Program and annual Operational Plan (DPOP) identifies the Priorities and Actions that respond to the Goals and Strategies in *Woollahra 2032*. The Annual Report details Council's performance against the Actions outlined in the Delivery Program and Annual Operational Plan.

The Annual Report also includes a range of statutory information Council is required to publish under the Local Government Act and Regulation. This information assists the community's understanding of Council's performance as a business entity and community leader.

Woollahra Municipality

Woollahra Municipality is located in Sydney's eastern suburbs, about 5 kilometres from the Sydney GPO. The Municipality is bounded by Port Jackson (Sydney Harbour) in the north, the Waverley Council area in the east, Randwick City in the south and the City of Sydney in the west. The Woollahra Municipality includes the suburbs of Bellevue Hill, Darling Point, Double Bay, Edgecliff, Paddington (part), Point Piper, Rose Bay (part), Vaucluse (part), Watsons Bay and Woollahra.

The total land area is 12 square kilometres including harbour foreshore and beaches. The area is predominantly residential, with some commercial

land use, parklands and a military reserve. Natural features of the Municipality include 16 kms of harbour foreshore consisting of rocky headlands, coastal cliffs and beaches, approx. 30 hectares of bushland located in 5 reserves with 3 vegetation communities containing over 300 plant species including 2 threatened and 1 vulnerable species. Other prominent features include Sydney Harbour National Park, the Macquarie Lighthouse, Gap Park and the award-winning Rose Bay Promenade. Woollahra is also the location of some of Sydney's premier shopping precincts such as Double Bay, Paddington and Queen Street, Woollahra.

The traditional custodians of the Woollahra area are the Gadigal and Birrabirragal people. European settlement dates from 1790, although development was minimal until the 1860s. Land was used mainly for dairy farming and market gardening, with some fishing. Expansion took place in the 1880s and 1890s, continuing into the early 1900s and the inter-war period. Significant development occurred during the immediate post-war years, from the 1950s to the mid 1960s. The population gradually declined from the late 1960s, falling from 63,000 in 1966 to 53,000 in 1976 and then to 51,000 in 1986, but has risen since to 53,891 in 2021.

Woollahra Council

The Woollahra Local Government Area is divided into five electoral wards: Bellevue Hill, Cooper, Double Bay, Paddington and Vaucluse, each of which is represented by three Councillors.

The Councillors meet in different Committees and once a month in a full Council meeting, to consider reports presented to them by Council staff. These meetings are

open to the public. Information on upcoming meetings is available on Council's website: woollahra.nsw.gov.au/council/meetings_and_committees

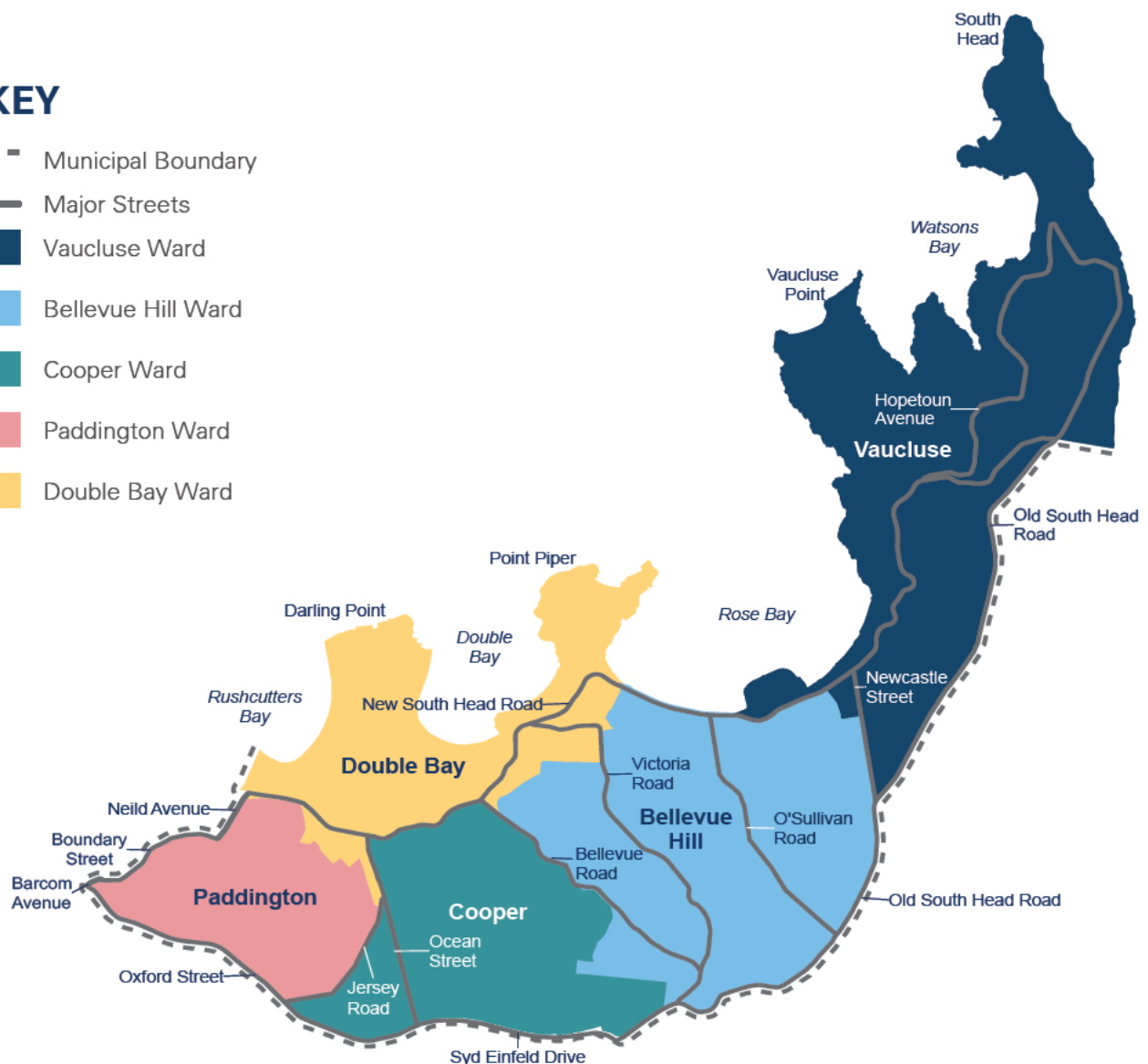
The formal Committee Structure of Council is supported by a range of Advisory Committees and Working Parties that provide a wider opportunity for community involvement in the Council decision making process.

Woollahra Council is committed to the principles of access and equity. We are continually working towards improving equal access to our services and facilities to all who live in, work in and visit the area.

Council recognises the guiding principles set out in the Local Government Act in everything it does.

KEY

- Municipal Boundary
- Major Streets
- Vaucluse Ward
- Bellevue Hill Ward
- Cooper Ward
- Paddington Ward
- Double Bay Ward



Our Vision, Mission and Values

Our vision

A thriving, inclusive, sustainable and resilient community that will benefit future generations.

Our mission

To lead climate action and promote respectful connections between people and place, so we can enhance, protect and celebrate Woollahra's beauty, heritage and quality of life, for the enjoyment of all.

We will do this by:

- Prioritising carbon neutrality, environmental sustainability and community resilience to meet the challenges of climate change and social and economic wellbeing.
- Acting as custodians and stewards of our highly valued natural environment, including our harbour foreshore and marine ecosystems, and our leafy streetscapes and urban forest.
- Acknowledging the Aboriginal custodianship of Woollahra and fostering greater community understanding and appreciation of our Aboriginal history, heritage and culture.
- Celebrating the unique built heritage of our area by honouring it and furthering generational efforts to conserve it.
- Creating opportunities for community connection, engagement and partnerships so we can be proud of our shared commitment and achievements.
- Demonstrating our commitment to customer experience by being respectful, open, responsive, accountable and agile.
- Building long term financial sustainability so we are in the best economic position to provide for the diverse needs of our community now and in the future.

Our values

How we strive to live our values:

Respect

- People are at the heart of everything we do.
- Communicate with honesty and display empathy.
- Treat others as you would like to be treated.

Open

- Be open minded and clear in your communications.
- Be accessible to the community.
- Explain the process as well as the outcome and be transparent in all your dealings.

Accountable

- Take responsibility for your actions.
- Own your mistakes and don't pass the buck.
- Follow through on what you say you are going to do.

Responsive

- Always close the loop in a timely and productive way, even if you don't have all answers.
- Be helpful at all times and anticipate the needs of residents upfront.

Excellence

- Strive to be the best at what you do.
- Care about quality and outcomes at every step of the way.
- Work at the forefront of continuous improvements in service delivery for our community.

Elected Councillors 2024-2028

Our Woollahra local government area consists of five electoral wards, with three Councillors representing each Ward, a total of fifteen (15) Councillors. The last election was held 14 September 2024.

BELLEVUE HILL WARD	COOPER WARD	DOUBLE BAY WARD	PADDINGTON WARD	VAUCLUSE WARD
 Sean Carmichael Deputy Mayor	 Torsten Councillor	 James Ardouin Councillor	 Alexander Andruska Councillor	 Mary-Lou Jarvis OAM Councillor
 Lucinda Regan Councillor	 Jeanette Mitchell Councillor	 Mark Silcocks Councillor	 Harriet Price Councillor	 Julian Parmegiani Councillor
 Hugh Woodgate Councillor	 Sarah Dixon Mayor	 Toni Zeltzer Councillor	 Matthew Robertson Councillor	 Merrill Witt Councillor

We also thank the Councillors who stepped down following the 14 September 2024 elections for their service, being Cr Peter Cavanagh, Cr Luise Elsing, Cr Nicola Grieve, Cr Isabella Shapiro, Cr Richard Shields and Cr Susan Wynne.

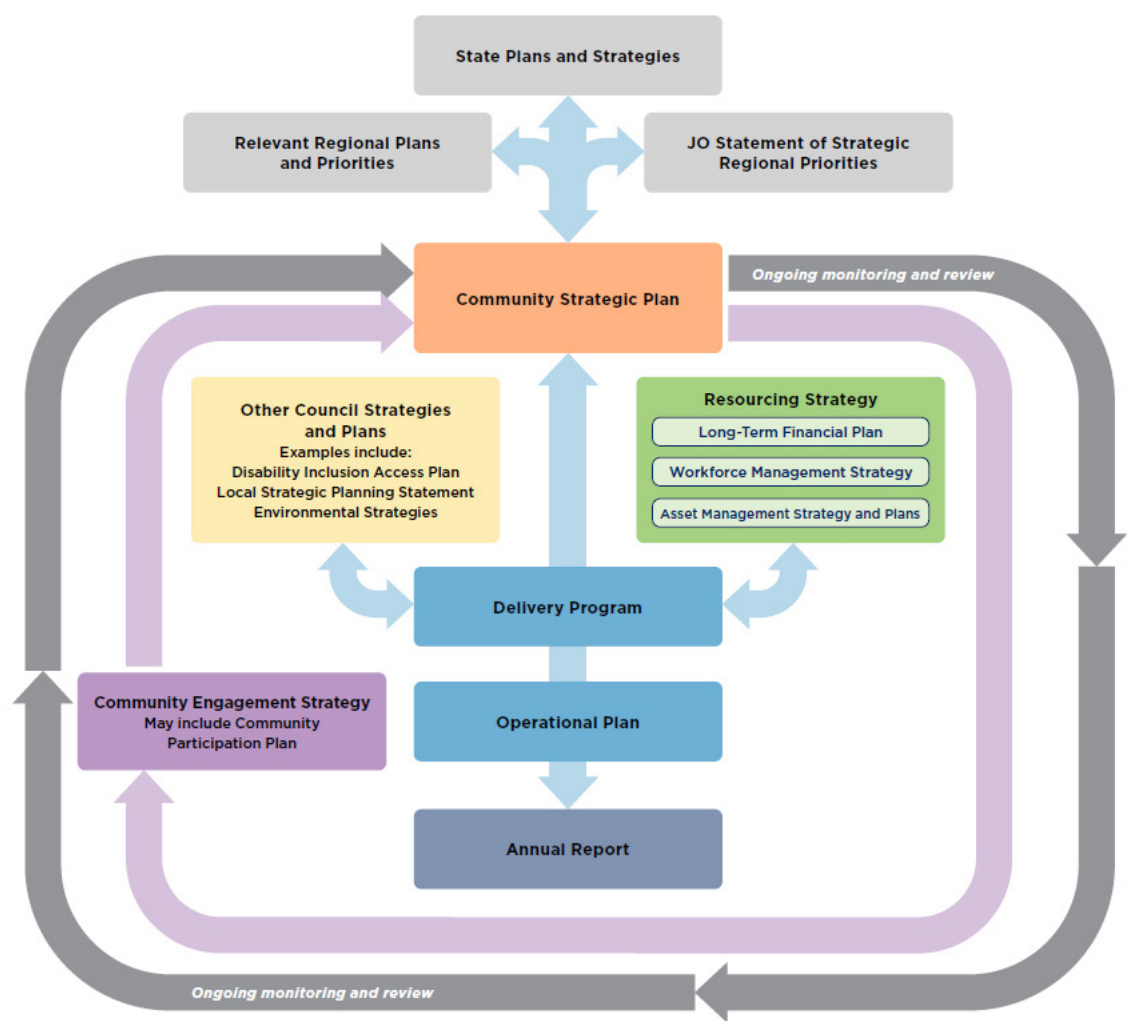
Integrated Planning and Reporting Framework

The NSW Government requires local councils to deliver their community vision and goals through long, medium and short-term plans, known as the Integrated Planning and Reporting Framework. This promotes best-practice strategic planning across NSW councils to ensure a more sustainable local government sector.

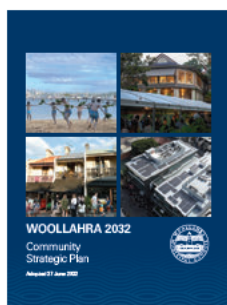
Woollahra Council’s IP&R framework includes our Community Strategic Plan and Delivery Program and Operational Plan, which are supported by our Resourcing Strategy.

Progress is monitored and reported to Council through the following: biannual Delivery Program updates, an Annual Report, and the State of Our City Report , which is presented at the second meeting of each new Council.

The diagram below illustrates the hierarchy of plans within the framework and their relationship to State and regional planning.



This Annual Report 2024/25 reflects Council's performance in the final year of the Council term 2021-2024 prior to the Council elections 14 September 2024. Council's plans for this reporting period are shown below.



Community Strategic Plan

Woollahra 2032 is our Community Strategic Plan that has been developed by Council in consultation with the Woollahra community. It presents a long term vision for Woollahra and is structured around the four interrelated focus areas of environmental, social, economic and civic leadership, each of which is supported by a range of Goals and Strategies.

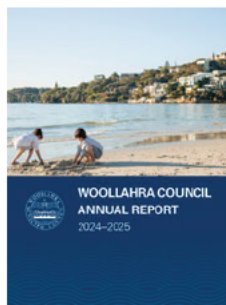
The incoming Council elected 14 September 2024 adopted a new Community Strategic Plan *Woollahra 2035*, on 23 June 2025.



Delivery Program & Operational Plan

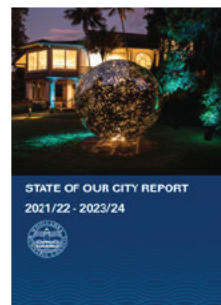
Our Delivery Program identifies a number of Priorities and intended outcomes / measures in response to the Goals and Strategies identified in *Woollahra 2032*, to relay Council's commitment to the community over the term (2022/23 to 2025/26) of Council. Council also has a supporting annual Operational Plan which outlines actions and deliverables.

Biannual progress reports are presented to the Council and community in relation to the Delivery Program and Operational Plan.



Annual Report

Our Annual Report provides a year in review and is prepared within five months of the end of each financial year in accordance with the requirements of the *Local Government Act 1993*.



State Of Our City Report

Our State of Our City Report was presented 28 October 2024 at the second sitting meeting of Council after the local government elections held 14 September 2024, in accordance with the requirements of the *Local Government Act 1993*. This Report provides comments in respect of progress Council has made through its Delivery Program and Operational Plans between 2022 and 2024 against each of the agreed strategies and measures presented in *Woollahra 2032*.



Delivery Program and Operational Plan

Gross Pollutant Trap mid-installation at Collins Avenue, Rose Bay

Environment snapshot 2024/25

14% of operational
expenditure*

\$17.533m

* Administration costs are
spread across each area

14% of capital
expenditure

\$2.96m



Stormwater works utilising the hydro-pump truck



100%

Council operations
certified as carbon
neutral



3 per zone

Collection of non-
recyclable bulky
household items



<0.17%

Kerbside Collection Bins
Missed (from 1,389,128
collections)



24 stations

New Public Electric
Vehicle charging stations
installed in the LGA



100

Bushcare volunteers



27.8%

Tree canopy



480 trees

Street and park
trees planted

Economic snapshot 2024/25

46% of operational expenditure*

\$59.1m

*Administration costs are spread across each area

60% of capital expenditure

\$12.35m



Street jazz performance at Woollahra Festival 2025. Over 3,000 attended our 3 day festival in March showcasing Woollahra's businesses, creativity and community spirit. This was a collaboration of Council, Queen Street and West Woollahra Association, 60 businesses, schools and community groups



91%

Operational Plan actions Completed



82%

Capital Works Completed or In Progress



3.88

Unrestricted Current Ratio Benchmark (target ≥ 1.5)



3.08%

Outstanding Rates & Annual Charges Ratio Benchmark (target $< 5\%$)



2.51

Operating Performance Ratio Benchmark (target ≥ 0)



118 days

Development assessment processing time in gross mean days

Net Mean is the total processing time which excludes the number of days the applicant is given to provide further information (Stop the Clock letter). Gross Mean is the overall processing time with no deductions

Civic Leadership snapshot 2024/25

31% of operational
expenditure*

\$40.198m

23% of capital
expenditure

\$4.658m

*Administration costs are
spread across each area



Geordie Cozens, Street Cleaning Team Leader was the recipient of a Pride of Workmanship Award from the Rotary Club of Rose Bay. This Rotary Award recognises individuals who demonstrate outstanding qualities in their approach, attitude, dedication, and commitment to their work



505,912
Council website
users



61,844
calls answered



92%
service standard
for calls answered
within 20 seconds



1,186
DAs and CDCs
processed by Customer Service staff



5,244
Parking permits
processed by Customer Service staff



482
Your Say Woollahra
new registrations



35,019
visits to Your Say, our
engagement platform



58.52%
open rate of
Council's monthly

Social snapshot 2024/25

10% of operational
expenditure*

\$12.798m

*Administration costs are
spread across each area

2% of capital
expenditure

\$0.451m



Intergenerational art event on 6 March 2025 at Woollahra Gallery at Redleaf. School students and people living with dementia participated in an event led by the Woollahra Dementia Alliance as part of Councils' Festival of Fun for seniors



13,054
visits to Woollahra
Gallery at Redleaf



28,487
Active Library members,
627,894 library visits



650,321
Library loans



19,063
people attended
1,180 Library events
and programs



81%
Customer Requests actioned
within agreed timeframes
(from 32,934 requests)



13,391
Downloads of the
Woollahra App (19.10%
of Customer Requests
received via the App)



160
children enrolled at
Woollahra Preschool
(full participation)

A connected and harmonious community

The new playground at Lyne Park has delivered a high quality, inclusive space for groups of all ages and abilities. New attractions include an intergenerational activity trail, double flying fox, sensory walkway, water play zone, bike track and accessibility elements. Engravings of spirit animals of local significance and Dharawal language words of welcome have been incorporated into the playground's concrete footpaths.

In June 2025 Council coordinated with Waverley and Randwick Councils for a Social Cohesion Forum, issuing a joint statement *"We are committed to being champions of social cohesion and using our leadership and knowledge to combat racism and promote community safety. Our communities deserve to live free from fear and hatred and we will work together to uphold these values and advocate for the support needed to achieve them. Our communities are welcoming and connected and made stronger by our diverse views, faiths, backgrounds, cultures and identities."*

As part of our ongoing commitment to implementing our Reconciliation Action Plan (RAP), we have developed our Innovate RAP. Council is committed, through this plan, to gain a deeper understanding of our sphere of influence and establish the best approaches to advance reconciliation. It focuses on strengthening relationships with Aboriginal and Torres Strait Islander people and piloting strategies for further reconciliation commitments and to empower Aboriginal and Torres Strait Islander people.

Council has been seeking to include more youth voices. In January the Redleaf Social event gathered feedback and ideas from young people on Council's Youth Voice project and future Youth Week events. A partnership



Lyne Park playground, Rose Bay

with Centre 360 ensured a successful Youth Week event in Paddington that was attended by more than 100 people. Based on feedback from significant consultation between January and May 2025, a Woollahra-specific model has been created and adopted by Council as a mechanism for a youth voice to Council.

From music performances, community lunches and art classes to sailing adventures and poetry evenings, the Woollahra Festival of Fun once again offered a vibrant array of events to inspire and engage our local seniors in March.

A successful six month trial of Member Hours at Watsons Bay Library has seen more than 200 members register to access the library during 19 unstaffed hours per week. Throughout the trial special programming events brought the community together to celebrate literature, learning and connection in a unique waterfront location.

A supported community

Woollahra Council has renewed its agreement with the Women's Housing Company to continue to provide 10x 2 or 3 bed units for mothers and their children escaping domestic abuse to allow them to remain living close to where they have support networks. The units are fully funded by Council, and this transitional accommodation is available for up to 3 years with 75% of the rent subsidised. We've also partnered with Women's Housing Company to acquire an affordable housing unit in Rose Bay as our first entry into the provision of affordable housing in the LGA. The unit will be rented at a discounted rate to a single woman over 55 or living with a disability and working at least 15 hours per week.

As part of Council's education and support services on the matter of male violence in the community, in partnership with Inner City Legal Centre three community education sessions were held to help people to learn how to recognise and respond to abuse in our community: in March on the topic of Coercive Control, in April Financial Abuse, and in May on Systems Abuse.

Holdsworth is supported by Woollahra Council to provide a broad range of services for people living with disability, families and older Australians living in the Woollahra Local Government Area. They provide services such as community transport, activities and services for seniors and carers, and playgroups for young children as well as programs that connect Woollahra residents to services and local support networks, promote social connections among families and support early childhood development, improve the quality of life for those impacted by dementia, and provide inclusion, well-being and access to cultural and recreational opportunities for all adult residents support our community.

Woollahra Council hosts a quarterly Inclusive (Disability,



Mayor Sarah Dixon with Camp Cove beach matting

Aged & Carers) Advisory Committee which provides a forum for people with lived experience to advise Council on ways to ensure Woollahra is disability, aged and carer friendly. Actions in FY24/25 to improve accessibility in the LGA include accessibility matting installed at Camp Cove helping wheelchair or pram users to access the beach, pathway upgrades at Trumper Park and Rushcutters Bay, tailored tours of Woollahra Gallery and an Access Art event held on International Day of People with Disability that featured an exhibition by disability group Little Umbrella Collective, and deaf artist run workshops.

Council reviewed its policies on support for people experiencing homelessness, aligning with the NSW Government's Protocol for Homeless People in Public Places. A new "Supporting People Experiencing Homelessness" brochure was distributed to local businesses, community groups and the general community, 75 Council staff attended workshops and Council staff continued their participation in the Eastern Suburbs Homeless Assertive Collaboration (ESHAC) meetings to support vulnerable individuals.

A creative and vibrant community

In December 2024 Council adopted the Woollahra Arts and Culture Strategy and Action Plan 2024-2028. This Strategy creates a framework to define the purpose and direction of Woollahra's cultural life and bring together the diverse arts, culture and creative activities being delivered within the Municipality. The Strategy encompasses the visual, performing arts and literary arts and Council services that range from Woollahra Libraries and Woollahra Gallery at Redleaf to Council's Grants Program.

The Outgoing Sponsorship Program is a new initiative that joins Council's existing Grants Program to support the performing arts, cultural events and other long standing initiatives that collectively harness the social capital of Woollahra. It was widely promoted across organisations and community groups. Three new projects received sponsorship in FY24/25; the Goethe Lounge series of curated arts programs, a Youth Connect and Empower Festival held by Centre 360 and Critical Path's 2025 Program Launch: 20 Year Birthday Celebration.

The Youth Photographic Award and Short Film Prize entered its fourth decade with 169 photographic entries and 14 short film entries being submitted from 12 different high schools. Entries showcased technical skill and artistic vision, imaginative visual effects, and captivating imagery.

More than 150 entries were received for The Digital Literary Award this year across the four categories: Fiction, Non-Fiction, Poetry and Digital Innovation, all also eligible for the Readers' Choice Award. This national award celebrates exceptional Australian writing first published online, spotlighting the creativity and diversity of digital storytelling.



Creative networking and panel event held at Woollahra Gallery at Redleaf on 22 June 2025 with 65 local creatives

Woollahra continues to host Australia's most prestigious award for small scale sculpture, the Woollahra Small Sculpture Prize. Entrants used diverse mediums to provoke thought and engage with contemporary issues and experiences, reflecting personal and collective narratives, materiality and the human condition. Woollahra Gallery at Redleaf hosted a panel discussion and networking event for artists, developing their knowledge around funding opportunities, residencies, collaboration and ways to sustain their creative practice.

Technical and digital learning opportunities for the whole community are on offer at Woollahra Libraries. Tech at Ascham pairs senior learners with high school students, while grant-funded Tech Savvy Seniors offers group digital literacy sessions and volunteer-led Tech Connect provides one on one help. Code Club is an after school club for those aged 8-13 coding in Python and Scratch and is supported by volunteer industry experts. Public workshops included Virtual Reality Digital Storytelling, Generative AI, and Podcasting for Beginners as well as both beginner and advanced 3D printing workshops.

Well-planned neighbourhoods

Council has continued to hear concerns from the community about the NSW Government's Low & Mid-Rise Housing Policy that commenced in February 2025 and the impacts of the changes. Council has continued to raise significant concerns regarding the Policy and its lack of regard for existing housing density, local character, heritage conservation and local planning controls. The policy impacts on already heavily congested areas, without additional NSW Government funding for key local infrastructure. Woollahra Council has developed strategic plans that allow for growth without the need to sacrifice high planning standards and community benefits.

Woollahra Council has continued to submit Planning Proposals to the Department of Planning, Housing and Infrastructure for a Gateway Determination. The Edgecliff Commercial Centre Strategy and the Double Bay Strategy that seek to guide appropriate development in two of our business centres were submitted in February and May respectively and remain under assessment. A Planning Proposal concerning the introduction of Floor Space Ratio controls for R2 Low Density Residential zones was submitted in June 2025 to seek a Gateway determination, as is also under assessment.

Development in our LGA needs to be considered with respect to the hydrogeological and geotechnical environment. Council commissioned and considered the Rose Bay Hydrogeological study and as a result exhibited amendments to the Development Control Plans of Rose Bay to establish a groundwater drawdown limit and amending the existing control for drawdown limits in Double Bay that result from excavation and subterranean building. Both took effect in December 2024.



Mayor Sarah Dixon, Womens Housing Company CEO Nada Nasser and Womens Housing Company General Manager of Asset Management & Growth Janie Maude inspect the new affordable housing unit supported with funding from Council

Council identifies opportunities to conserve our rich heritage. In March, following a study by heritage consultants, exhibition of the Planning Proposal and consideration of the issues raised in submissions, the heritage listing of two school buildings in Rose Bay came into effect. In June the heritage listing for 83a Fitzwilliam Road, Vaucluse came into force.

Our actions to support affordable housing continue, despite the withdrawal of Randwick Council from the 3-Council sub-regional project. Council has submitted two items to the Department of Planning, Housing and Infrastructure for a Gateway determination; the Edgecliff Affordable Housing Scheme Planning Proposal, and also a Planning Proposal to address net loss in housing numbers that can occur when the total number of dwellings on a site after new development is less than the number that existed on the site prior to the approved development. Both remain under consideration.

Liveable places

Closing in January 2024, Lyne Park Playground re-opened in August 2024 with the upgrade transforming this space to provide a range of new recreational uses for the community. The new playground provides inclusive, imaginative and flexible experiences for all ages and abilities. Spring Street Reserve in Paddington was also updated with a new central play structure, swings, rubber surface, a sensory and herb garden and accessible features including wheelchair friendly picnic table and drinking fountain. Strong interest in the community consultation phase of planning helped shape these changes and likewise in the planning for new playgrounds planned for installation in FY25/26 at Rushcutters Bay Park and Robertson Park and for the informal play elements coming to Epping Reserve and Kiaora Road.

Sporting and recreation improvements in 24/25 included moving and renewing the cricket nets at Lower Cooper Park, the installation of a fitness station at Yarranabbe Park, and additional dinghy storage racks being installed in Rose Bay Park, Gibsons Beach Reserve and Tingira Reserve. The Feasibility Report for a Swimmable Harbour was received in February, with this project moving on to the design and consultation phase for a site at Yarranabbe Park in FY25/26.

A new Defect Management Project is transforming how we manage and remediate infrastructure defects, enabling more efficient filtering and grouping of defects to ensure they are assigned efficiently, saving time and money. In FY 24/25 more than 2,000 road and footpath defects were remediated.

Park furniture has been renewed or replaced at several parks including Lough Playing Fields, Parsley Bay and Fletcher Street Reserve.



Spring Street Reserve, Paddington

In recognition of the important role our urban forest plays in reducing urban heat, sequestering carbon, improving air quality and providing habitat, Council has developed an Urban Forest Strategy. We have exceeded the tree planting target for the year, with 480 trees planted in our public parks and streets, and more than 600 planted in our bushland areas.

Our smallest sites are well looked after. Some of our pocket parks have had a refresh of their landscaping including Sutherland St Reserve. The Spring Street Steps, Edward Street steps and Edgecliff Square have also all had a spruce up thanks to our creative and hardworking Parks team.

The lifeguard service at Camp Cove has been in operation for more than 30 years. Running on the weekend throughout the swimming season from October to April and seven days a week during the summer school holidays, the service helps visitors to this iconic location enjoy the beach with confidence.

Getting around

A total of 31 new charge points were installed across the Woollahra LGA between July 2024 and June 2025. 9 of them are 50-70kW fast chargers that can provide power for a 50- 75km range in 15 minutes, powered by renewable energy. Our local area has one of the highest rates of electric vehicle ownership in NSW with many households not having access to off-street charging at home, so these charge points are vital infrastructure for now and the future.

We've made two of our most popular shopping districts safer for pedestrians by implementing new 40km/h zones in Rose Bay Centre and Queen Street, Woollahra making those places more attractive, vibrant and safer walking locations for pedestrians.

Planning for the O'Sullivan Road Recreation Path continues as part of our Active Transport Plan. Responding to community concerns, Council resolved to explore an alternate design. These design works will be reported to Council later in 2025.

The Rose Bay Bike Day in November helped to develop riding skills and support active transport users in our area. Visitors received riding tips, free bike adjustments, or took an e-bike for a test ride. Children had fun with the library SPARK Truck running activities to decorate bikes or enjoy a bicycle themed story or activity. 11 bicycles and 2 scooters were collected by partners Revolve for reuse or recycling.



High Pedestrian Activity Area in Queen Street, Woollahra

Our Regulatory team are out in the streets responding to customer requests and performing proactive patrols in streets and around schools. 43,363 street parking infringements and 5,327 Council carpark infringement notices were issued in FY24/25.

Re-sheeting our roads can have a big impact on getting around for our residents. Sites throughout the LGA have been renewed in this period. Some examples are the Kiaora Rd/Forest Rd/Carlotta Rd site in Double Bay, Warren Rd and Northland Road in Bellevue Hill, Bowden Rd and Nelson Rd in Woollahra, Glenmore Rd and Sutherland Ave in Paddington, Burrabirra Ave and Cambridge Ave in Vaucluse and Dover Rd in Rose Bay are only some of the projects completed this year.

Protecting our environment

In the Woollahra LGA, our approach to improving water quality is based on the principals of total catchment management, recognising the impact that activities upstream and throughout the catchment have on the system as a whole.

There's a lot going on beneath the surface to improve water quality. Gross Pollutant Traps are one of the ways we treat stormwater and capture pollution before it can get into the Harbour. They are often multi-year projects to complete design, consultation and installation. Council installed a GPT in Collins Avenue Rose Bay and has completed the design phase of a GPT for Gibsons Beach. Our program of using CCTV inspection of the stormwater network helps us detect and prioritise repair works. Stormwater pipe and pit maintenance for FY24/25 included projects in Dumaresq Rd Rose Bay, Greycairn Place Woollahra and Bennelong Crescent in Bellevue Hill.

Council works with volunteers through Harbourcare to maintain several beaches, including the annual Clean Up Australia Day at Rose Bay Beach, and with partners such as Project Restore whose work installing living seawalls at Rose Bay and Watsons Bay aims to foster connection between habitats and provide a blueprint for future seascape restoration work globally. Council is interested in other ideas to sustain our harbour, supporting Regen Sydney in seeking a Federal grant for their technical studies concerning the regeneration of Rushcutters Bay.

As our previous 10 year Biodiversity Conservation Strategy nears its end, the new Biodiversity Conservation Strategy 2025-2035 has been developed



National Tree Day National Tree Day 2024 saw over 100 community members attend to get over 3,000 plants in the ground on 28 July 2024 at Christison Park.

for public exhibition. The strategy outlines our vision for biodiversity in Woollahra and sets clear objectives and actions focusing on improving our ecosystems, increasing our understanding of biodiversity and engaging with the community to enhance biodiversity.

Our urban forest plays a vital role in protecting our environment. In addition to the tree planting in respect of the Urban Forest Strategy, Council supports nearly 100 volunteers across 11 sites for our year-round Bushcare, removing weeds and improving the quality of our bushland areas. On National Tree Day we welcomed 100 people who together planted over 3000 plants. Council has also increased the maintenance of our public trees with major works on Ocean Street, Balfour Street, Old South Head Road and Bellevue Road, along with our regular program of monitoring and maintaining trees in our streets and parks.

Sustainable use of resources

Woollahra has a history of innovative waste management programs. In 2008 we were one of the first councils to introduce a residential food and organics (FOGO) collection, with this type of collection now mandated for all Councils by 2030. In FY24/25 Woollahra collected and diverted from landfill more than 4,500 tonnes in our FOGO program. Council also runs programs that assist residents and businesses to compost onsite, hosting workshops and providing resources on composting and worm farming.

Council provides several ways for residents to manage their waste more sustainably. We offer a free pick up service that in FY24/25 expanded the list of items accepted to include old batteries, e-waste, clothes and accessories. Residents can bring items from an even bigger list to our quarterly drop off events that since February 2022 have diverted more than 917.7 tonnes from landfill. Items added to the list this year that can now be accepted include polystyrene, blister packs and x-ray films.

Webinars, workshops and a wide range of resources are available for the community to help them make the most of solar energy. Topics such as how to maximise output, install a battery and undertake maintenance and transitioning to an all-electric home were offered this year. Our Apartment Energy Savings program supports people living in apartments to reduce emissions including a free sustainability assessment including a report with recommendations.

As more battery powered items become popular, correct disposal of batteries is a focus. Council has expanded its e-waste collection to include batteries so they are



eWaste battery collection.

managed safely and developed a battery safety awareness program “Never Bin Batteries” that includes truck signage designed by local children and better information about safe battery disposal. Smaller household and mobile phone batteries can also be dropped into our battery recycle bins located at Paddington Library and Woollahra Library at Double Bay.

In Bellevue Hill, Council has trialled permeable pavement materials that enable infiltration of stormwater and provide passive irrigation to verge plantings.

An additional stormwater collection and storage tank has been installed at Christison Park along with an expanded irrigation system to further decrease our reliance on the potable water supply. As well we have cleaned and repaired rainwater tanks in priority sites and installed data loggers at our top water using sites to accurately measure water use and seek further efficiencies.

Community focused economic development

In FY24/25 Council has upgraded the Business webpage, providing more information and linking to rich resources for our business community, including Spendmapp data drawn from our local economy, information about grants and guides to starting a business in Woollahra.

Our Placemaking team and Libraries offer workshops, networking and learning opportunities where attendees can hear from guest speakers on important business topics. In October our Doing Business in Woollahra series ran a session on AI Tools for Small Business Marketing and Marketing Without Money, in December a networking evening for local businesses was held in Double Bay, and in February the team ran Innovate to Grow Your Business. The Woollahra Libraries Business Bites series covered topics such as Small Business Spark! presented by the Sydney School of Entrepreneurship and Writing for Your Food Business with writer Barbara Sweeney presenting website and social media writing tips.

Council awarded \$25,000 in funding and worked with the Queen Street & West Woollahra Association on a 3 day community festival to celebrate the Woollahra Festival 2025. The Festival included local business stalls, talks on art and design, community dog show, Gala Lunch under a magical marquee and a Writers' Festival. With over 3,000 attending, the district experienced a 20% increase in sales and a 52% increase in dining and entertainment spend. 80% of surveyed businesses would participate in future events.



Doing Business in Woollahra event held 19 February 2025.

Each year Council supports local business through our Business Sector Support Grants of up to \$10,000 and Placemaking Grants of up to \$7,500. In FY24/25 Council supported projects such as the Paddo Collective with their Live Music Week and support with their brand identity, The Double Bay Christmas Fair and the Chanukah at the Bay event, both at Steyne Park in December, and the Paddington Chamber of Commerce's networking series.

Council itself has secured a \$350,000 grant under Transport for NSW's Open Streets Program to facilitate an open street festival in Double Bay each year for the next three years. Celebrate Double Bay will showcase the best Double Bay has to offer, with a strong focus on supporting local businesses, local talent and promoting existing connections to the local community.

Working together

Development of our new Community Strategic Plan, *Woollahra 2035*, and supporting Integrated Planning and Reporting documents included 4 community workshops held in August and November 2024 with 3,429 community members invited. An online feedback forum attracted 831 page views from 423 visitors; this feedback informed 3 workshops held with Councillors to refine our Plans. Our Plans were placed on public exhibition for 4 weeks, including 2 community Pop Up consultation events in May 2025, with 617 page views from 340 visitors to the accompanying Your Say. Ultimately 9 formal submissions were received and considered by Councillors, before adopting the new Plans on 23 June 2025. This suite of Plans will guide the Council for their elected term.

Throughout the year we held sessions for residents to meet their Ward Councillors and discuss key issues or concerns. Sessions are organised if there is demand from the community and Councillors. Three sessions were held in FY 24/25.

Council seeks ways to gather feedback from the community about our customer service so we can keep improving our assistance to the community, in line with our Customer Experience Strategy. An automated customer satisfaction feedback process occurs after all call centre calls and we run a customer effort survey upon completion of service requests. In addition, we conducted a targeted survey of our most frequent App users that provided valuable insights into user satisfaction. As a result we have implemented additional features on the Woollahra App including the ability to comment and provide additional information to requests any time, even after the requests has been finalised, and to upload additional photos after the initial request has been created.



Kiaora Place, Double Bay Pop Up. Community engagement Pop Ups make it easier for our community to comment on our future plans in situ.

Council has resolved to establish a Youth Voice to act as an advisory Committee to Council to increase youth civic participation and representation to provide intergenerational equity, in line with the Children, Youth & Families Strategy and Action Plan 2024-2027. Following community consultation Council resolved that the twin mechanisms will be an Online Youth Hub and Annual Youth Insights and Action event.

Council changed the software that hosts the information management processes around Council meetings Agendas and Minutes and allows the public to livestream Council and Committee meetings. The new Resolve software offers better functionality and video capability, enhancing transparency by making it simpler to locate and review Council and Committee discussions on Agenda items when viewing the on-demand video.

A well managed Council

Improving processing times for our Development Application process has been a focus since Council conducted a Service Review in FY22/23. The directive of the Minister for Planning & Public Places for NSW wide maximum processing time has also put considerable pressure on Councils. Council received almost 500 Development Applications in FY24/25. At 1 July 2024 our average processing time was 198 days and at 30 June 2025 our mean DA processing time was down to 117.25. This has required a huge effort across many teams in Council to deliver a more streamlined and efficient process which has produced this noteworthy result.

In September 2024, Council established a permanent in-house legal Counsel, later joined by a solicitor, to manage Council's legal costs, especially as relates to the Development Assessment Process. Our General Counsel Rosemary Bullmore was recognised by Doyle's Guide as one of Australia's leading in-house Planning and Environment Lawyers for 2025.

Council applies for grant funding, when it is available, in many different areas of Council work. In FY24/25 we successfully secured a grant of \$350,000 from Transport for NSW Open Streets program to support three years of Celebrate Double Bay festival and also received a grant from the NSW Government 2024-25 Floodplain Management Program in October 2024 to undertake the Vaucluse Flood Study.

Since 2021 Council has run a strengths-based leadership training program for almost 90 staff. In FY24/25 we launched our Aspiring Leaders Program to develop staff who seek a broader understanding of leadership, with the intention of one day leading a team. This program ran for 6 months across all areas of Council, developing our workforce so that we can continue to deliver for our



Joshua Gregory (right) was Highly Commended in the award for the Local Government Procurement 'New Procurement Professional of the Year'

community. One such participant is our Procurement and Contracts Coordinator, who in November 2024 was recognised at Highly Commended in the award for the Local Government Procurement 'New Procurement Professional of the Year'. This achievement highlighted his work over the last year-and-a-half in implementing a range of procurement initiatives, including changes to expenditure thresholds, procurement policy and processes, and most notably the inclusion of sustainable procurement considerations such as modern slavery, Indigenous procurement, disability inclusiveness and environmental sustainability.

This FY24/25, audit revaluations were completed based on condition ratings to retaining walls, seawalls and harbourside structures, transport assets and stormwater assets and the information incorporated into the relevant Asset Management Plans. This allows us to accurately budget and prioritise capital works on these infrastructure assets, integrating strategic asset planning with financial planning.

Environmental Targets

2024/25

Measure	Target	Frequency	FY23/24 Result	FY24/25 Result
Council operations are certified carbon neutral.	Climate Active Certification obtained each year	Annual	Climate Active Certification for 2022/23 received in August 2024	Climate Active Certification for 2023/24 received in May 2025
100% of Council's electricity use is from renewable sources.	100% of renewable energy purchased	Annual	100% renewable electricity purchased across all Council owned sites	100%- All Council electricity is from renewable sources
Decrease carbon emissions offset by Council. 2018/19 result of 7,412 tonnes CO ₂ e.	Decrease in Carbon emissions offset per annum	Annual	4,079 tonnes CO ₂ e offset in 2022/23, a decrease of 13% from the 2021/22 figure of 4,699t CO ₂ e	4,251 tonnes CO ₂ e offset in 2023/24, an increase of 4% from the 2022/23 figure of 4,079t CO ₂ e
Reduce community greenhouse gas emissions, aspiring to net zero emissions by 2030. 2018/19 result of 518,349 tonnes CO ₂ e.	Reduce total community greenhouse gas emissions per annum	Annual	425,561 tonnes CO ₂ e in 2022/23, a decrease of 10% from the 2021/22 figure of 473,365t CO ₂ e	395,910 tonnes CO ₂ -e in FY2023/24, a decrease of 5.95% from the FY2022/23 figure of 420,961. This represents a 23.6% from FY2018/19 baseline
No increase in potable water use by Council operations. 2018/19 result of 88,655 kL.	Maintain or reduce kL of potable water used per annum	Annual	90,740kL used in 2023/24, a 2% increase from 88,841kL in 2022/23	96,093 kL use in FY2024/25
Reduce community water use per capita. 2018/19 result of 6,616,365kL / 59,387 = 111.4kL per person.	Reduce total water use per capita per annum	Annual	2022/23 result of 105 kL per person. A 4.5% decrease from 110k L per person in 2021/22	2023/24 result of 105 kL per person
Increase number of electric and hybrid vehicles on Council's passenger fleet to 100% by 2025. March 2022 result of 11 electric or hybrid vehicles from a total of 99 passenger vehicles = 11%	% increase linked to the general rate of vehicle turnover	Annual	47% of passenger vehicles are electric or hybrid (100% of passenger vehicle turnover for the period)	90% of passenger fleet vehicles replaced with electric /hybrid versions. Remaining vehicles to be transitioned upon renewal date (3 final vehicles in 26/27)
Increase public electric vehicle charging by 2 stations per year. 2021 result of 3.	2 charging stations installed per year	Annual	9 public charging stations installed in 2023/24	35 charge points installed in 24/25

Measure	Target	Frequency	FY23/24 Result	FY24/25 Result
All of Council's six swimming beaches rated 'Good' or 'Very Good' by Beachwatch. 2021 results: Watsons Bay: Good Rose Bay: Good Parsley Bay: Good Murray Rose Pool: Good Nielsen Park: Very Good Camp Cove: Very Good	100% rated 'Good' or 'Very Good'	Annual	Beachwatch ratings 2024: Good: Camp Cove, Nielsen Park, Parsley Bay, Watsons Bay Poor: Murray Rose (Redleaf) Pool, Rose Bay	Beachwatch ratings 2025: Very good: Camp Cove, Nielsen Park Good: Parsley Bay, Watsons Bay. Poor: Murray Rose Pool (Redleaf), Rose Bay Beach
Increase in number of stormwater quality improvement devices. 2022: 31 GPTs, 10 raingardens	One gross pollutant trap and one raingarden installed on Council drainage lines annually.	Annual	2 Gross Pollutant Traps installed in 2023/24	1 Gross Pollutant Trap installed in 24/25
Maintain or increase number of native flora and fauna species found in Woollahra 2020 result (introduced species excluded): Flora species = 219 Fauna species = 57	Maintain or improve # of flora species, number of fauna species	Biennial	N/A (biennial measurement)	Fauna: 48 Flora: 208
Increase in canopy cover. 2021 result of 27.4%	Canopy cover LGA wide is 30% by 2050.	Biennial	2022/23 = 27.8%	No new data
100 Bushcare volunteers by 2030. 2021 result of 81 volunteers.	100 Bushcare volunteers	Annual	90	100
Kg of waste sent to landfill per household per annum. 2021: 395.2kg / household	Reduce waste sent to landfill by 10% per household by 2030, in line with State Government targets	Annual	364.15kg / household	On track- 311kg Volume of waste sent to landfill per household result for 24/25
% of waste collected from kerbside bins that is diverted from landfill. 2022 result of 55%.	Increase recovery rate from all waste streams to 65% by 2030	Annual	49%	58%
% of total concrete and asphalt used that contains recycled content. 2023: 7% asphalt, 3% concrete.	100% of concrete and asphalt includes recycled content by 2030	Annual	-	98.7% Asphalt, 4.18% concrete



Statutory information

Robertson Park, Watsons Bay

Anti-slavery redress

Local Government Act s428 (4)(c)

A statement of the action taken by the council in relation to any issue raised by the Anti-slavery Commissioner during the year concerning the operations of the council and identified by the Commissioner as being a significant issue.

The Anti-Slavery Commissioner has raised no issues for FY24/25.

Anti-slavery procurement

Local Government Act s428 (4)(d)

This Modern Slavery Statement highlights the Council's ongoing commitment to combating modern slavery. It details the measures implemented during the reporting period to minimise the risk that our procurement activities may result in, or contribute to, human rights violations associated with modern slavery.

Organisational Structure and Supply Chain

The Council operates a decentralised procurement structure, with Buyers distributed across various Council departments who are actively engaged in procurement activities. All procurement processes are governed by the Council's Procurement Policy and Procedure and are supported by key personnel including the Procurement & Contracts Coordinator, the Chief Financial Officer, and the Governance & Risk Manager.

The Council recognises the critical importance of ensuring that goods and services procured, both directly and indirectly, are free from modern slavery practices. The Council's supply chain comprises vendors, suppliers, and contractors, predominantly from a range of public and private entities based in or operating within Australia, many of whom may also source products or services from overseas.

NSW Anti-slavery Commissioner's Guidance on Reasonable Steps to Manage Modern Slavery Risks in Operations and Supply-Chains

The NSW Anti-Slavery Commissioner's guidance on reasonable steps came into effect on 1 January 2024. This guidance includes an inherent risk identification tool designed to help organisations assess the procurement risks associated with specific product and service categories.

In accordance with updated the Inherent Risk Identification Tool ('IRIT') Version 2.0 and the updated NSW whole-of-government procurement ('Spend Cube') taxonomy, Council has identified the following categories as high or moderate risk:

Procurement Category Level 1	Procurement Category Level 2	Procurement Category Level 3
Construction	Construction Materials	HVAC Parts Asphalt, Bitumen and Aggregates
	Trades in Construction	Asphalt
Facilities & Building Management	Cleaning	Cleaning Cleaning Supplies
	Food, Water & Catering	Food Catering & Consumables
	Electrical, Mechanical and Elevators	Renewable and Solar Power
	Security Services & Equipment	Security Services
	Utilities	Oil and Gas Utilities
Fleet Management	Fleet Leasing	Electric Commercial Vehicles- Lease Electric Passenger Vehicles- Lease Heavy Commercial Vehicles- Lease Heavy Passenger Vehicles- Lease Light Commercial Vehicles- Lease Passenger Vehicles- Lease Specialised Vehicles- Lease
	Fuels and Lubes	Diesel Other Fuel and Lube Petrol and Gas
	Purchased Fleet Vehicles	Electric Commercial Vehicles- Buy Electric Passenger Vehicles- Buy Heavy Commercial Vehicles- Buy Heavy Passenger Vehicles- Buy Light Commercial Vehicles- Buy Passenger Vehicles- Buy Specialised Vehicles- Buy
	Vehicle Repair and Maintenance	Vehicle Repairs and Maintenance

Procurement Category Level 1	Procurement Category Level 2	Procurement Category Level 3
Freight, Couriers and Postage	Couriers, Postage and Parcels	Couriers
Furniture, Office Supplies and Services	Furniture	Office Chairs Office Desks and Workstations Other Furniture
ICT	End user computing and Peripherals	Computer accessories Computer displays End User devices Presentation and multi-Media Printers, Scanners, Multifunction equipment
	ICT Network Management	Network Management Security
	ICT Software	Software as a Service - SASS, Licensing and Maintenance
	Infra and network hardware-non carriage	Network Hardware purchases and inventory
	Telecommunications	Fixed Data Fixed Voice Mobile
Specialised Organisational and Technical	Workwear and Uniform Related	Safety Workwear Specialist Workwear Uniforms

Policy

Council's Modern Slavery Prevention Policy was formally adopted by the General Manager on 14 February 2024. This policy outlines our commitment to preventing and addressing modern slavery within all procurement activities. A review of this Policy is set for February 2026.

Action Plan

Council's Modern Slavery Risk Management Plan was formally adopted by the General Manager on 11 August 2025. This plan details actions which have or are currently being undertaken, and future initiatives are planned in relation to modern slavery prevention and the Council's procurement processes. A review is set for June 2026.

Staff Awareness and Training

To raise awareness of modern slavery and the Council's related policies and expectations, mandatory training has been provided to Council Buyers, with awareness sessions offered to all staff. An e-learning module is available on the Council's Learning Management System (LMS). Future initiatives include ongoing awareness campaigns and the exploration of additional face-to-face and e-learning training opportunities.

Stakeholder Engagement

The Council's Modern Slavery Prevention Policy was made available to suppliers in February 2024. A Supplier Self-Assessment Questionnaire (SAQ) has been developed and issued to suppliers requiring heightened and moderate due diligence. Plans are in place to extend the SAQ to suppliers requiring low due diligence. High, moderate, and low inherent modern slavery risk categories have been identified at a procurement category level, with an annual review conducted.

Risk Assessment

A pre-purchase checklist has been implemented to help identify higher-risk procurements, and Council Buyers purchasing from high-risk categories are notified to apply due diligence. During FY24/25, a risk assessment of the top 30 suppliers based on invoice spend total was completed. Supplier risk assessments will continue to be reviewed annually. A comprehensive Modern Slavery Risk Management Plan has been developed and adopted by the General Manager in August 2025. Compliance and effectiveness measurement will be explored during FY25/26.

Tendering, Quotation, and Contracting

The Council has incorporated modern slavery prevention criteria into Requests for Quotes and Tenders. Modern

slavery clauses have been included in quotations and tenders for new and potential suppliers, with regular reviews and updates conducted on these documents. A Modern Slavery Prevention schedule has been created, with a mandatory evaluation weighting of 2.5% applied to all procurements exceeding \$150,000 (including GST). Procurement procedures have been updated to reflect these requirements, with annual reviews planned. Anti-slavery clauses based on the NSW Anti-Slavery Commissioner's model have been included in contracts during FY24/25.

Reporting and Grievance

A confidential reporting mechanism is in place to allow staff, contractors, and community members to report concerns related to modern slavery. Details of external reporting contacts are included in staff awareness training, with a formal reporting process to be explored. The Council will submit modern slavery contract reports in conjunction with the publication of the Council's annual report.

Mechanisms Response and Remedy Framework

The Council is exploring a response and remedy framework that includes actions such as facilitating access to health, legal, or psychosocial services and preventing future harm. Awareness training currently includes details of external reporting contacts. Further actions are planned for 2025/26 as more guidance becomes available from the Office of the Anti-slavery Commissioner.

Monitoring and Review

Ongoing monitoring and review of the effectiveness of modern slavery-related processes are conducted annually or as required, based on guidance received from the Office of the Anti-slavery Commissioner.

Special Variation Rate (SRV)

Special Rate Variation Guidelines 7.1

In response to increasing costs, budget deficits over recent years, and with the intention of securing long term financial security, Council lodged a SRV application in February 2023, which was approved by the Independent Pricing and Regulatory Tribunal (IPART) in June 2023. The approved SRV increase was 13.7% in 2023-24 and 7.5% in 2024-25, in addition to the Rate Peg.

\$2,955,341 of SRV funds were spent on projects in 2024/25.

Conditions of the SRV require the council to report on actual revenues, expenses and operating results against projects identified in Councils' SRV application in its 2024-25 Annual Report, as well as the reasons for any significant differences. Details are provided in the table below.

Key Service Area	Funding Type	Project Title	Actuals 2024/25 (\$)	Budget 2024/25 (\$)	Variance (\$)	Comments
Transport & Engineering	Operational	Drainage	103,815	102,900	-915	Target met
Transport & Engineering	Operational	Footpaths	664,990	604,350	-60,640	6,760.5m2 of footpaths were replaced as 910 footpath defects were remediated.
Transport & Engineering	Capital	Cecil Street, Paddington- Climate Change Adaption Measures	1,440	-	-1,440	This project involves the design for a wide floodway connecting from the end of Cecil Street to Trumper Park Oval. Concept design complete subject to public exhibition.
Transport & Engineering	Capital	Edgecliff Road, Woollahra- Climate Change Adaption Measures	40,506	74,586	34,080	In progress; concept design completed subject to agreement on the design from Transport for NSW prior to public exhibition.
Transport & Engineering	Capital	Pipe Refurbishment Program- Climate Change Adaption Measures	155,328	205,800	50,472	Relining of pipe in New Beach Road, Darling Point to harbour in progress; installation postponed to Q1 FY2025/26 due to delay in the supply of materials.

Key Service Area	Funding Type	Project Title	Actuals 2024/25 (\$)	Budget 2024/25 (\$)	Variance (\$)	Comments
Strategic Planning, Heritage Conservation & Place	Operational	Progressing the heritage gap analysis - <i>see breakdown below</i>	420,665	711,360	290,695	During the 24/25 financial year, we progressed a number of the SRV Heritage Projects. Noting that due to the size of these projects and the extensive engagement with consultants and owners, projects often progress over years. Each of these projects has implications for staff time and resources, and staff resources and consultant costs are being monitored and recorded.
		<i>Inter-War Flat Buildings Heritage Study</i>	<i>Inter-War Thematic Study finalised and published on Council's website in September 24. 83 Fitzwilliam Road Heritage Study – Finalised and listed as a heritage item (20 June 2025). Rose Bay Centre Study– TKD appointed in March 24. Pre-engagement will commence in the second half of 2025. Glencoe Road Study – Lisa Trueman Heritage Advisor appointed in December 2024. Pre-engagement underway and a meeting of the Local Planning Panel is scheduled for the second half of 2025. Gladswood Gardens Study – Study has commenced. Pre-engagement will commence in the second half of 2025.</i>			
		<i>Study of local architecture and design influenced by the Arts and Crafts period</i>	<i>Arts and Crafts Study– Extent Heritage appointed in September 2024. Pre-engagement will commence in the second half of 2025.</i>			
		<i>Significant Architects Heritage Study</i>	<i>Contemporary Buildings Peer Review Study – Robertson & Hindmarsh appointed in November 2023. Draft Study reported to the Local Planning Panel and the advice reported to Council in May 2025. Review of Joseland and Gilling Architecture firm – Study has commenced. Draft heritage study expected in late 2025/early 2026.</i>			
		<i>Study of local built examples influenced by the Modernist period</i>	<i>Modern Buildings Study –GML appointed in November 2023. Draft study reported to the Local Planning Panel and the advice reported to Council in August 2025. Gyngell House Study (Edward St, Woollahra) – GML appointed in June 2025. Draft heritage study expected in the second half of 2025.</i>			

Key Service Area	Funding Type	Project Title	Actuals 2024/25 (\$)	Budget 2024/25 (\$)	Variance (\$)	Comments
Corporate Services	Operational	Digital Transformation - see breakdown below	353,089	429,468	76,379	
	Operational	Bi Development	47,230	39,261	-7,969	Business Intelligence licensing and development, resulting in enhanced internal capabilities and the creation of two enterprise dashboards.
	Operational	Process Mapping System	53,141	53,141	0	Licensing for the process management system, Nintex Process Manager.
	Operational	Staffing for ERP Project (2 Years)	0	44,698	44,698	Staffing deferred to future years.
Library Services	Operational	Library Digital Transformation Officer - 1 x FTE	102,728	91,565	-11,163	Officer employed full time 24/25.
Library Services	Operational	General Amount to set aside in the reserve	9,405	9,405	0	Amount for future library IT upgrades transferred to reserve.
Library Services	Capital	AV Upgrade Paddington	11,047	11,047	0	Paddington AV upgrade completed.
Library Services	Operational	Maintenance Contract for AV Upgrade Paddington	0	4,423	4,423	Not required year one of equipment purchase.
Library Services	Capital	AV Upgrade Watsons Bay	23,276	50,318	27,042	Works partially completed. Phase 2 scheduled for 25/26.
Library Services	Capital	eResource promotion in house	33,240	47,120	13,880	Project completed underbudget 24/25.
Library Services	Operational	Software license		3,082	3,082	Not required year one of equipment purchase.
Library Services	Capital	Watsons Bay CCTV & secure access	26,290	28,676	2,386	Project completed underbudget 24/25.
Library Services	Capital	Community Vending Machines	46,732	46,732	0	Project completed 24/25.

Key Service Area	Funding Type	Project Title	Actuals 2024/25 (\$)	Budget 2024/25 (\$)	Variance (\$)	Comments
Parks, Trees & Recreation	Operational	Additional Open Space Maintenance Team	370,928	513,767	142,839	Street garden beds continue to be improved throughout the LGA. There have been difficulties in filling vacant roles in this team.
Parks, Trees & Recreation	Operational	Contract Tree Maintenance for management of Fig Trees	441,089	575,557	134,469	Over this period we have completed 295 tree works jobs on 151 fig trees. We have also undertaken the pruning specification report which will be used in the coming years.
Parks, Trees & Recreation	Operational	Parks & Recreation Planner + Funding Actions from Open Space Strategies	175,978	176,770	792	Target met.
Parks, Trees & Recreation	Capital	Intergenerational activity equipment for Lyne Park Playground- Stage 2 - Various equipment for the Lyne Park P	227,513	227,000	-513	Target met.
Total Expenditure			2,955,341	3,621,557	666,216	

Rates and Charges Written Off

Local Government (General) Regulation 2021 (Reg), cl 132

The amount of Rates and Annual Charges written off
by Council in 2024/25:

Category	Amount
Pensioner Rebates - mandatory ¹	\$176,580
Pensioner Rebates - voluntary ²	\$114,613
Rates- other (including Postponed Rates)	\$3,331
Interest (including postponed interest)	\$ 3,272
Domestic Waste Management Charges	\$1,765
Stormwater Management Charges	\$7
Total Rates and Annual Charges Abandoned	\$299,567

Notes

1. The mandatory rebate granted is 50% of the Rates and Annual Charges levied to a maximum of \$250.
2. The State Government reimburses Council 55% of the total rebates granted.
3. In addition to the mandatory rebate, Council rebates 100% of the Environmental and Infrastructure Renewal Levy to all eligible pensioners.

Councillor Ongoing Professional Development

Local Government (General) Regulation
2021 (Reg) cl 186

Local Government elections were held 14 September
2024, with nine out of fifteen Councillors returning.
Ongoing Professional Development (OPD) as below:

Councillor	# of 2024/25 Induction Training / Refresher sessions attended	# of 2024/25 OPD Programs attended	# of 2024/25 Seminars, Circulars or other Activities delivered as part of OPD
<i>Councillors in FY2024/25 prior to 14 September 2024 election only</i>			
Cr Peter Cavanagh	0	0	0
Cr Luise Elsing	0	0	1
Cr Nicola Grieve	0	0	0
Cr Isabelle Shapiro	0	0	0
Cr Richard Shields	0	0	1
Cr Susan Wynne	0	0	0
<i>Councillors in FY2024/25 post 14 September 2024 election</i>			
Cr Alexander Andruska	4	0	1
Cr James Ardouin	2	0	0
Deputy Mayor Cr Sean Carmichael	7	0	1
Cr Mary-Lou Jarvis	4	0	2
Cr Jeanette Mitchell	7	0	1
Cr Julian Parmegiani	6	0	2
Cr Harriet Price	4	0	1
Cr Lucinda Regan	6	0	3
Cr Matthew Robertson	1	0	0
Cr Mark Silcocks	5	0	0
Mayor Cr Sarah Swan	6	0	0
Cr Torsten	4	0	0
Cr Merrill Witt	0	0	2
Cr Hugh Woodgate	7	0	0
Cr Toni Zeltzer	0	0	0

Note: Councillor Briefings were held during the 2024/25 financial year, however are not included.

Councillor Expenses including International Travel

Local Government (General) Regulation 2021 (Reg) cl 217 (1) (a), (a1), (i), (ii), (iii), (iiiia), (iv), (v), (vi), (vii), (viii)

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 2024/25 financial year was as follows:

Expense/Facility	2024/25 cost
Provision of dedicated office equipment allocated to Councillors	\$0
Telephone calls made by Councillors	\$6,978
Attendance of Councillors at conferences and seminars	\$21,446
Training of councillors and provision of skill development	\$22,325
Interstate visits by Councillors, including transport, accommodation and other out-of-pocket travelling expenses	\$4,525
Overseas visits by Councillors, including transport, accommodation and other out-of-pocket travelling expenses	\$0
Expenses of any spouse, partner or other person who accompanied a councillor in the performance of his or her civic functions, being expenses payable in accordance with the Guidelines for the payment of expenses and the provision of facilities for Mayors and Councillors	\$0
Expenses involved in the provision of care for a child of, or an immediate family member of, a Councillor	\$0
Sydney Eastern City Planning Panel (formerly JRPP) attendance	\$27,005
Internet, travel and parking reimbursements, stationery and miscellaneous goods and services:	\$10,806
Internet	\$4,752
Travel and Parking reimbursements	\$1,755
Stationery and Miscellaneous Expenses	\$4,299
Total Councillor Expenses	\$93,085

Contracts

Local Government (General) Regulation
2021 (Reg), cl 217 (1) (a2), (i), (ii)

The following major contracts for works and services were awarded during 2024/25, ordered by Contractor name:

Contractor/s	Nature of goods and services supplied	Estimated contract value (excl. GST)
Bucher Municipal Pty Ltd	Supply and Delivery of 2 (Two) units 20 m3 Rear Loader Garbage Compactor	1,169,888
Bucher Municipal Pty Ltd	Supply and Delivery of Compact Footpath Sweeper	239,634
Civeco Pty Ltd	Albemarle Lane, Rose Bay- New Stormwater Pipe and Pit Works, Installation of Shared Zone	211,000
Civeco Pty Ltd	High Pedestrian Activity Area- Rose Bay	167,000
Civil Streetscapes Pty Ltd	Rushcutters Bay Park, Darling Point- Seawall Footpath Renewal	136,653
Civotek Pty Ltd	Cambridge Avenue, Vaucluse – Drainage and Road Infrastructure Upgrade	300,188
Hako Australia	Supply and delivery of a Compact Outdoor Scrubber	228,493
Metro Constructions	Trumper Park Grandstand- Female Friendly Facility Upgrade	306,283
Nationwide Corporate Services Pty Ltd	Operation and Management of Council Car Parks	\$756,344
Neverstop Irrigation	Supply and install Stage 2 of irrigation system to Christison Park	137,451
Nexon Asia Pacific	Sophos Cyber Security Platform Licensing	263,084
Rook Sheu Pty Limited trading as Rook Partners	"Quotation for North & South commercial space - Level 1, 1 Kiaora Road, Double Bay NSW 2028"	11 % Gross Rental Return, calculated to be \$185,000
State Civil Pty Ltd	High Pedestrian Activity Area-Woollahra	160,000
Stateline Asphalt Pty Ltd	Manning Road Woollahra Civil Upgrade Works	140,000
Talbots Painting Group Pty Ltd	Kiaora Place- Building 2- East and West Facade Remediation Works	435,550
URM Environmental Services Pty Ltd	Collection Sale and Processing of Recyclables	3,677,678

Legal Proceedings

Local Government (General) Regulation 2021 (Reg), cl 217 (1) (a3)

Council is required to disclose a summary of amounts incurred during the year in relation to legal proceedings taken by or against the Council and a summary of the state of progress of each legal proceeding and the result.

Council's legal proceedings expense for 2024/25 was \$1,640,862.63 net of internal staff costs and overheads. A summary of costs and the current status /outcome of each case is provided. \$628,623.83 in costs were recovered.

Development Assessment

Address	Outcome
206B Victoria Road, Bellevue Hill	Discontinued
364 & 364A Edgecliff Road, Woollahra	Discontinued
54 New Beach Road, Darling Point	Upheld with amended plans (s34 Agreement)
440 Edgecliff Road, Woollahra	Upheld with amended plans (s34 Agreement)
68 Darling Point Road, Darling Point	Upheld with amended operational management plan (s34 Agreement)
780-786 New South Head Road, Rose Bay – s4.55(8) Modification Application	Upheld with amended plans (s34 Agreement)
3 Wiston Gardens, Double Bay – s4.55(8) Modification Application	Discontinued
53-55 Drumalbyn Road, Bellevue Hill- s4.55(8) Modification Application	Upheld with amended plans (s34 Agreement)
43 Salisbury Road Rose Bay- s4.55(8) Modification Application	Upheld with amended plans (s34 Agreement)
27-29 & 31-37 Knox Street, Double Bay	Dismissed
12 Cross Street, Double Bay	Upheld with amended plans (s34 Agreement)
53-55 Balfour Road, Bellevue Hill	Discontinued
206B Victoria Road, Bellevue Hill – s4.55(8) Modification Application	Upheld with amended plans (s34 Agreement)
54 Streatfield Road, Bellevue Hill	Upheld with amended plans (s34 Agreement)
30 Wyuna Road, Point Piper	Upheld with amended plans (s34 Agreement)
54 Streatfield Road, Bellevue Hill- s4.55(8) Modification Application	Upheld with amended plans (s34 Agreement)

Address	Outcome
18 Boronia Road, Bellevue Hill – s4.55(8) Modification Application	Upheld with amended plans (s34 Agreement)
6-10 Cecil Street, Paddington – s4.55(8) Modification Application	Upheld (s34 Agreement)
3 Wiston Gardens, Double Bay – s4.55(8) Modification Application	Upheld with amended plans (s34 Agreement)
34 Rivers Street, Bellevue Hill	Ongoing
152 Sutherland Street, Paddington	Discontinued
21 Kambala Road, Bellevue Hill	Discontinued
84, 86 & 88 Birriga Road, Bellevue Hill- s4.55(8) Modification Application	Upheld with amended plans (s34 Agreement)
364 & 364A Edgecliff Road, Woollahra	Discontinued
132 Bellevue Road, Bellevue Hill	Upheld with amended plans (s34 Agreement)
144 Bellevue Road, Bellevue Hill- s4.55(8) Modification Application	Upheld with amended plans (s34 Agreement)
127 Victoria Road, Bellevue Hill	Upheld with amended plans (s34 Agreement)
6 Tivoli Avenue, Rose Bay	Upheld
43 Salisbury Road, Rose Bay- s4.55(8) Modification Application	Upheld with amended plans (s34 Agreement)
7 Wolseley Road, Point Piper	Upheld with amended plans (s34 Agreement)
43 Salisbury Road, Rose Bay – s4.55(8) Modification Application	Upheld with amended plans (s34 Agreement)
142, 142A & 142B Bellevue Road, Bellevue Hill	Upheld with amended plans (s34 Agreement)
90 John Street, Woollahra	Upheld with amended plans (s34 Agreement)
30 Wyuna Road, Point Piper	Upheld with amended plans (s34 Agreement)
27 Eastbourne Road, Darling Point	Upheld
9 Sutherland Crescent, Darling Point	Upheld with amended plans (s34 Agreement)
37 Fitzwilliam Road Vacluse	Upheld with amended plans (s34 Agreement)
26-28 Wolseley Road, Point Piper	Ongoing
7 Belah Gardens, Vacluse	Upheld with amended plans (s34 Agreement)
34 Cranbrook Road, Bellevue Hill	Upheld with amended plans (s34 Agreement)
68 Darling Point Road, Darling Point	Discontinued

Address	Outcome
63 Fitzwilliam Road, Vacluse	Upheld with amended plans (s34 Agreement)
85-87 Birriga Road, Bellevue Hill	Upheld with amended plans (s34 Agreement)
162 Paddington Street, Paddington	Upheld with amended plans (s34 Agreement)
3 Wiston Gardens, Double Bay	Upheld with amended plans (s34 Agreement)
37 Fitzwilliam Road, Vacluse	Upheld with amended plans (s34 Agreement)
37 Fitzwilliam Road, Vacluse	Upheld with amended plans (s34 Agreement)
9 Sutherland Crescent, Darling Point	Upheld with amended plans (s34 Agreement)
83 Fitzwilliam Road, Vacluse	Upheld with amended plans (s34 Agreement)
13 Olola Avenue, Vacluse	Upheld with amended plans (s34 Agreement)
365 Edgecliff Road, Edgecliff – s4.55(8) Modification Application	Upheld with amended plans (s34 Agreement)
77-83A Yarranabbe Road, Darling Point	Upheld with amended plans (s34 Agreement)
12 Kent Road, Rose Bay – s4.55(8) Modification Application	Upheld with amended plans (s34 Agreement)
68, 70 & 72 Queen Street, Woollahra	Upheld with amended plans (s34 Agreement)
294-298 New South Head Road & 2-10 Bay Street, Double Bay	Upheld with amended plans (s34 Agreement)
206B Victoria Road Bellevue Hill- s4.55(8) Modification Application	Upheld with amended plans (s34 Agreement)
3 Ormond Street Paddington	Upheld with amended plans (s34 Agreement)
394, 396-398 & 400 New South Head Road, Double Bay	Upheld with amended plans
76 Moncur Street, Woollahra	Upheld with amended plans (s34 Agreement)
17-19 Guilfoyle Avenue, Double Bay	Upheld with amended plans (s34 Agreement)
158 Hopetoun Avenue, Vacluse	Discontinued
7 Annandale Street, Darling Point	Upheld with amended plans (s34 Agreement)
365 Edgecliff Road, Edgecliff	Upheld with amended plans (s34 Agreement)
426-440 New South Head Road, Double Bay	Upheld with amended plans
3 Knox Street, Double Bay	Upheld with amended plans
9-11 Glenmore Road, Paddington – Summons under s56A	Dismissed

Address	Outcome
8 Albert Street, Edgecliff	Judgement delivered, application approved
8 Albert Street, Edgecliff	Upheld with amended plans (s34 Agreement)
3 Fullerton Street, Woollahra	Upheld with amended plans (s34 Agreement); Cost Recovery as agreed or assessed**
11A Burrabirra Avenue, Vaucluse	Upheld with amended plans (s34 Agreement)
14 Cross Street, Double Bay	Upheld with amended plans (s34 Agreement)
7-9 McLaughlan Place, Paddington	Upheld with amended plans; (s34 Agreement) Cost Recovery \$6,750
19 Sutherland Avenue, Paddington	Upheld with amended plans (s34 Agreement); Cost Recovery \$10,000
214 Victoria Road, Bellevue Hill	Upheld with amended plans (s34 Agreement)
38 William Street, Paddington	Upheld with amended plans (s34 Agreement)
588 New South Head Road, Point Piper	Upheld with amended plans (s34 Agreement)
44 Towns Road, Vaucluse	Upheld with amended plans (s34 Agreement)
12 Cross Street, Double Bay	Upheld with amended plans (s34 Agreement)
65 Victoria Road, Bellevue Hill	Upheld with amended plans (s34 Agreement)
19-27 Cross Street, Double Bay	Upheld following additional information
90 John Street, Woollahra	Upheld with amended plans (s34 Agreement)
413-417 New South Head Road, Double Bay	Upheld with amended plans (s34 Agreement); Cost Recovery \$12,000
549 New South Head Road, Bellevue Hill	Upheld with amended plans (s34 Agreement)
38 Russell Street, Vaucluse	Discontinued
16 Wunulla Road, Point Piper	Upheld
127 Victoria Road, Bellevue Hill	Discontinued
8-16 Queen Street, Woollahra	Judgement reserved
14 Rosemont Avenue, Woollahra	Upheld with amended plans (s34 Agreement)
57 Brown Street, Paddington	Upheld with amended plans (s34 Agreement)
2-4 Loftus Road, Darling Point and 38b Mona Road, Darling Point	Ongoing

Address	Outcome
42 Wentworth Road, Vaucluse	Upheld with amended plans (s34 Agreement)
64 Sutherland Street, Paddington	Upheld with amended plans (s34 Agreement)
8-10 Cross Street, Double Bay	Upheld with amended plans (s34 Agreement); Cost Recovery \$20,000
393-399, New South Head Road, Double Bay	Ongoing
370 Edgecliff Road, Woollahra	Ongoing
85D Victoria Road, Bellevue Hill	Ongoing
77-83A Yarranabbe Road, Darling Point	Upheld with amended plans (s34 Agreement)
3 Fullerton Street, Woollahra	Upheld with amended plans (s34 Agreement)
4 Graylind Place, Vaucluse	Upheld with amended plans (s34 Agreement)
102 Windsor Street, Paddington	Upheld with amended plans (s34 Agreement)
24 Captain Pipers Road, Vaucluse	Upheld with amended plans (s34 Agreement)
Total Development Assessment costs*	\$1,183,016.09
Total Development Assessment cost recovery**	\$207,898.83

*Note: Net of internal staff costs and overheads

**Cost Recovery deemed as agreed or assessed is confidential

Building and Compliance

Address	Outcome
35 Suttie Road, Bellevue Hill	Proceedings discontinued, costs recovered by Council
35 Suttie Road, Bellevue Hill	Appeal dismissed in Council's favor. Appellant to pay Council's costs
4-6 Bayview Hill Road, Rose Bay	Proceedings ongoing
Total Building and Compliance costs*	\$156,218.12
Total Building and Compliance cost recovery	\$369,000.00

*Note: Net of internal staff costs and overheads

Ranger Services

Address	Outcome
100 Bellevue Road, Bellevue Hill- Development not in accordance with consent	Pleaded Guilty Section 10 no conviction
5 Clairvaux Road, Rose Bay- Development not in accordance with consent	Guilty fined \$4,400 + \$4,925 Council costs
52 Yarranabbe Road, Darling Point- Pollute waters	Guilty Section 10 no conviction + costs \$13,200
18 New South Head Road, Vacluse- Fail to comply with section 28 notice for class 3 item	Guilty Section 10 no conviction + costs \$13,200
27 New South Head Road, Vacluse- Fail to comply with section 28 notice for class 3 item	Withdrawn on advice
58A Wentworth Road Vacluse,- Fail to comply with section 28 notice for class 3 item	Guilty fined \$750 + \$500 costs
10 Military Rd, Watsons Bay- Development not in accordance with consent	Guilty fined \$2,000 fine + \$9,000 costs
Opposite 63 New South Head Road, Vacluse- Fail to comply with section 28 notice for class 3 item	Guilty Section 10 no conviction + \$1,000 costs
599 New South Head Road, Vacluse- Council v Carry out specified development prohibited on land	Guilty fined \$1,500 + \$4,400 costs
54 Oxford Street, Paddington- Expose Article at Road without approval	Penalty notice paid. Matter withdrawn.
22 Yarranabbe Road, Darling Point- Pollute waters	Penalty notice paid. Matter withdrawn.
673 New South Head Road, Rose Bay - Development not in accordance with consent	Guilty fined \$6,000 + \$500 costs
186 Hopetoun Avenue, Vacluse- Fail to comply with section 28 notice for class 3 item	Guilty fined \$975 + \$1,000 costs

Address	Outcome
Review service agreement for the towing, storage and sale of impounded vehicles	Advice and review of contract
75 Wolseley Rd, Point Piper- Fail to comply with section 28 notice for class 3 item	Awaiting hearing
18 Etham Ave, Darling Point- Fail to comply with section 28 notice for class 3 item	Awaiting hearing
Upper Cooper Park, Bellevue Hill- In charge of dog which rushes at/attacks/ bites/harasses/chases any person/animal	Awaiting hearing
Total Ranger Services costs*	\$82,529.94
Total Ranger Services cost recovery	\$47,725.00

*Note: Net of internal staff costs and overheads

Animal Control

Address	Outcome
Dog Attack, Vaucluse House, Vaucluse	Guilty- Sec 10 + \$4,000 costs
Total Animal Control costs*	\$8,477.00
Total Animal Control cost recovery	\$4,000.00

*Note: Net of internal staff costs and overheads

Property Management

Address	Outcome
Kiaora Place, Double Bay - Defects dispute	Ongoing
Total Property Management costs*	\$210,621.48
Total Property Management cost recovery	\$0

*Note: Net of internal staff costs and overheads

Total Legal Proceedings

Proceeding	Cost	Cost recovery
Development Assessment costs	\$1,183,016.09	\$207,898.83
Building and Compliance costs	\$156,218.12	\$369,000.00
Ranger Services costs	\$82,529.94	\$47,725.00
Animal Control costs	\$8,477.00	\$4,000.00
Environment & Public Health Services costs	\$0	\$0
Fire Safety Management costs	\$0	\$0
Property Management costs	\$210,621.48	\$0
Total Legal Proceedings Costs*	\$1,640,862.63	\$628,623.83

Notes:

1. Costs do not include internal staff costs and overheads, however these costs may be awarded in the making of a judgement.
2. Cost recovery awarded in this FY24/25 may reflect a matter that has incurred costs to Council in earlier years.
3. Cost Recovery deemed as agreed or assessed is confidential.

Grants

Local Government (General) Regulation 2021 (Reg), cl 217 (1) (a5), Local Government Act 1993 (s356)

Council continued its commitment to the provision of community grants in 2024/25 by granting \$109,945.75 for Community and Cultural Grants to 23 organisations and individuals for community and cultural purposes.

A further \$31,765 in Outgoing Sponsorship Program funding was provided to 3 organisations to support new and long-standing initiatives and proven events and programs.

A section 356 grant was also made to Holdsworth Community of \$935,272 for 2024/25 towards services provided at Holdsworth Community Centre and Gaden Centre. Holdsworth Community is a non-government incorporated association working for the community. Woollahra Council has had a longstanding partnership with Holdsworth to care for, connect and support families with young children, seniors, people living with a disability and their carers. Council's financial support of \$935,272 in 2024/25 was to enable Holdsworth Community to provide the following services:

- Navigating the MAC System: keeping Woollahra residents informed about Federal Aged Care fund availability and support access services;
- Aged Care Wellness Hub;
- support the Woollahra Dementia Alliance – Action Plan;
- Woollahra Connect Program supporting those who are socially isolated;



Grant recipient Community Health Support , delivering Lifesaver First Aid & CPR Training

- Provision of family services through playgroups, a baby room, individual family support, an intergenerational program and information.

A further \$50,000 in environmental grants was provided to 11 organisations and education facilities for local environmental improvement projects and \$84,892 in placemaking and business sector support grants was provided to 14 organisations for activities, projects and events that activate and enhance public spaces and commercial centres.

The details of all grant recipients and their projects are provided in the following tables.

Community Grants

Organisation	Purpose	Funding
Bellevue Hill Public School Parents and Citizens Association	<i>Back to Bellevue Hill Open Day - Supporting Bellevue Hill Public School (BHPS) in celebrating their Centenary.</i> A showcase of student work through a centenary exhibition and booklet with an event to invite the local community to share the festivities.	\$7,500
B'nai B'rith Courage to Care NSW Inc	<i>Courage to Care Woollahra Program Extension 2024</i> To recruit and train 20 volunteers, enabling them to provide anti-discrimination school programs, using testimony from Holocaust survivors.	\$7,500
Community Health Support	<i>Lifesaver Woollahra: Year-Round Free First Aid and CPR Training</i> First aid and CPR training for the Woollahra community, enhancing public safety	\$5,000
Dr Joseph DiBattista and Nicole Katherine McMahon	<i>"Understanding Our Biodiversity" Community Engagement Program</i> Environmental awareness with comprehensive activities for children and adults in Woollahra's parklands.	\$2,775
Dressability	<i>Dressability Inclusive Fashion Styling Workshop</i> An inclusive and accessible fashion styling workshop empowering participants with the "confidence to feel visible."	\$1,684
Emanuel	<i>Young Adult and intergenerational Gatherings and Dinners</i> To enhance monthly potluck gatherings hosted by Emanuel Synagogue for young adults and the intergenerational community.	\$6,900
Holdsworth Community	<i>Seniors Week Gatsby High Tea & Dance Celebration</i> A fun event with live entertainment to promote social connection.	\$6,108
Inner City Legal Centre (ICLC)	<i>Symposium for Trans & Gender Diverse justice, facilitated by the Inner-City Legal Centre for Trans Awareness Week 2024</i> One-day symposium to address unique issues faced by the transgender community.	\$5,300
Lifeline Direct Ltd	<i>Accessible Crisis Support and Training for the Eastern Suburbs</i> To provide an Accidental Counsellor workshop to train 15 participants.	\$5,445
South Eastern Community Connect (SECC)	<i>Nourishing Connections Community Arts</i> Arts-based project to promote socialisation, active ageing, and emotional wellbeing for carers and community members.	\$5,490
South Head Anglican Parish	<i>South Head Anglican Parish Community Lunch</i> Monthly community lunches with entertainment for seniors for friendship and reduced social isolation.	\$7,500

Organisation	Purpose	Funding
St Francis Social Services	<i>Centre 360 Youth Community Days</i> Four youth-led community events for a more connected, harmonious and engaged community for young people.	\$7,500
WAYS Youth and Family	<i>A WAYS Safe Summer</i> Peer Education and outreach to improve the health and mental health of local young people.	\$3,825.75
Woollahra Dementia Alliance (WDA)	<i>Intergenerational Connections through Art – Workshops and Morning Tea Round Two</i> Two intergenerational dementia-friendly art events at the Woollahra Cultural Hub.	\$2,210
Wrap with Love	<i>Yarn for Local knitting Groups</i> Yarn distributed to knitting groups in aged care facilities and retirement villages, in the Woollahra Council area.	\$1,000
Yoga Foundation	<i>Yoga Walks on Country. An embodied awareness practice immersed in nature, with a Traditional Custodian</i> Ten yoga walk activities to provide an opportunity to connect on Country, led by a First Nations Yoga Teacher.	\$4,500
Total Community Grants		\$ 80,237.75

Note: One community project that was originally funded by Council has been removed as the applicants declined the grants and returned the funds: Heart on my Sleeve \$1,156.

Cultural Grants

Organisation	Purpose	Funding
Caroline Quaine	<i>McKell Park Painting Group</i> Community painting group at Cannonbury Cottage in McKell Park.	\$3,000
Critical Path Inc.	<i>Unveilings</i> Multidisciplinary artists share their work, embracing the Drill Hall as a place of inspiration, and to imagine new forms between the fields of dance and visual arts.	\$7,500
Documentary Australia	<i>Woollahra Community Documentary Society - sharing stories and challenging perspectives - a new way of connecting with our community</i> Community documentary screenings including post-film discussions with filmmakers.	\$2,500
Kirsty Kross Nicholson	<i>Gift Givers from the Deep</i> An activation of the Murray Rose Swimming Pool with performance and community participation.	\$7,374
REELise	<i>2024 REELise Film Festival</i> To empower youth through education, storytelling and filmmaking.	\$3,060
Shaun Parker & Company	<i>HOVER performances, pre-show roving and an inclusive hip-hop workshop</i> Two outdoor performances and workshops at Rushcutters Bay on hover boards.	\$5,868
Susan Wright	<i>Textiles Installation</i> Interactive community workshop that celebrates deaf culture, to coincide with International Day of People with Disability.	\$406
Total Cultural Grants		\$29,708

Note: One cultural project that was originally funded by Council have been removed as the applicants declined the grants and returned the funds: Citizen of the world music \$2,500.

Outgoing Sponsorship Program

Organisation	Purpose	Funding
Centre 360 Youth and Family Services	<i>Youth Connect and Empower Festival</i> A half-day event celebrating youth talent, showcasing emerging local artists, live performance and art displays.	\$13,965
Critical Path Incorporated	<i>2025 Program Launch: 20 Year Birthday Celebration</i> To activate The Studio at the Drill Hall with presentations by 12 artists and video & audio installations.	\$10,000
Goethe-Institut	<i>'Goethe Lounge': a series of curated programmed arts events at the Goethe-Institut in Woollahra</i> A series of arts events showcasing live music, talks and films.	\$7,800
Total Business Sector Grants		\$31,765

School Citizenship Award Grants

Organisation	Purpose	Funding
Bellevue Hill Public School	<i>School Citizenship Awards</i>	\$75
Bellevue Hill Public School (amount outstanding from FY 2023 2024)	<i>School Citizenship Awards</i>	\$75
Double Bay Public School	<i>School Citizenship Awards</i>	\$75
Glenmore Rd Public School	<i>School Citizenship Awards</i>	\$75
McAuley Catholic Primary School	<i>School Citizenship Awards</i>	\$75
Rose Bay Public School	<i>School Citizenship Awards</i>	\$75
Vaucluse Public School	<i>School Citizenship Awards</i>	\$75
Total School Citizenship Award Grants		\$525

Environmental Grants

Organisation	Purpose	Funding
All Saints' Church	<i>All Saints' Church, All LED Lights</i> Upgrading from metal-halide lighting to energy efficient LEDs for the Church building.	\$4,915
Cooper Park Community Garden	<i>Garden Plot Raising</i> The garden will go to Stage 2 of our project to raise the edge height of each plot to improve accessibility and safety.	\$5,000
Cuddle Bundles a program of National Council of Jewish Women NSW	<i>Storage project for redistribution for Cuddle Bundles</i> We are creating extra storage space for donations so baby clothing and accessories are prevented from going to landfill, instead providing a social benefit to those in need.	\$7,500
Double Bay Public School P & C Association	<i>Cool Our School</i> Reducing air and surface temperatures in playground spaces through re-greening of Double Bay Public School.	\$5,000
Glenmore Road Public School P&C	<i>Playground Rainforest Regeneration - Tree Canopy Project</i> Incorporating more native trees, shrubs and groundcovers to transform our rainforest area into an outdoor learning space that cools the school.	\$5,000
Kincoppal Rose-Bay School Junior School	<i>School Recycling and Sustainability Initiative</i> Student led initiative from The Environment Leadership Club to start recycling and composting in each classroom.	\$1,137
Paddington Community Garden	<i>Garden Plot Walls Rejuvenation</i> We will rejuvenate our 37 garden plots by replacing deteriorating wooden sleepers with repurposed, hardwood sleepers.	\$5,000
Rose Bay Community Garden	<i>Plotting ahead - rebuilding the foundations of our garden</i> Our plots are being reclaimed by nature and we will rebuild them to benefit current and future members and visitors to the garden.	\$5,000
Sephardi Synagogue	<i>Installation of 28.6kW solar PV system</i> Sephardi Synagogue will install 28.6kW of solar power on our roof to deliver clean, green energy to our facility.	\$7,500
The Cottage Out of School Hours Care (OSHC)	<i>Greenhouse for children at The Cottage OSHC</i> The project will fund a greenhouse at The Cottage OSHC to grow vegetables and native plants.	\$1,798
Vaucluse Public School	<i>Blooming at Vaucluse Public School</i> The project will improve the school garden to increase the amount of fresh produce, offer learning opportunities and create more safe spaces for native bees and other wildlife.	\$2,150
Total Environmental Grants		\$50,000

Placemaking Grants

Organisation	Purpose	Funding
Arthouse Gallery Australia	NAIDOC Week at Woollahra Gallery 20 A public exhibition and discussion under the theme "Keep the Fires Burning! Blak, Loud and Proud"	\$4,500
Cambridge Markets	<i>Watsons Bay Markets.</i> Two festive community markets were held at Robertson Park in summer and spring.	\$7,500
Chabad Double Bay	<i>Chanukah at the Bay (the Festival of Lights)</i> An annual family-oriented social event which was held at Steyne Park in December.	\$7,500
Double Bay Christmas Fair	<i>Double Bay Christmas Fair</i> A free community event held in Steyne Park in the lead up to Christmas.	\$7,500
Historic Houses Association Australia	<i>Walking Woollahra I</i> Themed guided walking tours held in Woollahra highlighting streetscapes and built environments, encouraging protection of local history and heritage.	\$3,000
The Mito Foundation	The Bloody Long Walk – East Sydney Annual health and fitness challenge was held to raise awareness for Mitochondrial Disease.	\$3,000
Paddo Collective Incorporated	<i>Paddo Collective Live Music Week</i> A live music week with individual events was held in various venues in Paddington.	\$7,500
Pound Paws Inc	<i>Pound Paws Dog Day at Double Bay</i> A family friendly event was held to raise awareness on pet adoption and responsible pet ownership.	\$3,500
Sophie Hatch	<i>Yoga at Gap Park</i> Free yoga classes to promote health and well-being and reinvigorate Gap Park, held twice per week over summer at Gap Park.	\$3,000
Toddertastic	Free Pop-Up Play Marquee Early childhood teacher program to support families held over summer in Lyne Park and in Douraher Lane at the Woollahra Festival 2025.	\$2,892
The Queen Street and West Woollahra Association	<i>Community Christmas Carols</i> An annual Community Christmas Carols event held in Chiswick Gardens in December.	\$7,500
Total Placemaking Grants		\$57,392

Note: Two placemaking projects that were originally funded by Council have been removed as the applicants declined the grants and returned the funds: Hot Jazz Picnic \$7,500 and Double Bay Markets \$4,006.

Business Sector Support Grants

Organisation	Purpose	Funding
The Bay Street Initiative	<i>Supporting, enhancing and creating community events in the Double Bay precinct</i> A range of events and marketing campaigns which promoted Double Bay including the Bay to Beach Express, In Convo With Joh Bailey and Art Month.	\$7,500
Paddington Chamber of Commerce	<i>Promoting and Connecting the Businesses of Paddington</i> Funding supported marketing of a Christmas Paddo Night Out.	\$10,000
Paddo Collective	<i>Paddo Collective District Support</i> Various events and activations which promoted Paddington as a destination district, educated the public on Paddington and promoted local businesses.	\$10,000
Total Business Sector Grants		\$27,500

Grant category	Funding
Community	\$80,237.75
Cultural	\$29,708
Outgoing Sponsorship Program	\$31,765
School Citizenship Program	\$525
Environmental	\$50,000
Placemaking	\$57,392
Business Sector Support	\$27,500
Total Grants Costs	\$277,127.75

Partnerships with Other Organisations

Local Government (General) Regulation 2021 (Reg), cl 217 (1) (a8)

Holdsworth Community

Holdsworth Community is a non-government incorporated association working for the community. Woollahra Council has had a longstanding partnership with Holdsworth to care for, connect and support families with young children, seniors, people living with a disability and their carers. Council's financial support of \$935,272 in 2024/25 was to enable Holdsworth Community to provide the following services:

- Navigating the MAC System: keeping Woollahra residents informed about Federal Aged Care fund availability and support access services;
- Aged Care Wellness Hub;
- support the Woollahra Dementia Alliance – Action Plan;
- Woollahra Connect Program supporting those who are socially isolated;
- Provision of family services through playgroups, a baby room, individual family support, an intergenerational program and information.

Paddington Library Agreement

Woollahra Municipal Council and City of Sydney operate a joint agreement for the operation of Paddington Library. This partnership has a long history dating from 1994, with the current agreement dating from 1 July 2021 to 30 June 2024. A further 2 year extension has been agreed upon and the agreement is now in place until 30 June 2026.

Under the agreement Woollahra Libraries is responsible for the daily management of the Library Service, reporting to a quarterly planning meeting with both Council representatives.

All costs associated with the Library are apportioned on a 60:40 basis with Woollahra paying 60% and the City of Sydney paying 40% of operational and agreed capital costs. This apportionment is based on Paddington Library membership.

Over the past year (2024-2025), business improvement projects at Paddington Library have included the establishment of new community-led programming (a program delivery partnership with Paddington Society) and a new after-hours film club, both of which showcase and make use of new AV equipment that was installed in 2024 to enhance participant experience during events and programs.

Resilient Sydney

Resilient Sydney is a regional collaboration of the 33 local governments of Greater Sydney, aligned to the global Resilient Cities Network. Resilient Sydney builds the capacity of individuals, communities, institutions, businesses and systems to survive, adapt and thrive in the face of chronic stresses and acute shocks. The Resilient Sydney Office is funded by local government and hosted by the City of Sydney.

The Spark Van

The Spark Van is an initiative shared by Woollahra and Randwick councils. A new five year Van Participation Agreement was signed in June 2024 and has an end date of 30 June 2027.

The agreement is for the shared use of the Spark van and its running costs. The van has been used for library outreach extensively in 2024-2025 and regular activities were held at Lyne Park.

The Spark Van is housed at the Alexandria Integrated Facility (AIF) shared Depot of Waverley and Woollahra in Alexandria.

3-Council Regional Environment Program

The 3-Council Regional Environment Program aims to deliver key sustainability outcomes and embed environmentally sustainable practices that benefit residents, businesses and community organisations within the Waverley, Woollahra and Randwick Local Government Areas to help each Council make progress towards their ambitious community water, waste and greenhouse gas emission reduction targets. The current MOU concludes on 30 June 2025. A new MOU has been signed commencing 1 July 2025 for the period to 30 June 2028.

Waverley/Woollahra Alexandria Depot Facility

Waverley and Woollahra Councils jointly own and run their Alexandria Integrated Depot Facility under a collaboration agreement.

Waverley / Woollahra State Emergency Service (SES)

The State Emergency Service is an emergency and rescue service dedicated to assisting the community with temporary restoration of flood and storm damage.

The Waverley/Woollahra SES facility is located under Syd Einfeld Drive in Bondi Junction on a space leased from Roads and Maritime Services. The facility includes an operations centre for use during storm and floods, training facilities, equipment and vehicle stores and offices. The Waverley/Woollahra SES is largely made up of volunteers from within the Waverley and Woollahra local government areas. Other volunteer members are drawn from the Sydney metropolitan area.

Women's Housing Company

The Women's Housing Company is a not-for-profit social housing service. Council has partnered with the Women's Housing Company to assist women and children needing medium-term safe housing due to domestic and family violence.

The current agreement, 2022 – 2025, is on a fee for service model for up to three years to provide ten units of accommodation. The goal is to allow families affected by domestic violence to remain within the local area, so they can receive the support of their community and networks and assist them to re-establish themselves. Council's funding for 2024-2025 is \$330,000

Council is a member of the following organisations:

Southern Sydney Regional Organisation of Councils (SSROC)

SSROC is a regional organisation of 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.

Sydney Coastal Councils Group

The Sydney Coastal Councils Group is a group of 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.

Equal Employment Opportunity Management Plan

Local Government (General) Regulation 2021 (Reg), cl 217 (1) (a9)

In accordance with Council's Equal Employment Opportunity (EEO) Management Plan the following activities have been undertaken during the financial year 2024/25:

Equal Employment Opportunity Policy

- The EEO Policy is available to all staff via Council's electronic document management system
- All new employees are provided with the EEO Policy in their new starter pack.
- A 1-hour EEO module is delivered at every corporate induction
- EEO Refreshers conducted with 10 Respectful Behaviours including EEO and Values Sessions with a total of 184 staff having attended
- In 2024/25, 4 EEO induction modules were scheduled and delivered in person with a total of 33 attendees
- "Equal Employment Opportunity" and "Bullying and Harassment" e-learning modules are available to all staff at all times
- Regular training and coaching on procedures and practices that emphasise EEO principles, legislation and guidelines are provided through corporate training calendar and HR
- The names of Contact Officers are publicised to the organisation and all new employees
- Reasonable Adjustment Policy is maintained for currency and promoted
- Disability Awareness activities are reported on through the Disability and Inclusion Plan.



Woollahra Preschool staff leading a yoga instruction



Civil Operations staff undertaking pothole repairs

Remuneration Package General Manager

Local Government (General) Regulation
2021 (Reg), cl 217 (1)(b)(i), (ii), (iii), (iv), (v)

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 (FBT) for non-cash benefits.

The total of the remuneration package for the General Manager for components 1, 2 and 3 above was \$444,660 and the amount payable by Council by way of FBT for non-cash benefit was \$13,553.

Nil bonus payments, performance payments or other payments that do not form part of the salary components of the package were made.

Remuneration Package Senior Staff

Local Government (General) Regulation
2021 (Reg), cl 217 (1)(c)(i), (ii), (iii), (iv), (v)

Council has four senior staff positions (as defined by the Local Government Act), being:

- Director Community & Customer Experience
- Director Corporate Performance
- Director Infrastructure & Sustainability
- Director Planning & Place.

The remuneration packages of senior staff consist 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 combined total of the remuneration packages for Senior Staff for components 1, 2 and 3 above was \$1,380,248 and the amount payable by Council by way of FBT for non-cash benefit was \$37,531.

Nil bonus payments, performance payments or other payments that do not form part of the salary components of their packages were made.

Persons who performed paid work (4 December 2024)

Local Government (General) Regulation 2021 (Reg), cl 217 (1)(d) (i),(ii),(iii),(iv)

For financial year 2024/25, the designated relevant day to report the total number of persons who performed paid work was Wednesday 4 December 2024.

As at 4 December 2024

480 people* were employed by the council on a permanent full-time, permanent part-time or casual basis or under a fixed-term contract:

- Permanent Full Time: 344 people
- Permanent Part Time: 65 people
- Temporary Full Time: 12 people
- Temporary Part Time: 4 people
- Casual Staff: 55 people.

*Staff numbers by headcount, not Full Time Equivalent.

5 people were employed under contract as senior staff members:

- General Manager
- Director Community & Customer Experience
- Director Corporate Performance
- Director Infrastructure & Sustainability
- Director Planning & Place.

16 people were engaged by the council, under a contract or other arrangement with the person's employer, wholly or principally for the labour of the person.

3 people were supplied to the council, under a contract or other arrangement with the person's employer, as an apprentice or trainee.



Library staff member



Street cleaning team member

Disability Inclusion Action Plan

Disability Inclusion Act 2014, s 13(1)

Under the NSW Disability Inclusion Act 2014, all NSW Government departments, local councils, and public authorities are required to actively promote inclusive and accessible communities for people with disability. In accordance with the Act, all local government organisations including Woollahra Council were mandated to develop a Disability Inclusion Action Plan (DIAP) by 1 July 2017. These plans set out strategic actions to enhance access to services and supports, and to facilitate the full participation of people with disability in community life.

Woollahra Council continues to uphold its commitment to inclusion through the implementation of its current Disability Inclusion Action Plan 2022–2026, adopted on 27 June 2022. The DIAP is structured around four key focus areas:

1. Promoting positive attitudes and behaviours
2. Creating liveable communities
3. Improving employment opportunities
4. Enhancing systems and processes.

According to the 2021 Census, 1,552 residents (2.9% of the population) in the Woollahra Municipality reported needing assistance with daily activities due to disability. This is consistent with figures from the 2016 Census. Additionally, 5,055 individuals (11.1% of the population aged fifteen and over) identified as carers providing unpaid support to someone with a disability, long-term illness, or age-related condition.

Council's Inclusion (Disability, Aged and Carers) Advisory Committee play a vital role in guiding inclusive practices. It comprises community members with lived experience and a representative from relevant service sectors, the Committee provides feedback on policies, infrastructure, events, services, programs, and communication strategies. It also contributes to the development and review of the DIAP, raises issues, and proposes solutions to enhance inclusion. Through this collaborative approach, the Committee supports Council's efforts to make the Woollahra LGA a more inclusive and accessible place to live, work, and play.

In 2024/25, Council endeavoured to build positive attitudes around disability by providing Disability Awareness Training, Mental Health First Aid and Understanding Psychological Health and Safety for 106 staff during this period. This was supported by a two-day subsidised accredited Mental Health First Aid Training held for community members on 14 and 22 November 2024.

Other initiatives included the NSW Senior's Festival program: Woollahra Festival of Fun held during March 2025, which hosted many inclusive and accessible events and coordinated in partnership with 20 different local organisations. More than 350 community members participated in activities, ranging from Point Piper Walk with the Historic Houses Association, Ukelele Social Singalong at Rose Bay Community Garden, BIKEast tri-shaw rides in Lyne Park, community lunch and entertainment, exercise classes, tai chi, bowls & croquet, sunset concert and more.

Council continues to prioritise digital communication channels, including social media and Council publications, to promote events and engage with the community. To enhance accessibility, Council maintains the use of screen reader software, UserWay across key platforms such as Your Say Woollahra, Council website, and the Woollahra Gallery website. These measures support a more inclusive and user-friendly online experience for all community members. A comprehensive list of local and surrounding area support services is also available on Council's website.

In alignment with Council's commitment to fostering liveable communities, a broad range of accessible parks, playgrounds, amenities, community venues, and libraries have been actively promoted via Council's website and scheduled social media campaigns throughout the year. A key highlight during this period was the launch and promotion of the upgraded all-inclusive Lyne Park Playground. This project received valuable input from the Inclusion Advisory Committee ensuring the design reflects best practice in accessibility and inclusion.

The Woollahra Preschool has a high educator to child ratio and is funded for a permanent full-time Inclusion Support Teacher who facilitates reflective practice to address any inclusion barriers through the Preschool Inclusion Support Program. Expertise and knowledge of the Preschool team in inclusion support is high, however staff receive ongoing training to ensure this standard is maintained. Some of the training for the 2024/25 period included understanding anxiety in children, navigating autism in the early years, understanding mental health and behaviour support for children with a disability.

Holdsworth Community continues to receive Council funding and support to run programs and activities for the wider community, with a focus on aged and disability services. The current funding agreement covers the following: Navigating the MAC System, Aged Care Wellness Hub, Woollahra Dementia Alliance, Woollahra Connect Program and Family Services.

Council continues to deliver targeted support services for residents experiencing age-related challenges, ill health, hardship, or disability. These include verge mowing, weekly waste bin placement and Woollahra Libraries monthly Bus to Books service. As of 30 June 2025, over 100 residents were registered with the Woollahra Libraries Home Library Service. During the year, 95 Envoy devices preloaded with e-audiobooks were distributed to support individuals with vision impairment. A total of 563 e-audiobooks were loaned through the service in 2024/25. The Woollahra Gallery at Redleaf continues to provide inclusive programming, offering monthly exhibition tours and workshops for local disability service providers, including Inala and the Burger Centre as part of their "Quiet Hour Program".

To create more liveable communities, Council continues to engage access consultants to review architectural plans before any major building works to ensure universal access in the design and construction of Council venues and facilities. The Parsley Bay toilets, currently being renewed by Sydney Water as part of the Refresh Vaucluse project will include accessibility infrastructure for showers with the proposed Lyne Park Playground and Gugara Park toilets also to include accessibility features. Other notable projects included the completion of the accessible matting at Camp Cove Beach which allows wheelchair users and people with mobility issues to access the water.

In alignment with Council's Local Housing Strategy (2021), key actions to promote inclusive housing design and broaden housing choice are being actively integrated into strategic planning projects. Notable examples include the incorporation of inclusive housing commentary within the Double Bay Centre and Edgecliff Commercial Centre Planning and Urban Design Strategies. Further reinforcing this commitment, Council has resolved to support a "no net loss" planning proposal, safeguarding existing housing stock while enabling future growth and inclusivity.

Endorsed by Council on 15 November 2023, the Woollahra Active Transport Plan aims to make walking and cycling the preferred options for short trips. Supported by a five-year footpath renewal program, the Plan delivered key improvements in 2024/25, including 20 new footpaths, 63 renewals, 12 new kerb ramps, and 28 ramp upgrades. Council also added 4 new accessible parking spaces, bringing the total to 48 spaces.

Council is committed to fostering inclusive employment practices and building staff capability in access and inclusion. The Equal Opportunity Employment Policy defining disability discrimination, outlining staff and organisational responsibilities, and detailing available supports was reaffirmed across the organisation with 10 refresher sessions attended by 184 staff. All hiring managers completed Equal Employment Opportunity training, and diversity and inclusion statements are now standard in all job advertisements for Council.

Council remains committed to enhancing the accessibility of its systems, information, and processes. Community members are provided with multiple options to register for events and activities, including via an online booking system, phone, email, or in person

ensuring inclusive access for all. In line with this commitment, a range of accessible hybrid programs have been introduced, allowing community members to participate either online or face-to-face. In this period Woollahra Libraries have developed a dedicated hybrid event kit for both Paddington and Double Bay libraries, with staff training scheduled for the 2025/26 to support its implementation. Additionally, Woollahra Libraries continue to embed inclusive practices into early literacy programs by incorporating AUSLAN (Australian Sign Language) and sensory experiences, fostering a welcoming environment for children of all abilities.

Under Council's Grants Program in 2024/25, Council has funded 9 projects including Holdsworth Community, Wrap with Love, South Head Anglican Parish, Dressability, Woollahra Dementia Alliance and South Eastern Community Connect (SECC). These organisations all provide services and activities that benefit people living with a disability or the elderly. Woollahra Council's Grant Policy encourages applications for projects that provide support, activities and services to people living with a disability.

Woollahra Council is developing a new Disability Inclusion Action Plan (DIAP) for 2026–2030, scheduled for completion by 30 June 2026. This plan will outline Council's commitment to removing barriers and ensuring that people with disabilities or age-related accessibility challenges can fully participate in all aspects of local life. Building on previous achievements, Council has partnered with the Physical Disability Council of NSW to support the development of the DIAP. The process will include extensive community consultation through workshops, pop-up events, and an online survey to gather insights and help shape this important four-year, Council-wide initiative.

Companion Animals

Local Government (General) Regulation 2021 (Reg), cl 217 (1) (f)

During the year 2024/2025 there were 252 new companion animal registrations on the New South Wales Companion Animals Register for our area. 100 barking dog matters were reported and investigated. One (1) dog was declared menacing and no dogs were declared dangerous, restricted or nuisance. A total of 31 dog related fines were issued.

Four areas within the Municipality are currently declared as 'off leash' areas where dogs are permitted to be exercised off-leash at all times. There are a further eight areas where dogs are permitted off-leash during prescribed times. Council utilises the services of the Blacktown Animal Rehoming Centre as its animal pound. Blacktown Animal Rehoming Centre is responsible for managing unclaimed animals and for implementing strategies that seek alternatives to euthanasia of unclaimed animals. Council is committed to encouraging responsible pet ownership and providing adequate exercise space for animals.

Council lodged all required pound and dog attack data with the Office of Local Government as required during 2024/25.

Further information regarding Companion Animal Management is available on Council's website and from Council's Customer Information Centre.

Income	2024/25
Dog registrations	\$7,463
Dog fines	\$17,480
Total income	\$24,943

Expenditure	2024/25
Staffing	\$222,635
Materials	\$246
Infringement processing charges	\$682
Impounding	\$21,201
Legal	\$8,477
Vehicle	\$7,716
Total Expenditure	\$285,901

Private Swimming Pool Inspections

Swimming Pools Act 1992 (SP Act), s 22F(2)
& Swimming Pools Regulation 2018 (SP
Reg) cl 23

Details of inspections of private swimming pools in 2024/25:

Private Swimming Pool Inspection Type	Number of inspections
Inspections of tourist and visitor accommodation	0
Inspections of premises with more than two dwellings	12
Inspections that resulted in issuance of a certificate of compliance under s22D of the SP Act	41
Inspections that resulted in issuance of a certificate of noncompliance under cl 21 of the SP Reg	23

Stormwater Management Services

Local Government (General) Regulation
2021 (Reg), cl 217 (1)(e)

Stormwater Management Services Council's annual Stormwater Capital Works Program is funded by the Stormwater Management Charge.

2024/25 Stormwater Management Projects

Project	Project Description	Status as at 30 June 2025
Stormwater System Small Works- identify and rectify small Stormwater system works	The Stormwater Inlet Capacity Increase project and Stormwater Small Works Project are carried out concurrently and are on-going projects which involve improving/constructing stormwater kerb inlets or systems to improve overall stormwater capacity. The list of works completed in FY2024/25 are: • Reconstruction of stormwater pit near 24 Chester Street, Woollahra; • Relining of pipe in Greycain Place, Woollahra; • Reconstruction of stormwater pit and pipe in Benelong Crescent, Bellevue Hill; • Relining of pipe in Milton Avenue, Woollahra; • New stormwater pipe works in Fitzwilliam Road, Vaucluse; • New stormwater pipe works in Albermarle Lane, Rose Bay.	Completed
Cecil St Rushcutters Bay Catchment Area Works	This project involves the design for a wide floodway connecting from the end of Cecil Street to Trumper Park Oval.	In Progress
Edgecliff Road, Woollahra- Climate Change Adaption Measures	A concept design has been developed for the Woollahra Gateway project which includes streetscape upgrades to the intersection of Edgecliff Road and Old South Head Road, Woollahra. Part of the scope of works is to improve stormwater infrastructure at this location and will incorporate a raingarden. Subject to an agreement on the concept design with Transport for NSW, the concept design will go out to public exhibition in FY2025/26.	In Progress
Condition assessment for the stormwater network by using CCTV inspection	This is an on-going project and involves undertaking CCTV inspections of Council's stormwater network in known problem areas or in critical locations to assess the condition of pipes across the LGA. Any defects identified are recorded and repair works are prioritised. This data is considered when developing Council's future capital and maintenance drainage budgets and is incorporated in Council's Asset and Defects Register. The CCTV inspection contractor has completed works for FY2024/25. Over-expenditure on this project will be funded from under-expenditure on other projects.	In Progress

Project	Project Description	Status as at 30 June 2025
Caledonia Road, Rose Bay - Stormwater Outfall Upgrade on Rose Bay Beach (Design and Construct)	A design is being finalised, which has included design reiterations due to the complexities around the interface between the roadway and beach, and community consultation is to commence in Q1 of FY25/26. These works will be undertaken in conjunction with the Caledonian Road footpath reconstruction and road pavement resurfacing (#01821) and construction will occur following completion of Collins Avenue project #01818.	In Progress
Kiaora Road corner Forest Road, Double Bay- Stormwater improvement works	Project is complete. These works involved constructing a new stormwater line along Forest Road and across Kiaora Road into the Sydney Water main. Adjustment to the Sydney Water main pit was included as part of these works to improve Council's stormwater system.	Completed
Pringle Place at Bellevue Garden, Bellevue Hill- New stormwater pipe connection from Pringle Place to Bellevue Gardens (Construction)	Project is complete. These works included construction of a new stormwater pipe connection at the end of Pringle Place with a dish drain above the roadway to assist with overland waterflow into Cooper Park.	Completed
Pipe Refurbishment Program- Climate Change Adaption Measure	The pipe refurbishment program is an on-going program across several years and involves upgrading stormwater pipes and systems to improve overall stormwater capacity. Items scheduled for FY2024/25 included; • Relining of pipe in New Beach Road, Darling Point to harbour (installation expected in Q1 FY2025/26 due to delay in the supply of materials); • Relining of pipe in 8 Dumaresq Road, Rose Bay to harbour (works completed). Future works scheduled for FY2025/26 are; • Relining of pipe in Underwood Street to Ashton Lane, Paddington (deferred from FY24/25 due to increased costs); • Relining of pipe in Wilberforce Avenue, Rose Bay.	In Progress

Planning Agreements

Environmental Planning and
Assessment Act 1979 Sec 7.5(5)

Council has the following current planning agreement(s)

Planning Agreements

Agreement with	Purpose	Date	Compliance
Edgecliff Central Pty Ltd	Council resolved to authorise the General Manager to enter into a Voluntary Planning Agreement relating the property at 136-148 New South Head Road, Edgecliff. The Agreement, with Edgecliff Central Pty Ltd, was executed on 26 February 2024.	26 February 2024	As at 30 June 2025, no contributions have been made under the Agreement. The State Significant Development consent for this site (dated 30 June 2025) does not affect the Agreement.

Development Contributions and Levies

Environmental Planning and Assessment
Regulation 2021, Clause 218A
Reg 218A (2)(a),(b),(c),(d),(e),(f),(g)
Reg 218A(3)(a),(b)

Contributions plans allow funds to be raised from approved development applications and complying development applications. The funds are used for the intended provision, extension or augmentation of public facilities, or towards recouping the cost of facilities that have been provided, extended or augmented. These contributions relate to sections 7.11 and 7.12 of the EP&A Act, formerly known as section 94 and section 94A.

As disclosure of how development contributions and development levies have been used or expended under each contributions plan, projects for which contributions or levies have been used and total value of all contributions and levies received and expended during the year are listed in the tables on the following pages and relate to 7.12 contributions towards capital and operational projects.

The total value of all contributions and levies received during the year through 7.12 was \$4,503,783.

The grand total value of all contributions and levies expended during the year was \$4,976,442 comprising \$115,300 from 7.11 funding and \$4,861,142 from 7.12 funding.



Fitness Station renewal at Yarranabbe Park, Darling Point

A register of contributions is available on Councils website.

Section 7.11

Project ID	Project Description	Type of Public Amenity Service	Total Cost (FY24/25)	Total s7.12 Funding (FY24/25)	% of project funded by s7.11	Temporary Borrowing (FY24/25)	Value of Material Public Benefit (FY24/25)	Project Status at 30 June 2025
01276	Wilberforce Car Park, Rose Bay redevelopment	Car Park and Community Centre	393,942	115,300	29%	--	--	Project completed, as on 26 May 2025, Council resolved to call for expressions of interest (EOI) from interested parties to enter into a Private Public Partnership (PPP) to redevelop the site.
Total Capital Projects funded by s7.11			393,942	115,300	29%	-	-	

Section 7.12 - Operational

Project ID	Project Description	Type of Public Amenity Service	Total Cost (FY24/25)	Total s7.12 Funding (FY24/25)	% of project funded by s7.12	Temporary Borrowing (FY24/25)	Value of Material Public Benefit (FY24/25)	Project Status at 30 June 2025
088	Parks, Trees & Recreation	Quarry Street Operations	160,327	118,000	74%	--	--	Completed
503	Cultural Development	Public Art	248,516	100,000	40%	-	-	Completed
775	Kiaora Place Debt Servicing	Kiaora Place	10,009,804	287,375	3%	-	-	Completed
Total Operational Projects funded by s7.12			10,418,647	505,375	5%	-	-	

Section 7.12 - Capital

Project ID	Project Description	Type of Public Amenity Service	Total Cost (FY24/25)	Total s7.12 Funding (FY24/25)	% of project funded by s7.12	Temporary Borrowing (FY24/25)	Value of Material Public Benefit (FY24/25)	Project Status at 30 June 2025
00054	Parks & Open Spaces Project Management	Parks & Reserves	45,679	38,991	85%	--	--	In progress
00450	Park furniture roll-out (LGA-wide)	Parks & Reserves	161,226	147,019	91%	--	--	In progress
00667	Park Lighting Upgrades	Parks & Reserves	73,254	53,986	74%	--	--	In progress
00777	Park Signage - Renewal and new park signage in parks	Parks & Reserves	134,993	77,043	57%	--	--	In progress
01086	Renewal of softfall at various sites	Playgrounds	186,529	186,529	100%	--	--	In progress
01190	Rushcutters Bay Park Youth Facility	Parks & Reserves	39,264	11,784	30%	--	--	In progress
01338	Fencing Upgrade – Various sites	Parks & Reserves	274,129	274,128	100%	--	--	In progress
01496	Design for Forward Program	Infrastructure Renewal Program	133,489	8,583	6%	--	--	Completed
01574	O'Sullivan Road Cycleway - Separated cycleway Design	Traffic Infrastructure	25,514	25,514	100%	--	--	In progress
01646	Sustainable pavement - Accelerated program of road re-sheeting	Infrastructure Renewal Program	80,252	11,097	14%	--	--	Completed
01672	Multi-use sports facilities construction- Lough Playing Fields	Parks & Reserves	21,158	21,158	100%	--	--	Design / Scope of Works

Project ID	Project Description	Type of Public Amenity Service	Total Cost (FY24/25)	Total s7.12 Funding (FY24/25)	% of project funded by s7.12	Temporary Borrowing (FY24/25)	Value of Material Public Benefit (FY24/25)	Project Status at 30 June 2025
01754	Kiaora Road, Double Bay, Forest Road and Carlotta Road- Road pavement reconstruction including stormwater system extension	Infrastructure Renewal Program	643,726	31,264	5%	--	--	Completed
01762	Gap Park CCTV Upgrades Upgrade to existing CCTV cameras at G	Parks & Reserves	85,350	85,350	100%	--	--	Completed
01766	Cooper Park Pond Upgrade	Parks & Reserves	18,577	18,577	100%	--	--	In progress
01770	Lyne Park Playground Upgrade	Playgrounds	824,647	823,279	100%	--	--	Completed
01771	Informal and non-traditional play elements at various locations	Playgrounds	11,600	11,600	100%	--	--	In progress
01793	Parsley Bay- Swimming net replacement and associated works	Infrastructure Renewal Program	17,996	17,185	95%	--	--	Completed
01827	Ocean St, Forth Street to Wellington Street- Road pavement resurfacing	Infrastructure Renewal Program	85,243	80,000	94%	--	--	Completed
01828	Hopetoun Avenue, Vacluse, near No.10-12 Hopetoun Avenue	Infrastructure Renewal Program	105,820	74,702	71%	--	--	Completed
01864	Upgrade and redesign Lower Cooper Park cricket nets	Parks & Reserves	34,154	19,154	56%	--	--	In progress
01866	Landscape improvements at various sites including Ian St embankment, Spring St laneway, Edward St steps	Parks & Reserves	16,867	16,867	100%	--	--	In progress

Project ID	Project Description	Type of Public Amenity Service	Total Cost (FY24/25)	Total s7.12 Funding (FY24/25)	% of project funded by s7.12	Temporary Borrowing (FY24/25)	Value of Material Public Benefit (FY24/25)	Project Status at 30 June 2025
01871	Royal Hospital for Women Park (RHWP) landscape improvements - terracing, weed matting and garden improvements	Parks & Reserves	124,841	117,841	94%	-	-	Completed
01872	Renewal of the historic sandstone weirs in Cooper Park Creek	Parks & Reserves	65,038	65,038	100%	-	-	In progress
01876	Spring Street Reserve playground renewal and landscaping	Playgrounds	253,317	233,376	92%	-	-	In progress
01877	Yarranabbe Fitness Station renewal	Playgrounds	61,582	61,582	100%	-	-	Completed
01897	Northland Road Bellevue Hill, Cooper Park Road to Holland Road- Road pavement re-sheeting and footpath repairs	Infrastructure Renewal Program	236,443	236,000	100%	-	-	Completed
01898	Nelson Street Woollahra, Queen Street to end- Road Pavement re-sheeting	Infrastructure Renewal Program	199,577	199,577	100%	-	-	Completed
01899	Manning Road Woollahra Epping Road to Suttie Road- Road pavement resurfacing, kerb, gutter and footpath reconstruction	Infrastructure Renewal Program	248,372	248,372	100%	-	-	Construction Commenced

Project ID	Project Description	Type of Public Amenity Service	Total Cost (FY24/25)	Total s7.12 Funding (FY24/25)	% of project funded by s7.12	Temporary Borrowing (FY24/25)	Value of Material Public Benefit (FY24/25)	Project Status at 30 June 2025
01900	Wallis Street Woollahra Oxford Street to Moncur Street- Road pavement resurfacing and footpath reconstruction	Infrastructure Renewal Program	319,921	103,219	32%	-	-	Completed
01902	Boundary Street Paddington, Campbell Avenue to 142 Boundary Street- Road pavement re-sheeting	Infrastructure Renewal Program	32,620	32,620	100%	-	-	Completed
01903	Campbell Avenue Paddington, Glenmore Road to Boundary Street- Road pavement re-sheeting	Infrastructure Renewal Program	70,876	70,876	100%	-	-	Design / Scope of Works
01904	Macdonald Street Paddington, Brown Street to Brown Lane- Road pavement re-sheeting, footpath repairs and stormwater pit works	Infrastructure Renewal Program	83,229	83,229	100%	-	-	Completed
01905	Glenmore Road Paddington, Cambridge Street to Gurner Lane- Road pavement re-sheeting and footpath reconstruction	Infrastructure Renewal Program	201,897	182,000	90%	-	-	Completed
01907	Sutherland Avenue Paddington, Elizabeth Street to Forbes Street- Road pavement re-sheeting, kerb, gutter and footpath repairs	Infrastructure Renewal Program	197,598	133,000	67%	-	-	Completed

Project ID	Project Description	Type of Public Amenity Service	Total Cost (FY24/25)	Total s7.12 Funding (FY24/25)	% of project funded by s7.12	Temporary Borrowing (FY24/25)	Value of Material Public Benefit (FY24/25)	Project Status at 30 June 2025
01912	Artlett Street Edgecliff, South Street to End-Road Pavement re-sheeting	Infrastructure Renewal Program	28,178	1,378	5%	-	-	Completed
01913	Bellevue Road (Left) Bellevue Hill, Fairweather Road to Rosslyn Street- Road pavement re-sheeting	Infrastructure Renewal Program	34,644	6,323	18%	-	-	Completed
01918	Yarranabbe Park entry landscaping adjacent to RANSA	Parks & Reserves	14,271	14,271	100%	-	-	Community Consultation
01919	Renewal of Rushcutters Bay Park pathway- Along the entire Seawall	Parks & Reserve	193,831	193,831	100%	-	-	Completed
01921	Renewal of Trumper Park pathway leading to New Mclean Street	Parks & Reserve	110,013	110,013	100%	-	-	Community Consultation
01923	Design and community consultation for Roberston Park playground and Rushcutters Bay Park Playground	Playgrounds	23,875	23,875	100%	-	-	In progress
01925	Christion Park irrigation extension - Extension of existing	Sportsfields	164,403	164,403	100%	-	-	Completed
01977	Holland Road Bellevue Hill, Warren Road to Northland Road	Infrastructure Renewal Program	191,576	41,134	21%	-	-	Completed
Total Capital Projects funded by s7.12			5,875,567	4,355,767	74%	-	-	

Government Information (Public Access) Act 2009

The Government Information (Public Access) Act 2009 (GIPA Act) became operational on 1 July 2010 and introduced a new “right to information” approach for access to government information.

Council is required to prepare an annual report in accordance with the requirements of section 125 of the GIPA Act and clause 7 of the Government Information (Public Access) Regulation (GIPA Regulation). In the annual report we are required to include statistical information on formal access applications in the form required by Schedule 2 of the GIPA Regulation.

This section is Council’s GIPA Act Annual Report for the financial year 2024/25.

Review of Proactive Release Program

Council is required under the GIPA Act section 7 (3) to review its program for the release of government information to identify the kinds of government information held by Council that should, in the public interest, be made publicly available and that can be made publicly available without imposing unreasonable additional costs on Council. This review must be undertaken at least once every 12 months.

Council’s program for the proactive release of information involves maintaining and promoting to staff a practice of openness and accountability of corporate information and decision making which is embodied in Council’s corporate values as “Open” and “Accountable.”

The program is achieved by providing information through extensive publication on Council’s website or through inspection of paper or electronic information following a written request.

Council prefers written requests for access to information that cannot be sourced from its website in order to clearly identify the information sought. In order to reduce costs to our customers, Council encourages applications to be made in the first instance, under the informal request provisions of the GIPA Act.

During 2024/25, Council reviewed its program for release of government information by:

- Regularly checking Council’s website for content and currency of information, paying particular attention to ensuring the timely release of information relating to new proposals, developments, programs, services and initiatives of Council;
- Regular briefings to Customer Experience call centre staff, management, other targeted staff and new staff. Briefings reinforce Council’s open and accountable ethos, combined with Council’s responsibilities under the GIPA Act and the relationship to other legislation that potentially restricts access to certain information, (including the Privacy and Personal Information Protection Act, Health Records and Information Privacy Act and the Companion Animals Act);
- Participated in ‘Right to Know Week NSW’ and ‘Privacy Awareness Week’ campaigns; and
- Processing informal and formal Access Applications received by Council to evaluate the type of information the community is seeking access to and whether any of that information could be proactively released with Council’s current technological and human resource capabilities.

During 2024/25, Council continued to proactively release information, in addition to the statutory release of open access information.

Statistical Information about Access Applications

During the financial year (1 July 2024 to 30 June 2025) Council processed in total 1,506 access applications. Of these 1,471 were informal applications and 35 formal applications.

Under the provisions of the Government Information (Public Access) Act 2009, we are required to include statistical information on formal access applications in the form required by Schedule 2 of the GIPA Regulation. Information, in the form required by Schedule 2 of the GIPA Regulation, relating to the formal access applications made to Council during the reporting year is shown in the following Tables A to I.

The data demonstrates Council’s commitment to openness and accountability and a willingness to meet the needs of our customers.

Number of Access Applications received

During the reporting period, Council received a total of 35 formal access applications of which 28 were approved in part, 2 approved in full.

Number of refused Applications for Schedule 1 information

During the reporting period, 5 applications were refused in full.

Other Applications

Nil.

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

Applicant type	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	1	10	0	0	0	0	0	0
Not for profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	11	0	0	0	1	0	0
Members of the public (other)	1	7	2	0	0	0	0	2

*More than one decision can be made in respect of a particular access application. If so, a recording is made in relation to each decision. This also applies to Table B.

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

Applicant type	Access granted in full	Access granted	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Personal information applications*	0	1	0	0	0	0	0	1
Access applications (other than personal information applications)	2	27	2	0	0	1	0	1
Access applications that are partly personal information applications and partly other	1	7	0	0	0	0	0	0

*A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table C: Invalid applications

Reason for Invalidity	Number of Applications
Application does not comply with formal requirements (section 41 of the Act)	2
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

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

	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	3
Excluded information	0
Documents affecting law enforcement and public safety	1
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

*More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is recorded (but only once per application). This also applies in relation to Table E.

**Table E: Other public interest considerations against disclosure:
matters listed in table to section 14 of the Act**

	Number of occasions when application not successful*
Responsible and effective government	10
Law enforcement and security	0
Individual rights, judicial processes and natural justice	44
Business interests of agencies and other persons	2
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Note: Where the application was an invalid application as the applicant have not paid the \$30 formal application fee. GIPA officers attempted to contact the applicant on multiple occasions requesting payment.

Table F: Timeliness

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

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

	Decision varied	Decision upheld	Total
Internal review	0	2	2
Review by Information Commissioner*	0	1	1
Internal review following recommendation under section 93 of Act	0	0	0
Review by NCAT	0	0	0
Total	0	3	3

*One other formal review was commenced by the Information Commissioner in June 2025, a determination on this review is yet to be released by the IPC.

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

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

	Number of Applications for Review
Applications by access applicants	2
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

**Table I: Applications transferred to other agencies under Division 2 of Part 4 of the Act
(by type of transfer)**

	Number of Applications Transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

Public Interest Disclosures Act 1994

Statistical information on Public Interest Disclosures

Council is required to report annually on its obligations under the Public Interest Disclosures Act 1994 (PID Act) section 31 and Public Interest Disclosures Regulation 2011 (PID Reg.) clause 4.

Public Interest Disclosures (PIDs) for the period 1 July 2024 to 30 June 2025

		Total
Number of public officials who made PIDs:	In performing their day-to-day function	0
	Under a statutory or other legal obligation	0
	All other PIDs	0
Number of PIDs received relating to:	Corrupt conduct	0
	Maladministration	0
	Serious and substantial waste of local government money	0
	Government information contraventions	0
	Local government pecuniary interest contraventions	0
Number of PIDs finalised		0

Staff awareness of Public Interest Disclosures Policy

During 2024/25, Council undertook the following actions to meet its staff awareness obligations:

- Information on public interest disclosures was included in Council's Employee Manual which is provided to all new staff on commencement at Council;
- Training and a copy of Public Interest Disclosures Internal Reporting Policy was provided to all new staff during Council's corporate induction process;
- The Public Interest Disclosures Internal Reporting Policy was available on Council's internal Procedures Database, Council's intranet and on Council's website; and
- Compulsory eLearning Modules were rolled out across the organisation.

Public Interest Disclosures Internal Reporting Policy

Council's current Public Interest Disclosures Internal Reporting Policy is based on the NSW Ombudsman's model internal reporting policy for local government.

Council's *Public Interest Disclosures Internal Reporting Policy* is available on our website.

Attestation

Local Government (General) Regulation
2021 (Reg) 216T
Act 428 (4) (b)

Internal audit and risk management attestation statement for the 2024-2025 financial year for Woollahra Council

I am of the opinion that Woollahra Council has an audit, risk and improvement committee, risk management framework and internal audit function that operate in compliance with the following requirements except as may be otherwise provided below:

Audit, risk and improvement committee

	Requirement	Compliance
1.	Woollahra Council has appointed an audit, risk and improvement committee that comprises of an independent chairperson and at least two independent members (section 428A of the <i>Local Government Act 1993</i> , section 216C of the <i>Local Government (General) Regulation 2021</i>).	Compliant
2.	The chairperson and all members of Woollahra Council's audit, risk and improvement committee meet the relevant independence and eligibility criteria prescribed under the <i>Local Government (General) Regulation 2021</i> and have not exceeded the membership term limits prescribed under the Regulation (sections 216D, 216E, 216F, 216G of the <i>Local Government (General) Regulation 2021</i>).	Compliant
3.	Woollahra Council has adopted terms of reference for its audit, risk and improvement committee that are informed by the model terms of reference approved by the Departmental Chief Executive of the Office of Local Government and the committee operates in accordance with the terms of reference (section 216K of the <i>Local Government (General) Regulation 2021</i>).	Compliant
4.	Woollahra Council provides the audit, risk and improvement committee with direct and unrestricted access to the General Manager, Director Corporate Performance and Manager Governance & Risk and the information and resources necessary to exercise its functions (section 216L of the <i>Local Government (General) Regulation 2021</i>).	Compliant
5.	Woollahra Council's audit, risk and improvement committee exercises its functions in accordance with a four-year strategic work plan that has been endorsed by the governing body and an annual work plan that has been developed in consultation with the governing body and senior management (Core requirement 1 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Compliant

	Requirement	Compliance
6.	Woollahra Council's audit, risk and improvement committee provides the governing body with an annual assessment each year, and a strategic assessment each council term of the matters listed in section 428A of the <i>Local Government Act 1993</i> reviewed during that term (Core requirement 1 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Partial Compliance - Last strategic assessment 2024. A further assessment to be done prior to end of 2025.
7.	The governing body of Woollahra Council reviews the effectiveness of the audit, risk and improvement committee at least once each council term (Core requirement 1 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Non-Compliant, however, to be completed in 2026/2027, as new Council term commenced October 2024.

Membership

The chairperson and membership of the audit, risk and improvement committee are:

Chairperson	Carl Millington	1 July 2024	1 July 2028
Independent member	Belinda Lawn	1 July 2024	1 July 2028
Independent member	Daniel Carbone	1 July 2024	1 July 2028
Councillor member ¹	Councillor Zeltzer	October 2024	October 2026

Risk Management

	Requirement	Compliance
8.	Woollahra Council has adopted a risk management framework that is consistent with current Australian risk management standard and that is appropriate for the [council's/joint organisation's] risks (section 216S of the <i>Local Government (General) Regulation 2021</i>).	Compliant
9.	Woollahra Council's audit, risk and improvement committee reviews the implementation of its risk management framework and provides a strategic assessment of its effectiveness to the governing body each council term (section 216S of the <i>Local Government (General) Regulation 2021</i>).	Compliant

Internal Audit

	Requirement	Compliance
10.	Woollahra Council has an internal audit function that reviews the council's operations and risk management and control activities (section 216O of the <i>Local Government (General) Regulation 2021</i>).	Compliant
11.	Woollahra Council's internal audit function reports to the audit, risk and improvement committee on internal audit matters (sections 216M, 216P and 216R of the <i>Local Government (General) Regulation 2021</i>).	Compliant

	Requirement	Compliance
12.	Woollahra Council's internal audit function is independent and internal audit activities are not subject to direction by the Council (section 216P of the <i>Local Government (General) Regulation 2021</i>).	Compliant
13.	Woollahra Council has adopted an internal audit charter that is informed by the model internal audit charter approved by the Departmental Chief Executive of the Office of Local Government and the internal audit function operates in accordance with the charter (section 216O of the <i>Local Government (General) Regulation 2021</i>).	Compliant
14.	Woollahra Council has appointed a member of staff to direct and coordinate internal audit activities (section 216P of the <i>Local Government (General) Regulation 2021</i>).	Compliant
15.	Internal audit activities are conducted in accordance with the International Professional Practices Framework (Core requirement 3 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Compliant
16.	Woollahra Council provides the internal audit function with direct and unrestricted access to staff, the audit, risk and improvement committee, and the information and resources necessary to undertake internal audit activities (section 216P of the <i>Local Government (General) Regulation 2021</i>).	Compliant
17.	Woollahra Council's internal audit function undertakes internal audit activities in accordance with a four-year strategic work plan that has been endorsed by the governing body and an annual work plan that has been developed in consultation with the governing body and senior management (Core requirement 3 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Compliant
18.	Woollahra Council's audit, risk and improvement committee reviews the effectiveness of the internal audit function and reports the outcome of the review to the governing body each council term (section 216R of the <i>Local Government (General) Regulation 2021</i>).	Non-Compliant as new Council term only commenced in October 2024. Will be completed in 2026/2027.

These processes, including the alternative measures implemented, demonstrate that Woollahra Council has established and maintained frameworks, systems, processes and procedures for appropriately managing audit and risk within Council.



Craig Swift-McNair
General Manager
Woollahra Council

22 September 2025

Woollahra Municipal Council



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To be Endorsed by Woollahra Council
26 November 2025