

Positively  
PENRITH

# Annual Report Summary



## 2022-23

 PENRITH  
CITY COUNCIL

[penrith.city](https://www.penrith.city)

## Statement of Recognition of Penrith City's Aboriginal and Torres Strait Islander Cultural Heritage

Council values the unique status of Aboriginal people as the original owners and custodians of lands and waters, including the land and waters of Penrith City.

Council values the unique status of Torres Strait Islander people as the original owners and custodians of the Torres Strait Islands and surrounding waters.

We work together for a united Australia and City that respects this land of ours, that values the diversity of Aboriginal and Torres Strait Islander cultural heritage and provides justice and equity for all.



### About This Document

This Summary provides an overview of our 2022–23 Annual Report. For a more comprehensive account of our performance over the year, please see the full 2022–23 Annual Report on our website.

### Our Customer Promise

We put customers at the heart of everything we do. When we work with you and each other we will...



#### BE PROACTIVE

We will be friendly, professional and show initiative.



#### KEEP IT SIMPLE

We will offer clear, consistent and accurate information and services, which are easy for everyone to access.



#### BUILD RESPECTFUL RELATIONSHIPS

We value relationships and diversity. We will respect your individual situation.



#### LISTEN AND RESPOND

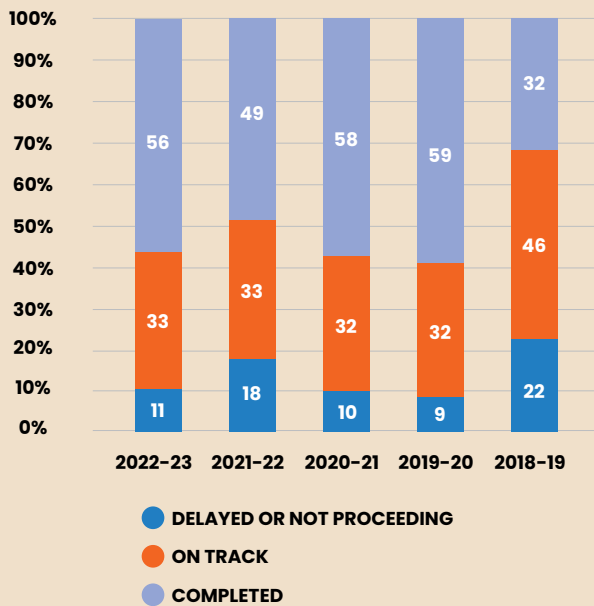
We will listen to you and seek to understand your needs. We will be honest, accountable and follow through, so you know what to expect and when.

# Our Performance Summary

## Our Projects

At 30 June 2023, 56% of reportable projects (Capital and Operational) were completed, 33% were on schedule for completion, and a further 11% were experiencing delays or no longer proceeding. Although we do our best to anticipate what needs to be done each year, unexpected challenges and opportunities inevitably arise. In some cases, this affects our ability to undertake the work we had planned, while in others we can respond without affecting our agreed program of work.

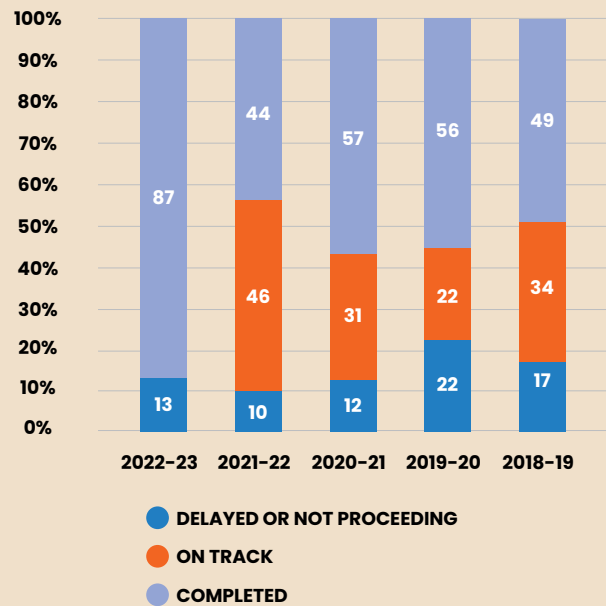
**Figure 1: Our capital and operational projects by status over the last 5 years**



## Our Operational Plan Actions

At 30 June 2023, 87% of reportable 2022-23 Operational Plan Actions were reported as completed, and 13% were experiencing delays or no longer proceeding.

**Figure 2: Our operational plan actions by status over the last 5 years**



Note: In 2022-23, we changed the way we capture our progress on actions to better reflect completion of what was planned for the reporting year. "On Track" reporting status was not available.

# Our Financial Summary

Figure 3: Where our money came from in 2022–23 (\$million)

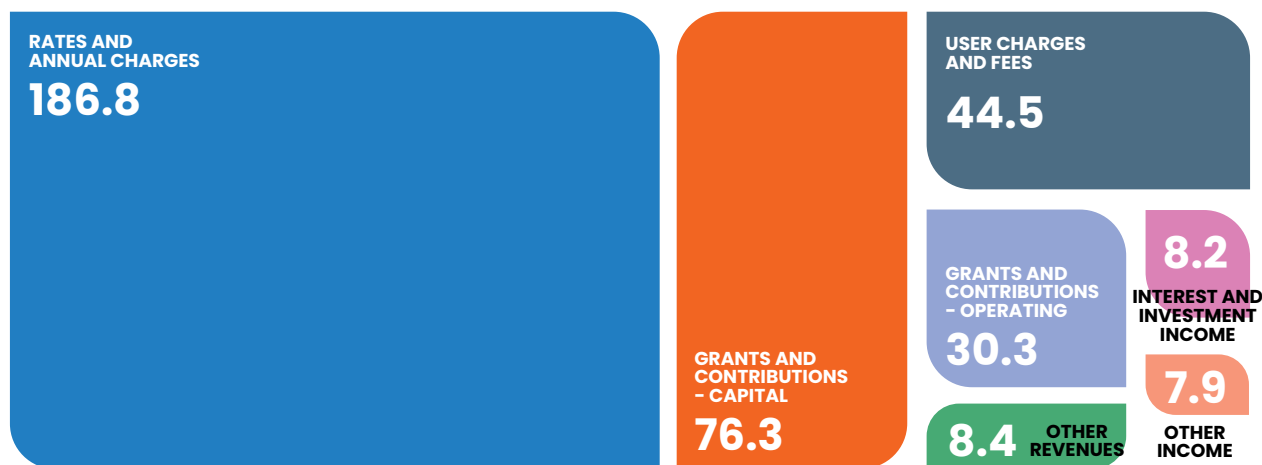
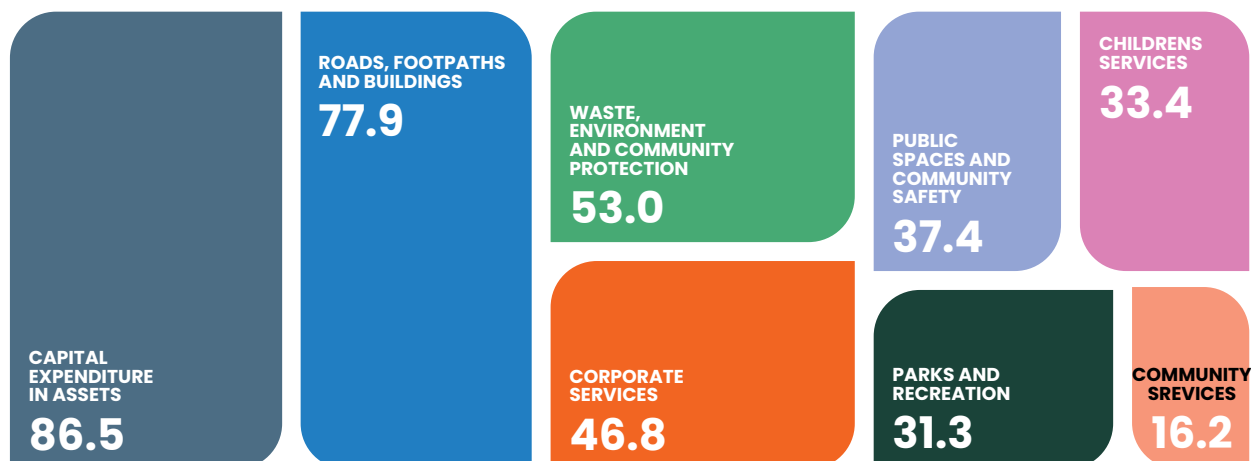


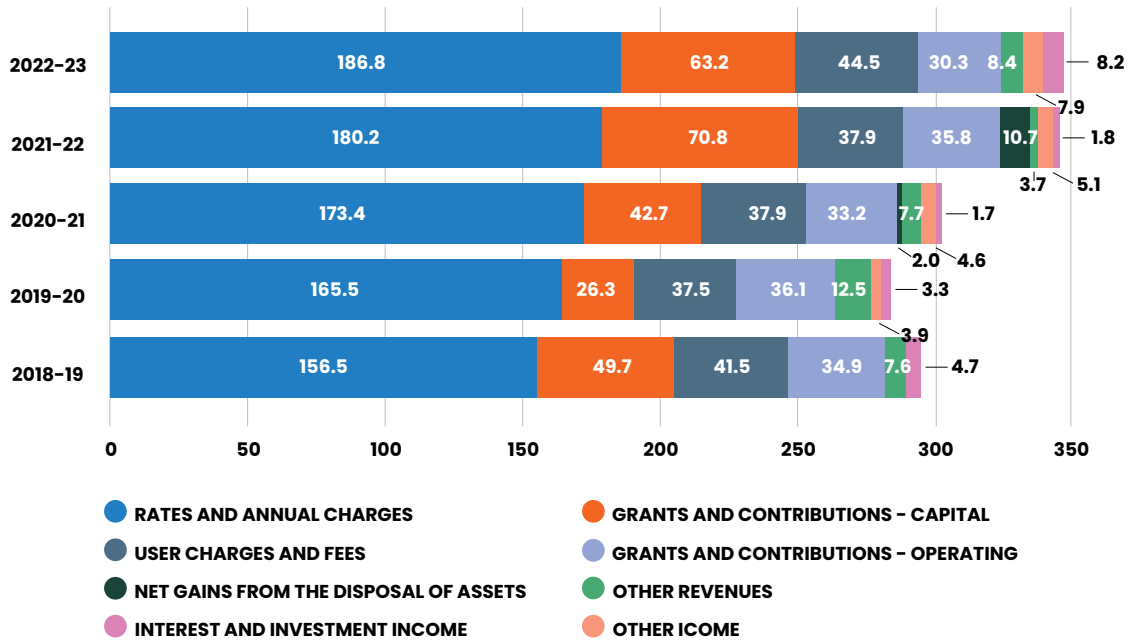
Figure 4: Where our money went by Outcome in 2022–23 (\$million)



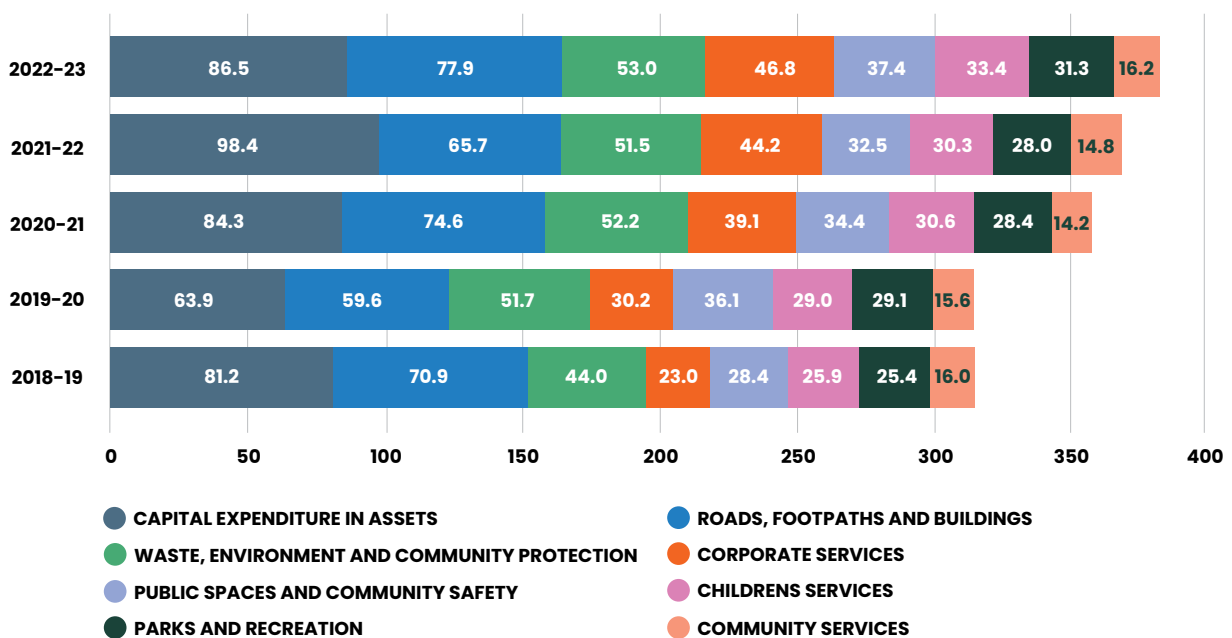
Figure 5: Where our money went by Expenditure Category (\$million)



**Figure 6: Comparison of income over 5 years (\$million)**



**Figure 7: Comparison of expenditure over 5 years (\$million)**



# Organisational Indicators

## Variation Between Actual Budget and Planned Budget

Council's budgets are prepared annually and phased into quarters. Although planning can never be completely accurate in an organisation the size and complexity of Council, comparing actual versus planned budgetary spend will indicate how well budgets are being phased and managed.

Council projected a balanced budget in the adoption of the original 2022–23 Operational Plan. Prior to allocations, the year-end result at 30 June 2023 is a favourable surplus of \$3.7 million. After a proposed allocation to the Financial Management Reserve of \$3.7 million, to provide Council with the capacity to respond to emerging priorities in 2023–24 onwards, the year-end result is balanced in line with the Budget.

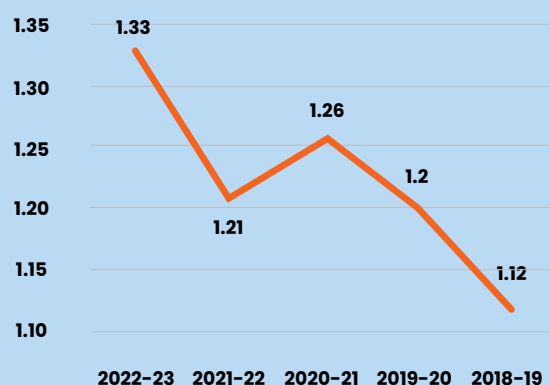
## Cost of Service Delivery Over Time

The cost of service delivery per capita over time will indicate whether Council's operations are becoming more efficient. An increase in cost is not necessarily a problem. There are many reasons why costs may increase, including changing community priorities, increased costs of materials or an improvement in the quality of service being provided. Changes to organisational structure and priorities will impact the cost of service delivery at a division level. However, the cost of service delivery across the organisation should trend downwards overall.

## Annual Business Plan Reviewed Quarterly

All business units reviewed and updated their business plans in November 2022, as part of the development of the 2023–24 Operational Plan. We are currently working on a software solution to improve business planning and reporting and enable better integration with Council's Integrated Planning and Reporting (IP&R) Framework.

**Figure 18: Cost of service per Capita over 5 years**



Based on estimated population of 220,908.

## Employee Leave Levels Meet Organisational Targets

Leave is an essential part of employee wellbeing and can also help indicate engagement levels. Council has targets for annual leave to ensure workloads are planned to allow staff to take reasonable leave. Measuring unplanned leave allows Council to identify possible areas of disengagement.

### ANNUAL LEAVE

**TARGET:** 100% of employees to have less than 8 weeks of accrued annual leave.

**RESULT: 89.48%** of temporary and permanent staff have less than 8 weeks of accrued annual leave at 30 June 2023.

### UNPLANNED LEAVE

**TARGET:** Employees to have taken less than 9 days of unplanned leave per financial year.

**RESULT: 9 days** per employee

Tracking this indicator also helps identify leave patterns across the organisation.

## Customer Experience Performance Meets Agreed Targets

The implementation of a new cloud-based telephone system has dynamically shaped the way Customer Experience analyses their data and has allowed for new ways to track, record and display the achievements for customer service and satisfaction.

### CALL SERVICE LEVEL

**TARGET:** 80% of calls answered within 2 minutes.

**RESULT: 80%** of calls were answered within 2 minutes.

### NUMBER OF CALLS RECEIVED: 151,719

Tracking this indicator also helps identify the customer service levels provided to our customers.

### AFTERCALL SURVEY

**RESULT: 95.98%** was the Satisfaction rating on 1,789 calls surveyed.

The survey commenced on 13 December 2022. Tracking this indicator also helps identify the satisfaction levels of our customers' experience.







# Our Impact

## Infrastructure

Roads resurfaced **79,114** square metres

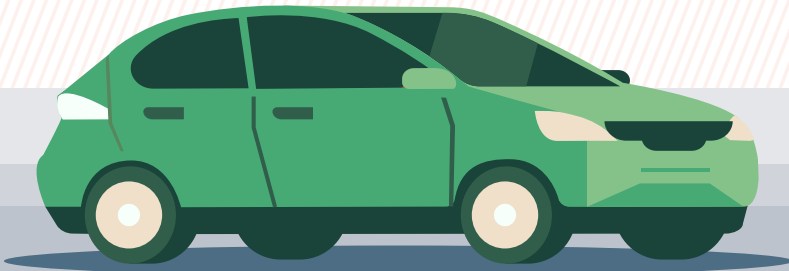
Footpaths constructed **785** metres

Shared footpath reconstructed **860** metres

Roads reconstructed **49,622** square metres

Shared footpaths constructed **1.9** kilometres

Drainage constructed **174** metres



**1,046** tonnes of recycled glass



**136,000** recycled coffee cups

IN OUR PROGRAM OF WORKS WE USED:

### WE MAINTAINED THE CITY'S ROADS AND PATHWAYS:

Repaired road pavement **81,958** square metres



Responded to **1,949** pothole requests

**66%** of pothole requests were completed within five working days

## Bushcare

**2,000** people volunteered

**2,842** native plants planted by volunteers

**3,491** volunteer hours

**200+** kilograms of litter collected



## Greening Our City

About **8,000** trees planted across 13 suburbs at 83 locations

Our emissions of carbon dioxide equivalent decreased by **19%** compared to last year

# 2022–23 Operational Plan Actions

The following table is a summary of our performance against the specific actions we committed to for 2022–23.

**Table 2: Progress on our 2022–23 Operational Plan actions**

OUTCOME 1: WE PROTECT AND ENHANCE AN ECOLOGICALLY SUSTAINABLE ENVIRONMENT		
ACTION	DESCRIPTION	
✓	<b>1.1.1a</b>	Deliver Water Management Projects for 2022-23.
✓	<b>1.1.1b</b>	Assessment of Tree Vegetation Permit Applications.
✓	<b>1.1.2a</b>	Complete programmed bush regeneration projects for 2022-23.
✓	<b>1.1.2b</b>	Delivery of externally funded grant projects for 2022-23.
✓	<b>1.1.2c</b>	Manage the propagation and procurement of plants and trees for use in Council's parks and public spaces.
✓	<b>1.2.1a</b>	Deliver, facilitate and/or support Cooling the City Initiatives.
✓	<b>1.2.1b</b>	Implement, monitor and report on actions in the Resilient Penrith Action Plan (including emergency preparedness, renewable energy, community connection and partnership programs).
✓	<b>1.2.1c</b>	Commence implementation of the Circular Economy Roadmap.
✓	<b>1.2.2a</b>	Increase waste and recycling stream options available to residents to increase diversion rate from landfill.
✓	<b>1.2.2b</b>	Investigate options for residual household waste processing and disposal alternatives to landfill to improve resource recovery.
✓	<b>1.2.2c</b>	Review Council waste disposal practices and all communications to improve consistency within Council-managed resource recovery streams.
✓	<b>1.2.2d</b>	Contribute and support Council teams to identify opportunities to meet corporate Sustainability goals.
✓	<b>1.2.3a</b>	Progress the Emu Plains Floodplain Risk Management Study and Plan, Rickabys Creek Catchment Flood Study, Oxley Park levee-Investigation and Detailed Design.
✓	<b>1.3.2a</b>	Offer sustainable resource recovery service options to the community and commercial sector.

## OUTCOME 2: WE ARE WELCOMING, HEALTHY, HAPPY AND CONNECTED

ACTION	DESCRIPTION
✓ <b>2.1.1a</b>	Deliver the annual Village Café program and consider options to expand.
✓ <b>2.1.1b</b>	Deliver identified actions for 2022-23 in the Disability Inclusion Action Plan.
✓ <b>2.1.2a</b>	Develop and implement a Community Funding Policy.
✗ <b>2.1.2b</b>	Develop and implement a Community Services Tenancy Policy.
✓ <b>2.1.2c</b>	Develop and implement a Community and Cultural Facilities Strategy.
✓ <b>2.1.3a</b>	Develop and deliver community resilience programs, workshops and events.
✓ <b>2.1.3b</b>	Inform and engage with the community on resilience through e-news and social media campaigns.
✓ <b>2.2.1a</b>	Develop a City Park Activation Plan.
✓ <b>2.2.2a</b>	Develop and deliver an annual Community Sector Training and Development program.
✓ <b>2.2.3a</b>	Develop and deliver endorsed actions identified in Community Action Planning.
✓ <b>2.2.3b</b>	Work in partnership to deliver actions identified in the Resilient Penrith Action Plan.
✓ <b>2.2.4a</b>	Develop a Community Safety Plan (2022-26).
✓ <b>2.2.4b</b>	Provide security for Council property and public areas.
✓ <b>2.2.4c</b>	Provide support to emergency services to prepare for and respond to emergencies.
✓ <b>2.2.5a</b>	Deliver 12 educational programs around responsible pet ownership.
✓ <b>2.2.6a</b>	Deliver the water health monitoring and sampling program for 2022-23.
✓ <b>2.2.6b</b>	Deliver the annual program of Food Safety investigations for 2022-23.
✓ <b>2.2.6c</b>	Deliver the Skin Penetration Safety Program for 2022-23.
✓ <b>2.2.6d</b>	Deliver the Public Swimming Pool and Splash Park Safety Program for 2022-23.
✓ <b>2.2.6e</b>	Deliver the Regulated System Program (Legionella Safety) for 2022-23.
✓ <b>2.2.6f</b>	Participate in the NSW Health Arbovirus Surveillance Program for 2022-23.
✗ <b>2.2.8a</b>	Source funding to develop a needs analysis, masterplan, business case and delivery of an aquatic and leisure facility in the LGA that provides a range of services including hydrotherapy.
✓ <b>2.3.1a</b>	Develop and implement inclusive and accessible practices and spaces in all our branches and services.
✓ <b>2.3.1b</b>	Commence implementation of the Library Strategy (2022-27).
✓ <b>2.3.2a</b>	Deliver playground upgrades as per the Budget Development Report 2022-23.
✓ <b>2.3.2b</b>	Deliver building upgrades as per the Budget Development Report 2022-23.
✗ <b>2.3.3a</b>	Review, update and implement the Cemeteries Policy.
✓ <b>2.4.1a</b>	Develop a Night Time Economy Strategy.
✓ <b>2.4.1b</b>	Deliver the annual REAL Festival in accordance with the REAL Festival Strategy and 10 Year Action Plan.
✓ <b>2.4.1c</b>	Deliver an annual calendar of civic and ceremonial events.
✓ <b>2.4.2a</b>	Develop a Cultural Strategy and Action Plan.
✓ <b>2.5.1a</b>	Develop a Reflect Reconciliation Action Plan (2023 - 2024).

### OUTCOME 3: WE PLAN AND SHAPE OUR GROWING CITY

	ACTION	DESCRIPTION
✗	<b>3.1.1a</b>	Deliver identified 2022-23 actions the Economic Development Strategy 2022-2026.
✓	<b>3.1.2a</b>	Deliver an updated City Investment Prospectus and associated suite of tools.
✓	<b>3.1.2b</b>	Participation in the CSIRO Generation STEM Partnership for 2022.
✓	<b>3.1.3a</b>	Implement the Brand Marketing Strategy 2022-2032.
✓	<b>3.1.3b</b>	Deliver the "THRIVE PENRITH" strategic framework.
✓	<b>3.1.4a</b>	Deliver identified 2022-23 actions of the Visitor Economy Strategy 2022-2032.
✓	<b>3.1.4b</b>	Produce and distribute an updated Visitor Guide.
✓	<b>3.1.5a</b>	Deliver identified 2022-23 actions of Council's International Partnerships Program.
✓	<b>3.2.1a</b>	Review and refine the Advocacy Strategy.
✓	<b>3.2.1b</b>	Development of a Masterplan and Structure Plan for St Marys.
●	<b>3.2.1c</b>	Development of a Structure Plan for Penrith City Centre.
●	<b>3.2.1d</b>	Development of a Structure Plan for The Quarter.
●	<b>3.2.1e</b>	Development of a Structure Plan for Werrington and Kingswood.
✓	<b>3.2.2a</b>	Assess and progress planning proposals.
✓	<b>3.2.3a</b>	Contribute to the Masterplan for the Penrith Lakes SEPP.
✓	<b>3.2.3b</b>	Contribute to the Development Control Plan (DCP) and precinct plans for the Aerotropolis.
✓	<b>3.2.4a</b>	Develop contribution plans for the provision of local infrastructure.
✓	<b>3.2.4b</b>	Develop and finalise Voluntary Planning Agreements (VPA) to deliver local infrastructure.
✗	<b>3.2.5a</b>	Finalise the St Marys Precinct Plan Amendment 3.
✓	<b>3.2.5b</b>	Review Penrith LEP 2010.
✓	<b>3.2.5c</b>	Review Penrith DCP 2014.
✓	<b>3.2.6a</b>	Assist with implementing the Western Sydney Planning Partnership (WSPP) District Affordable Housing Strategy.
✓	<b>3.2.8a</b>	Carry out building site and development inspections.
✓	<b>3.2.9a</b>	Deliver a program of education and communication around private swimming pools.
✓	<b>3.3.1a</b>	Develop joint regional priorities to inform the next iteration of the Western Sydney City Deal.
✓	<b>3.3.1b</b>	Contribute to developing the Blueprint and Regional Economic Development Strategy for the Western Parkland City.
✓	<b>3.3.2a</b>	Finalise the draft Places of Penrith Strategy stage 1 (Employment Lands, Green Grid, Revised Local Housing and Corridors).
✓	<b>3.3.3a</b>	Facilitate implementation of Interface Agreement with Sydney Metro.

## OUTCOME 4: WE MANAGE AND IMPROVE OUR BUILT ENVIRONMENT

ACTION	DESCRIPTION
✓ <b>4.1.1a</b>	Advocate for improved public transport across the Local Government Area (LGA).
✗ <b>4.1.2a</b>	Implement the rolling Bus Shelter Renewal Program by installing four bus shelters.
● <b>4.1.3a</b>	Delivery of the installation of parking sensors in accessible parking spots in the Local Government Area.
✗ <b>4.2.1a</b>	Secure appropriate grant funding to address road safety and accident black spots across our local road network.
✓ <b>4.2.2a</b>	Deliver annual program of maintenance on the City's roads and pathways for 2022-23.
✓ <b>4.2.2b</b>	Implement the rolling Road Asset Renewal Program for 2022-23.
✓ <b>4.2.2c</b>	Implement the rolling Footpath and Shared Pathway Program for 2022-23.
✓ <b>4.2.2d</b>	Deliver annual maintenance program on Council's drainage infrastructure for 2022-23.
● <b>4.2.3a</b>	Progress the construction of the Soper Place Multi Deck Carpark project.
✓ <b>4.2.3b</b>	Progress the construction of the Gipps Street Recreation Precinct project.
✗ <b>4.2.3c</b>	Completion of construction of the Regatta Park precinct project.
✓ <b>4.2.3d</b>	Progress the construction of the Dunheved Road Upgrade project.
✓ <b>4.2.3e</b>	Progress the construction of the City Park project.
✓ <b>4.3.2a</b>	Implement programmed 2022-23 actions from the Sport and Recreation Strategy.
✓ <b>4.3.3a</b>	Deliver annual program of maintenance on Council's sports grounds for 2022-23.
✓ <b>4.3.3b</b>	Contribute to the delivery of the Parks Asset Renewal Program.
✓ <b>4.3.3c</b>	Deliver annual program of maintenance on Council's playgrounds and water play areas for 2022-23.
✓ <b>4.4.1a</b>	Deliver annual maintenance program on Council's car parks for 2022-23.
✓ <b>4.4.1b</b>	Deliver annual maintenance program on Council's public spaces for 2022-23.
✓ <b>4.4.1c</b>	Deliver annual program of maintenance on public trees for 2022-23.
✓ <b>4.4.1d</b>	Deliver annual maintenance program on Council's public buildings for 2022-23.
✓ <b>4.4.2a</b>	Conduct regular illegal signage and abandoned shopping trolley compliance campaigns.



## OUTCOME 5: WE HAVE AN OPEN AND COLLABORATIVE LEADERSHIP

	ACTION	DESCRIPTION
✓	<b>5.1.1a</b>	Produce four quarterly 'Our Place' community news brochures.
✓	<b>5.1.1b</b>	Undertake communication campaigns for Council's major projects and programs.
✓	<b>5.1.1c</b>	Investigate opportunities for new ways to communicate with the community.
✓	<b>5.2.1a</b>	Review and adoption of Community Engagement Strategy by December 2022.
✓	<b>5.3.2a</b>	Implement Customer Experience Transformation technology project–Community Facilities and Recreation online booking, payments, facilities management and access.
✓	<b>5.3.2b</b>	Implement Customer Experience Transformation technology project–Customer Feedback, Satisfaction and Complaints.
✓	<b>5.3.2c</b>	Finalise the business case and commence procurement processes for the Enterprise Resource Planning (ERP) project.
✓	<b>5.3.3a</b>	Provide accurate information to Council and the community on Council's financial position and activities.
✓	<b>5.3.3b</b>	Ensure compliance with all regulatory financial requirements is met including completion of the annual Financial Statements.
✗	<b>5.3.4a</b>	Design and implement a Strategy Development Framework.
✓	<b>5.3.5a</b>	Develop a program of Service Reviews.
✓	<b>5.4.1a</b>	Progress the Erskine Park Urban Reinvestment Project.
✗	<b>5.4.1b</b>	Progress the 131 Henry Street Project.
✓	<b>5.4.1c</b>	Progress the 158-164 Old Bathurst Road, Emu Plains Project.
✓	<b>5.4.1d</b>	Development of property investment options and solutions.
✗	<b>5.4.2a</b>	Progress the Kingswood and St Marys commuter car park projects.
✓	<b>5.4.3a</b>	Improve systems and processes around asset management.
✓	<b>5.4.4a</b>	Commence implementation of our Capability Framework.
✓	<b>5.4.4b</b>	Grow Leadership Development.
✓	<b>5.4.4c</b>	Develop a Safety Strategy.
✓	<b>5.4.4d</b>	Strengthen child-safe practices as part of our commitment to being a child safe organisation.

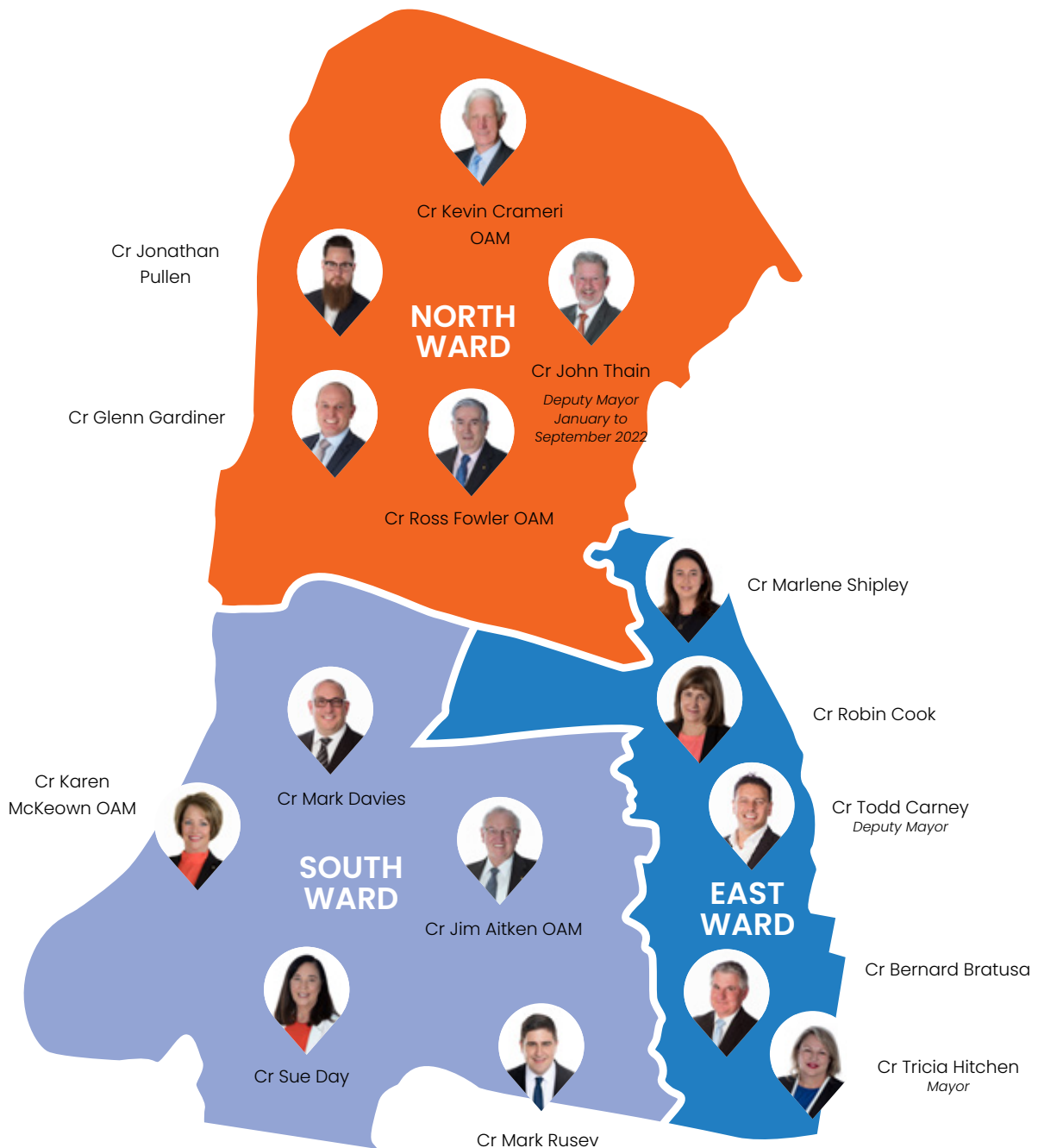


# Our Councillors

The Penrith LGA is made up of three wards, with five councillors representing each ward. Together, the 15 councillors represent the interests of our community and the Penrith region.

Each councillor brings a wealth of knowledge to their role. While they represent a particular ward, their ultimate consideration must be the current and future interests of Penrith as a whole.

Councillors were elected in December 2021. They will serve until the next local government election in September 2024. A new Mayor is elected every two years, and a Deputy Mayor for the same or lesser period as determined by Council.



# Our Financial Statements

OUR INCOME STATEMENT - FOR THE YEAR ENDED 30 JUNE 2023			
ORIGINAL UNAUDITED BUDGET 2023	\$'000	ACTUAL 2023	ACTUAL 2022
<b>INCOME FROM CONTINUING OPERATIONS</b>			
188,571	Rates and annual charges	<b>186,830</b>	180,206
45,485	User charges and fees	<b>44,531</b>	37,856
2,177	Other revenues	<b>8,425</b>	3,727
9,130	Grants and contributions provided for operating purposes	<b>30,287</b>	35,754
42,806	Grants and contributions provided for capital purposes	<b>76,321</b>	70,840
3,175	Interest and investment income	<b>8,237</b>	1,795
4,370	Other income	<b>7,953</b>	5,063
-	Net gain from the disposal of assets	-	10,721
<b>295,714</b>	<b>TOTAL INCOME FROM CONTINUING OPERATIONS</b>	<b>362,584</b>	<b>345,962</b>
<b>EXPENSES FROM CONTINUING OPERATIONS</b>			
136,015	Employee benefits and on-costs	<b>126,861</b>	122,247
78,860	Materials and services	<b>97,064</b>	84,305
1,233	Borrowing costs	<b>1,529</b>	944
47,328	Depreciation, amortisation and impairment of non-financial assets	<b>56,631</b>	47,271
13,195	Other expenses	<b>13,988</b>	12,142
554	Depreciation, amortisation and impairment of non-financial assets	<b>4,126</b>	-
<b>277,185</b>	<b>TOTAL EXPENSES FROM CONTINUING OPERATIONS</b>	<b>300,199</b>	<b>266,909</b>
<b>18,529</b>	<b>Operating result from continuing operations</b>	<b>62,385</b>	79,053
<b>18,529</b>	<b>NET OPERATING RESULT FOR THE YEAR ATTRIBUTABLE TO COUNCIL</b>	<b>62,385</b>	<b>79,053</b>
<b>(24,277)</b>	<b>Net operating result for the year before grants and contributions provided for capital purposes</b>	<b>(13,936)</b>	8,213

OUR STATEMENT OF COMPREHENSIVE INCOME - FOR THE YEAR ENDED 30 JUNE 2023		
\$'000	2023	2022
Net operating result for the year – from Income Statement	62,385	79,053
<b>OTHER COMPREHENSIVE INCOME</b>		
Amounts which will not be reclassified subsequently to the operating result		
Gain (loss) on revaluation of infrastructure, property, plant and equipment	<b>887,517</b>	325,263
<b>Total items which will not be reclassified subsequently to the operating result</b>	<b>887,517</b>	325,263
<b>TOTAL OTHER COMPREHENSIVE INCOME FOR THE YEAR</b>	<b>887,517</b>	<b>325,263</b>
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR ATTRIBUTABLE TO COUNCIL</b>	<b>949,902</b>	<b>404,316</b>

The above Income Statement and Statement of Comprehensive Income should be read in conjunction with Council's 2022-23 Financial Statements available on Council's website.



## OUR STATEMENT OF FINANCIAL POSITION – AS AT 30 JUNE 2023

\$'000	2023	2022
<b>Assets</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	16,655	13,240
Investments	164,434	149,651
Receivables	17,513	14,127
Inventories	751	735
Contract assets and contract cost assets	15,038	24,749
Other	4,379	10,884
<b>TOTAL CURRENT ASSETS</b>	<b>218,770</b>	<b>213,386</b>
<b>NON-CURRENT ASSETS</b>		
Investments	48,529	58,298
Receivables	3,309	3,859
Infrastructure, property, plant and equipment (IPPE)	3,631,878	2,697,356
Investment property	97,939	43,001
Intangible assets	423	486
Right of use assets	22	69
<b>TOTAL NON-CURRENT ASSETS</b>	<b>3,782,100</b>	<b>2,803,069</b>
<b>TOTAL ASSETS</b>	<b>4,000,870</b>	<b>3,016,455</b>
<b>Liabilities</b>		
<b>CURRENT LIABILITIES</b>		
Payables	49,205	40,008
Contract liabilities	21,405	22,999
Lease liabilities	16	47
Borrowings	5,653	6,526
Employee benefit provisions	36,884	36,978
Provisions	503	725
<b>TOTAL CURRENT LIABILITIES</b>	<b>113,666</b>	<b>107,283</b>
<b>NON-CURRENT LIABILITIES</b>		
Contract liabilities	23,300	23,300
Lease liabilities	6	21
Borrowings	64,802	36,654
Employee benefit provisions	1,259	1,262
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>89,367</b>	<b>61,237</b>
<b>TOTAL LIABILITIES</b>	<b>203,033</b>	<b>168,520</b>
<b>NET ASSETS</b>	<b>3,797,837</b>	<b>2,847,935</b>
<b>Equity</b>		
Accumulated surplus	1,401,825	1,339,440
IPPE revaluation reserve	2,396,012	1,508,495
<b>Council equity interest</b>	<b>3,797,837</b>	<b>2,847,935</b>
<b>TOTAL EQUITY</b>	<b>3,797,837</b>	<b>2,847,935</b>

The above Statement of Financial Position should be read in conjunction with Council's 2022–23 Financial Statements available on Council's website.

## OUR STATEMENT OF CHANGES IN EQUITY – FOR THE YEAR ENDED 30 JUNE 2023

\$'000	AS AT 30/06/23			AS AT 30/06/22		
	Accumulated surplus	IPPE Revaluation reserve	Total Equity	Accumulated surplus	IPPE Revaluation reserve	Total Equity
Opening balance at 1 July	1,339,440	1,508,495	2,847,935	1,260,387	1,183,232	2,443,619
Net operating result for the year	62,385	-	62,395	79,053	-	79,053
<b>OTHER COMPREHENSIVE INCOME</b>						
Gain (loss) on revaluation of infrastructure, property, plant and equipment	-	887,517	887,517	-	325,263	325,263
<b>Other Comprehensive Income</b>	-	887,517	887,517	-	325,263	325,263
<b>TOTAL COMPREHENSIVE INCOME</b>	62,385	887,517	949,902	79,053	325,263	404,316
<b>CLOSING BALANCE AT 30 JUNE</b>	1,401,825	2,396,012	3,797,837	1,339,440	1,508,495	2,847,935

The above Statement of Changes in Equity should be read in conjunction with Council's 2022-23 Financial Statements available on Council's website



## OUR STATEMENT OF CASH FLOWS – FOR THE YEAR ENDED 30 JUNE 2023

ORIGINAL UNAUDITED BUDGET 2023	\$'000	ACTUAL 2023	ACTUAL 2022
<b>INCOME FROM CONTINUING OPERATIONS</b>			
<b>RECEIPTS</b>			
188,571	Rates and annual charges	<b>187,404</b>	179,416
45,485	User charges and fees	<b>42,781</b>	37,821
3,175	Interest received	<b>5,209</b>	1,392
50,754	Grants and contributions	<b>99,328</b>	90,244
6,500	Bonds, deposits and retentions received	<b>7,451</b>	5,778
7,430	Other	<b>12,303</b>	6,546
<b>PAYMENTS</b>			
(135,975)	Payments to employees	<b>(126,906)</b>	(119,989)
(78,740)	Payments for materials and services	<b>(95,285)</b>	(86,725)
(1,233)	Borrowing costs	<b>(1,529)</b>	(944)
(4,500)	Bonds, deposits and retentions refunded	<b>(5,135)</b>	(4,028)
(13,104)	Other	<b>(3,013)</b>	(8,254)
<b>68,363</b>	<b>Net cash flows from operating activities</b>	<b>122,608</b>	101,257
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
<b>RECEIPTS</b>			
3,900	Sale of investment	<b>3,900</b>	–
130,000	Redemption of term deposits	<b>128,203</b>	139,000
4,993	Proceeds from sale of IPPE	<b>5,528</b>	19,708
81	Deferred debtors receipts	<b>78</b>	–
<b>PAYMENTS</b>			
–	Purchase of investment	<b>(4,697)</b>	(8,319)
(130,000)	Acquisition of term deposits	<b>(131,492)</b>	(205,001)
(51,000)	Purchase of investment property	<b>(52,100)</b>	(1,526)
(107,718)	Payments for IPPE	<b>(95,841)</b>	(72,241)
–	Deferred debtors and advances made	–	(62)
<b>(149,744)</b>	<b>Net cash flows from investing activities</b>	<b>(146,421)</b>	(128,441)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
<b>RECEIPTS</b>			
37,800	Proceeds from borrowings	<b>33,800</b>	24,000
<b>PAYMENTS</b>			
(7,560)	Repayment of borrowings	<b>(6,525)</b>	(6,608)
(47)	Principal component of lease payments	<b>(47)</b>	(75)
<b>30,193</b>	<b>Net cash flows from financing activities</b>	<b>27,228</b>	17,317
<b>(51,188)</b>	<b>Net change in cash and cash equivalents</b>	<b>3,415</b>	(9,867)
13,240	Cash and cash equivalents at beginning of year	<b>13,240</b>	23,107
(37,948)	<b>Cash and cash equivalents at end of year</b>	<b>16,655</b>	13,240
212,963	plus: Investments on hand at end of year	<b>212,963</b>	207,949
<b>175,015</b>	<b>TOTAL CASH, CASH EQUIVALENTS AND INVESTMENTS</b>	<b>229,618</b>	221,189

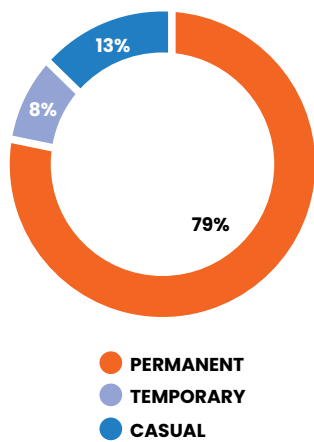
Note: All figures are reported on 30 June 2023.

# Our People

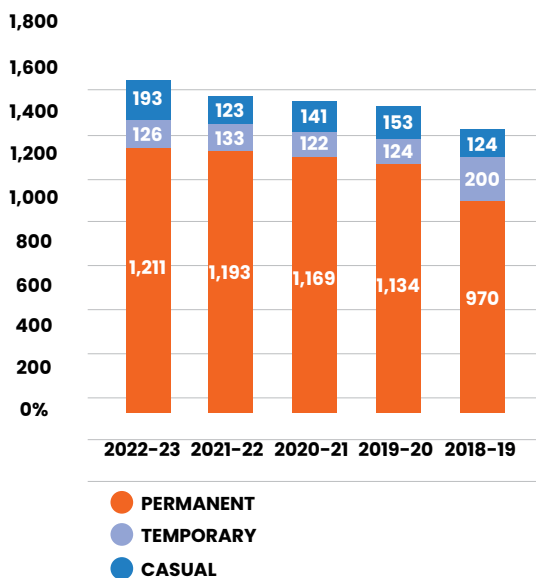
## Workforce Statistics

At 30 June 2023, we had 1,530 employees in full-time, part-time, permanent, temporary and casual positions, with some employees having multiple employments across Council.

**Figure 19: Proportion of employees by type at 30 June 2023**



**Figure 20: Number of employees by type over 5 years**



## Our Work Health and Safety

In 2022–23, we have continued to build on our ‘Safety Workplace’ and developing a safety mindset. We progressed and endorsed our four-year Safety Strategy that has set strong foundations for the future. We reviewed several policies and procedures that underpin best-practice work health and safety (WHS), as well as improving our understanding of hazards and risks for staff and the community.

A significant investment into our Safety Network has resulted in an increase of 15 health and safety representatives across work areas who support staff in discussing ideas and concerns. Our Health and Safety Committee has also continued to develop its safety understanding and challenges the business when needed.

We have continued to focus on health and wellbeing even as we come out of the COVID-19 pandemic. The 2022 RU OK Day Expo aimed to bring staff back together and to start conversations about safety and resilience. Our keynote speaker was Alex McKinnon, who shared about his experiences after suffering a life-changing injury.

Council is supporting a group of staff to undertake their Certificate IV in Mental Health. We have also increased the number of Mental Health First

Aiders who provide guidance to colleagues experiencing mental health uncertainties. Works began on implementing our Health and Wellbeing Expos in early 2023 for roll out later in the year.

During the year we also onboarded a new Workers Compensation Insurer, StateCover Mutual, which has significant experience and understanding of the Local Government landscape. StateCover Mutual has also provided us with their network of other councils and WHS professionals to bolster our resources.

It remains our highest priority to provide safe workplaces for our employees, contractors and visitors. Table 9 shows our work health and safety performance over the last year.

**Table 9: Work health and safety performance by month, in 2022–23**

1 JULY 2022 – 30 JUNE 2023	JUL 22	AUG 22	SEP 22	OCT 22	NOV 22	DEC 22	JAN 23	FEB 23	MAR 23	APR 23	MAY 23	JUN 23	TOTAL
Lost time injury incidents (LTI)	20	28	4	1	5	8	1	10	8	5	7	10	107
Near miss incidents	3	2	1	3	3	3	0	2	9	0	4	1	31
First aid treatable injuries	27	35	24	20	27	44	13	18	28	24	25	26	311
Medically treatable incidents	5	6	1	4	5	4	4	0	6	3	4	2	44
Equipment or property damage	1	4	2	0	3	3	2	4	8	0	1	4	32
Workers' compensation No LTI	0	2	2	1	2	2	2	1	1	1	4	0	18
Hazards	0	0	0	0	0	0	0	5	3	4	3	7	22
<b>NUMBER OF CLAIMS</b>	<b>56</b>	<b>77</b>	<b>34</b>	<b>29</b>	<b>45</b>	<b>64</b>	<b>22</b>	<b>40</b>	<b>63</b>	<b>37</b>	<b>48</b>	<b>50</b>	<b>565</b>
COVID-19 LTI	16	22	2	0	0	6	0	0	1	2	2	5	56
COVID-19 No LTI	12	13	5	2	4	28	3	0	4	5	5	6	87





## INTERPRETING ASSISTANCE

ENGLISH	If you do not understand this, please contact the Telephone Interpreting Service on 131 450 and ask them to contact Penrith City Council on your behalf on (02) 4732 7777. Or come to the Council offices and ask for an interpreter.
ARABIC	إذا لم يكن بإمكانك قراءة النص أعلاه، الرجاء الاتصال بخدمات الترجمة الفورية الهاتفية (TIS) على الرقم 131 450 والطلب منهم الاتصال بدورهم بمجلس مدينة بنريث نيابة عنك على الرقم 4732 7777 (02). أو يمكنك الحضور إلى المجلس وطلب ترتيب مترجم فوري لك.
CHINESE	如果您无法阅读这些文字，请致电 131 450 联系电话传译服务中心，请他们代您拨打 (02) 4732 7777 联系 Penrith 市议会。您也可以亲自到市议会来并要求获得口译服务。
GREEK	Αν δεν μπορείτε να το διαβάσετε αυτό, τηλεφωνήστε στην Τηλεφωνική Υπηρεσία Διερμηνέων στο 131 450 και ζητήστε τους να επικοινωνήσουν με το Δήμο Penrith (Penrith City Council) για λογαριασμό σας στον αριθμό (02) 4732 7777, ή ελάτε στη Δημαρχία και ζητήστε διερμηνέα.
HINDI	यदि आप इसे नहीं पढ़ पाते हैं, तो कृपया 131 450 पर टेलीफोन दुभाषिया सेवा से संपर्क करें और उनसे कहें कि वे आपकी ओर से पेनरथि सिटी काउंसिल से (02) 4732 7777 पर संपर्क करें. या आप काउंसिल आएँ और एक दुभाषिया की माँग करें.
ITALIAN	Se non riuscite a leggere questo, contattate il servizio telefonico di interpretariato al numero 131 450 e chiedetegli di contattare da parte vostra il comune di Penrith City al numero (02) 4732 7777 oppure venite in comune e richiedete un interprete.
MALTESE	Jekk ma tistax taqra dan, jekk jogħġbok, ikkuntattja lit-Telephone Interpreting Service fuq 131 450 u itlobhom biex jikkuntattjaw Penrith City Council f'ismek fuq (02) 4732 7777. Jew ejja l-Kunsill u itlob għal interpretu.
PERSIAN	اگر نمی توانید این مطلب را بخوانید، لطفاً به خدمات ترجمه تلفنی به شماره 131 450 زنگ بزنید و از آنان بخواهید با شورای شهر پنریت Penrith City Council به شماره 4732 7777 (02) از جانب شما تماس بگیرند. یا اینکه به شهرداری Council آمده و مترجم بخواهید.
PUNJABI	ਜੇਕਰ ਤੁਸੀਂ ਇਸ ਦਸਤਾਵੇਜ਼ ਨੂੰ ਨਹੀਂ ਸਮਝਦੇ ਅਤੇ ਕਸਿ ਦੁਭਾਸ਼ੀਏ ਦੀ ਲੋੜ ਹੈ, ਤਾਂ ਕਰਿਪਾ ਕਰਕੇ 131 450 'ਤੇ ਟੈਲੀਫੋਨ ਇੰਟਰਪਰੀਟਿੰਗ ਸੇਵਾ ਸਿਟੀ ਕਾਊਂਸਲ ਨੂੰ (02) 4732 7777 'ਤੇ Penrith City Council (ਪੈਨਰਥਿ ਸਿਟੀ ਕਾਊਂਸਲ) ਨੂੰ ਫੋਨ ਕਰਨ ਲਈ ਕਹੋ।
SINGHALESE	ඔබට මෙය කියවීමට නොහැකි නම්, කරුණාකර දුරකථන අංක 131 450 ඔස්සේ දුරකථන පරිවර්තන සේවාව (Telephone Interpreting Service) අමතා ඔබ වෙනුවෙන් දුරකථන අංක (02) 4732 7777 අමතා පෙන්නිම නගර සභාව (Penrith City Council) හා සම්බන්ධ කර දෙන ලෙස ඉල්ලා සිටින්න. නැතිනම් නගර සභාව වෙත පැමිණ භාෂා පරිවර්තකයකු ලබා දෙන ලෙස ඉල්ලා සිටින්න.
TAGALOG	Kung hindi mo naiintindihan ang dokumentong ito at kailangan mo ng isang interpreter, mangyaring tumawag sa Telephone Interpreting Service sa 131 450 at hilingin sa kanila na tumawag sa Penrith City Council sa (02) 4732 7777.
TAMIL	இதை உங்களால் வாசிக்க இயலவில்லை என்றால், 'தொலைபேசி உரைபெயர்ப்பு சேவை'யை 131 450 எனும் இலக்கத்தில் அழைத்து 'பென்றித் நகரவையுடன்' (02) 4732 7777 எனும் இலக்கத்தில் உங்கள் சார்பாக தொடர்பு கொள்ளுமாறு கேளுங்கள். அல்லது நகரவைக்கு விஜயம் செய்து உரைபெயர்ப்பாளர் ஒருவர் வேண்டுமெனக் கேளுங்கள்.
VIETNAMESE	Nếu quý vị không thể đọc được thông tin này, xin liên lạc Dịch Vụ Thông Dịch Qua Điện Thoại ở số 131 450 và yêu cầu họ thay mặt quý vị liên lạc với Hội Đồng Thành Phố Penrith ở số (02) 4732 7777. Hoặc hãy tới Hội Đồng và yêu cầu có thông dịch viên.

## PENRITH CITY COUNCIL

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Penrith NSW

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**Email:** [council@penrith.city](mailto:council@penrith.city)